

Defense Advisory Committee on Women in the Services (DACOWITS)



**December 2022
Request for Information #9**



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9.a: 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.)?

- **Performance Evaluations**
 - **Ethics**
 - **Attribute Markings**
 - **Developing Subordinates**

- **Board Processes**
 - **Board precepts**
 - **Include emphasis on diversity and equal opportunity**
 - **In FY23, board precept language will be modified to give "due consideration" to officers who have not served in command, but have sustained superior performance in high visibility staff billets**
 - **Administrative guidance**
 - **Board sponsor oversight**



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9.b: 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.

- **As of 1 September 2020, photos removed from promotion boards**
- **Marine Corps assessing ways to eliminate other demographic information - no estimated timeline**



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

- **Board precepts with DEI focus**
- **Pre-board brief to Board Presidents**
- **Board recorders training**



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9.d: 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.

- **Broadly, over the last 5 years:**
 - **Females promote at a higher rate than males to:**
 - **Major - 81% to 76%**
 - **LtCol - 73% to 65%**
 - **Col - 52% to 43%**
 - **GySgt - 45% to 40%**
 - **Sgt - 46% to 43%**
 - **MGySgt - 47% to 34%**
 - **SgtMaj - 51% to 48%**
 - **Males promote at a higher rate than females to:**
 - **1stSgt - 31% to 29%**
- **Not enough data to observe trend(s) related to photo removal**



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9.e: 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.

- **All Marine Corps officer and SNCO precepts convening promotion selection boards, and post-board statistics are available on the Promotions Branch website:**

<https://www.manpower.usmc.mil/webcenter/portal/MMPR>