



---

# **DACOWITS RFI 9**

# **Gender Discrimination**

# **December 2022**



# DACOWITS RFI # 9

## GENDER DISCRIMINATION

In accordance with DACOWITS' Terms of Reference, the Recruitment and Retention (R&R) Subcommittee will assess the scale and effectiveness of the Military Services' recruitment programs with the goal of providing actionable recommendations on how to best increase adolescent women's propensity to serve. In addition, the R&R Subcommittee will examine existing policies and procedures to determine whether current practices inhibit the recruitment of women, specifically assessing the inclusivity of existing marketing strategies; current recruitment goals for women; improvements in the representation of female recruiters; virtual recruiting capabilities; and potential innovative best practices gleaned from the establishment of the Space Force.

The Committee requests a briefing from the Army, Navy, Marine Corps, Air Force, Space Force, and Coast Guard on the following:

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



# DACOWITS RFI #9

## GENDER DISCRIMINATION

- **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.)?**
  
- Convening Orders updated Equal Opportunity and Diversity Guidance
  - The convening order articulates diversity as the strength of our Nation
  - Orders board members to evaluate promotion selection board candidates without regard to “gender or gender identity”
  
- The SECNAV approved Board Bias Awareness Training Video
  - Presented prior to allowing board members to review any official records
  - Brings added attention to biases
  - Has received positive feedback



# DACOWITS RFI #9

## GENDER DISCRIMINATION

- **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.**
  
- SECDEF's July 14, 2020 memo directed photograph removal on September 1, 2020
  
- Specific gender information (other than the name) is NOT presented to officer selection board members
  - Gender currently included on enlisted selection boards
  - Members performing the in-depth review of a record has access to documents with gender indicators
  
- SECDEF contracted the Institute of Defense Analysis
  - Study the impacts of further bias removals, including gender specific biases
  - Results and recommendations expected in 3-6 months



# DACOWITS RFI #9

## GENDER DISCRIMINATION

- **9c. What other actions have been taken to prevent conscious and unconscious gender bias from factoring in promotion reviews/scoring?**
  
- Task Force One Navy recommended implementation of bias awareness training video before promotion and selection boards
  - SECNAV approved
  - Bias awareness video was developed and implemented prior to the FY-23 Promotion Selection Board season to help board members identify and reduce individual biases
  - All selection board members are required to watch the video prior to conducting the selection board process and reviewing any records
  
- MyNavy HR requires that selection board participants reflect the racial/ethnic/gender diversity of U.S. Navy personnel
  - When practical selection boards members must consist of 46% racial/ethnic diversity and 21% gender diversity
  - Selection board recorders and assistant recorders will seek to attain a 30% diversity fill rate



# DACOWITS RFI #9

## GENDER DISCRIMINATION

- **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.**
  
- Official photographs have been in and out of the promotion selection board process several times over the last 8 years
  - Limited selection board run-time in each case
    - Negligible statistical trends within the promotion selection boards
  
- Detailed and extensive diversity selection statistics for the officer and enlisted boards conducted between FY-17 and FY-21 were provided to DACOWITS representatives in August 2022



# DACOWITS RFI #9

## GENDER DISCRIMINATION

- **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.**
  
- The following documents were provided via the email / written response
  - Active O6 Line Promotion Selection Board Convening Order
  - SECNAV Bias video Script
  - Task Force One Navy (TF1N) Final CNO Report
  - SECDEF Memo directing official photograph removal from selection boards
  - NAVADMIN 247/20 – Removal of photographs from selection boards
  - BUPERSNOTE 1401 – Diversity in Selection Board Recorder Assignment