



DACOWITS RFI #9

Gender Discrimination

December 2022

**Directorate of Military Personnel Management,
Office of the Deputy Chief of Staff, G-1**



Army Policies

9a: What policies and procedures are in place to prevent conscious and unconscious gender bias within the promotion process (e.g., performance evaluations, board screenings, etc.)?

- Memorandum, Secretary of Army, subject: Elimination of Department of Army (DA) Photos, and Race, Ethnicity and Gender Identification Data for Officer, Warrant Officer, and Enlisted Selection Boards (Updated), 26 June 2020.
- Memorandum, Assistant Secretary of the Army (Manpower and Reserve Affairs) (ASA (M&RA)), subject: Updated Guidance Regarding the DA Photo and the Use of Race, Ethnicity, and Gender Identifying Data in Assignment and Slating Processes, 19 October 2020
- HQDA Policy Notice 600 – 2: Policies and Procedures for Active Duty List Officer and Department of the Army Selection Boards; 7(j).

Promotion Board Policies

- Data that identifies a Soldier's race, ethnicity, and gender on the Officer Record Brief or Enlisted Record Brief has been redacted from officer, warrant officer, and enlisted DA Centralized Selection Boards.
- 1 August 2020, the requirement for officer, warrant officer, and enlisted Selection boards to include the DA Photo as part of the board file was suspended.



D.A. PHOTO EXAMPLE
THE ARMY SERVICE UNIFORM



Promotion Packages

9b. What gender specific demographic information has been removed from promotion packages (e.g., first and last names, gender pronouns, photographs, etc.)? Specifically, state whether any gender specific demographic information is still being included. If so, are there plans to remove gender specific demographic information? Provide projected timeline for each demographic modification.

- Elements of demographic information relating to race, gender, ethnicity, marital status, age, are masked in the consolidated officer record brief
- Gender is not masked in other supporting documents that accrue in Soldiers' personnel files, such as awards, officer and enlisted performance evaluations
- The Army is developing the Army Selection Board System (ASBS) version 2.0 proprietary software to present information to selection boards free from potential sources of bias
 - Will extract content from members' performance evaluations and apply rules-based display of information in order to remove gender specific references without affecting the continuity of the evaluation
 - Enhances ability to study the resulting data
 - Funding for system development and testing in FY23
 - Anticipate continued testing and employment of the new system in FY24



Redacted ORB

OFFICER RECORD BRIEF

AR600-8-104 CMAAOF - S1

ORB TYPE 1300		BRIEF DATE 20211004		FUNCTIONAL CATEGORY OPERATIONS SUPPORT		DESIG DATE 20141031		CNTL BRANCH BR DTU/EXPIRES		48		COMPONENT RA		AD GRADE - ADOR LTC 20180601		SSN [REDACTED]		NAME [REDACTED]					
SECTION I - Assignment Information						SECTION II - Security Data						SECTION III - Service Data						SECTION IV - Personal/Family Data					
OVERSEAS / DEPLOYMENT / COMBAT DUTY						INVEST SSSI-T5						BASD						Date of Birth					
20110617 HI 66 1 1 L Short: 1 Long: 1						DTEINV 20130530 DTSPSCG 20130619						20020519						19810709					
20060801 KS 12 1 1 C DROS NA DERO5 20230805						CLNC TS-SCI						Basic Date of Apt 20020601						Country of Cit US					
20030525 SA 03 1 1 C						SECTION V - Foreign Language						Cohort Yr Gp FY2001						Sex/Redcat XXX XXX					
eMILPO Tour Data						Language L S R YMP TL						Mo/Days Afcs 232 /12						Religion XXXXXXXXXXXXXXX					
CBT - 2 OPN - 0 RES - 0						KOREAN 26 26 202104						Type of Orig Apt USAAR						Spouse Birthplace/Cit XXX/XXXXXXXXXXXX					
Dwell Start XXXXXXXX						DLAT 136						Date of Proj/Mand Ret 20310601						Height/Weight 65/137					
Dwell Mo-Days XXXMo XXD						SECTION VI - Military Education						Date of Birth 111111/20201013						Home of Record at Ead HAWAII					
Date Dependents Arrived OS XXXXXXXX						SSC SELECT						PDOR 20020601 20031201 20050901 20110201						Mailing Address [REDACTED]					
Career Field Information- Commissioned/AMEDD/Warrant						Course Year						LTC-CW5 COL BG MG						SECTION X - Remarks					
BR Code/Mod/Mos1/Pmos						SR SVC COLL-SELECT 2021						TDOR 20180601						[REDACTED]					
Functl Area/Mod/Mos2/Smos						SCTY ASSIST MGT O/S 2016						LTG GEN						[REDACTED]					
48						ILE QUALIFICATION 2016						LEVEL COMPLETED MASTERS						[REDACTED]					
BRAOC/Mod/Mos3/Pmos Sgi						JNT FIREPOWER/CTRL CRS 2007						INSTITUTION MD. JOHNS HOPKINS U MA A YR 2016						[REDACTED]					
Functl Aoo/Smos/SCol						AIR DEF ARTY OFF ADV 2007						DISCIPLINE INTERNAL PUB POLICY						[REDACTED]					
H						UNIT MOVMTN OF DEPL PL 2003						INSTITUTION TX, U TEXAS, EL PASO MA M YR 2007						[REDACTED]					
3A						ADA OFF BASIC PATRIOT 2003						DISCIPLINE LEADERSHIP AND MANAGEMENT						[REDACTED]					
Basic Branch/PMOS AIR DEFENSE ARTILLERY						AIR DEF OFF BAS 2002						INSTITUTION CA, CLAREMONT MCKENNA COL BA G YR 2002						[REDACTED]					
Functional Area SMOS FOREIGN AREA OFFICER												DISCIPLINE POLITICAL SCI						[REDACTED]					
Career Track X Single Dual												SECTION VIII - Awards and Decorations						[REDACTED]					
Primacy Branch X Functional Area												BSM- 1 MUC- 2 OSR- 3						[REDACTED]					
Prev Branch/MOS 14												DMSM- 3 NDSM- 1 CAB- 1						[REDACTED]					
Prev Functional Area												MSM- 2 ICM-C- 2						[REDACTED]					
Control Career Management Field 48100												ARCOM- 3 GWTEM- 1						[REDACTED]					
Projected Career Management Field 48100												JSAM- 1 GWTSM- 1						[REDACTED]					
Geographic Orientation I												AAM- 4 KDSM- 1						[REDACTED]					
												JMUA- 2 ASR- 1						[REDACTED]					
AVIATOR QUALIFICATIONS						SECTION IX - Assignment Information						Date of Last OER 20210903						Org Zip Code 96860					
ASED TOFDC As Of						ASGT FROM MO UIC ORGANIZATION STATION LOC COMD DUTY TITLE DMOS						Date of Last PCS 20200806						DATE LAST PHOTO XXXXXX					
Pilot Status Aircraft Qual Aircraft Qual Aircraft Qual Aircraft Qual						PROJ																	
Rating Dt						Current 20200814						PEARL HARBOR NAD HI JP DEPUTY DIV CHIEF 481003A00											
						1st Prev 20190428 28 W40JAA PACOM JT INTEL OPS C PENTAGON VA DF ASSISTANT XO 01A003A00																	
						2nd Prev 20170606 11 W6AM01 DEFENSE SEC COOP AGENCY YONG SAN VA DF DEPUTY CHIEF 48H003A00																	
						3rd Prev 20160629 12 W6AM01 JUSMAG- K, U.S. EMBASSY S YONG SAN KS JA ARMY PROGRAMS DIRECTOR 48H003A00																	
						4th Prev 20140511 12 W093AA HQ USPACOM CP SMITH HI P1 EXECUTIVE ASSISTANT 01A003A00																	
						5th Prev 20130511 12 W093AA HQ USPACOM CP SMITH HI P1 PLANNER 01A003A00																	
						6th Prev 20120309 14 W093AA HQ USPACOM CP SMITH HI P1 JACG DEP DIV CHIEF 01A003A00																	
						7th Prev 20110521 10 WAL1AA HHC 2 BCT, 25 IN DIV SCHOFIELD HI JA ADAM CELL OIC 14A000000																	
						8th Prev 20100521 12 WAL1AA HHC 2 BCT, 25 IN DIV SCHOFIELD HI JA KLE MANAGER (FWD IZ) 14A000000																	
						9th Prev 20090606 12 WJMJZAA HQ USARPAC FT SHAFFE HI P1 AIDE DE-CAMP 01A000000																	
						10th Prev 20080112 17 WAWPAA HNB 94TH AAMDIC FT SHAFFE HI P1 COMMANDER 14A000000																	
						11th Prev 20070112 12 WAWPAA HNB 94TH AAMDIC FT SHAFTE HI P1 PLANS AND EXERCISE OFF 14A000000																	
						12th Prev 20050901 09 WAWYTD HNB/1-43 ADA USFK SUWON KS P8 ASSISTANT S3 14E000000																	
						13th Prev 20050301 06 WAWYTD HNB/1-43 ADA USFK SUWON KS P8 EXECUTIVE OFFICER 14A000000																	
						14th Prev 20041124 03 WAWYDD D/1-43 ADA USFK SUWON KS P8 EXECUTIVE OFFICER 14E000000																	
						15th Prev 20040802 03 WAWYDD D/1-43 ADA USFK SUWON KS P8 FIRE CONTROL PLT LDR 14E000000																	
						16th Prev 20030526 14 WHLJCO C/3-43 ADA 11TH BDE FT BLISS TX P8 LAUNCHER PLT LDR 14E000000																	
						17th Prev 20030210 03 WHLJCO C/3-43 ADA 11TH BDE FT BLISS TX P8 LAUNCHR PLT LDR (FWD SA) 14E000000												JOINT EXPERIENCE POINTS: 0					
						18th Prev																	
						19th Prev																	

I CERTIFY THE INFORMATION ON THIS ORB IS CORRECT TO THE BEST OF MY KNOWLEDGE AND/OR HAS BEEN CORRECTED AS INDICATED. SIGNED:

DATED:



Other Actions

9c: What other actions have been taken to prevent conscious and unconscious gender bias from factoring in promotion reviews/scoring?

- All promotion selection board members receive a bias training module, guided by operational psychologists, at the beginning of their duty on the boards.
- Instructions provided to promotion board members include a broad statement reinforcing the importance of equal consideration for all members regardless of race, color, national origin, religion, sex (including gender identity), or sexual orientation.



Emerging Trends

9d: Since these actions were taken to reduce conscious and unconscious gender bias, provide trends that have emerged and data on the impact of these policies, instructions, or guidance on selection results.

Since removing photos during selection boards in accordance with Secretary of Defense guidance in August 2020, research and data collection is on-going to discern any difference in promotion selection behavior.



Policies & Guidance

9e: Provide copies of policies, instructions, or written guidance delivered to selection boards, nomination boards, or promotion boards intended to mitigate conscious and unconscious gender bias.

- Portion of Board Memorandum Of Instruction: Effective leaders understand that organizational success depends on the ability of people of all backgrounds to work together. Select officers who create and maintain an inclusive environment where individual attributes are recognized, accepted, and, most importantly, valued, regardless of race, color, national origin, religion, sex (including gender identity), or sexual orientation. It is important that our Army is, in fact, one of equal opportunity—equal opportunity for all Soldiers is the only acceptable standard for our Army.

- Copies of policies discussed in this brief were provided to DACOWITS.