



**NATIONAL GUARD BUREAU
DACOWITS QBM SEPTEMBER 2022
RESPONSE TO DACOWITS RFI Q18
GENDER DISCRIMINATION**

The Committee is interested in learning about what information and metrics the Military Services have employed to detect, identify, and monitor the occurrence of gender discrimination. The Committee requests a written response from the Army, Navy, Marine Corps, Air Force, Space Force, Coast Guard, and National Guard on the following:

a. Detail efforts/initiatives/actions, including measures, metrics, surveys, focus groups, studies or other mechanisms undertaken, to detect/identify and monitor the issue of gender bias in Service organizations. Provide findings and recommendations flowing from such reviews.

RESPONSE: The National Guard has not conducted activities specifically focused on gender bias that are designed to / resulted in findings and recommendations. All National Guard demographic reviews include gender data as well as race and ethnicity. These periodic reviews are designed to support the barrier analysis activities of National Guard organizations at the local level.

b. Statistics/data reflecting the number of servicewomen, by number and percentage and grade, who have filed complaints alleging gender bias/discrimination or who have otherwise reported such discrimination via exit surveys or other tools. Identify the number of servicewomen who have cited gender bias/discrimination as their reason for separation or resignation.

RESPONSE: COMPLAINT DATA- The National Guard has not, to date, prepared reports showing complaint data as a percentage of the force, further dissected by grade and other demographic information. Complaint data alleging Gender bias/discrimination as their reason for separation or resignation is not currently available”.

RESPONSE: EXIT SURVEYS- Existing exit survey tools are voluntary and anonymous. Statistics/data related to reported gender bias/discrimination by percent and grade is not available. Finally, the survey tool does not specifically request if members are leaving for reasons related to gender bias/discrimination.

c. What tools does your Service use to measure climate and culture, in addition to surveys, metrics, or other tracking methods (e.g., Army Cohesion Assessment Teams pilot)? In addition, identify how any findings of gender discrimination have been or will be addressed and monitored.

RESPONSE: At the local level, leaders are encouraged to conduct climate and culture focus groups and other outreach to increase the awareness of themselves and others, and, to inform post-survey action plans. All participating service members are briefing on the importance of non-attribution during and after each event. Members participating in these events are encouraged to contact the local military equal opportunity (EO) office if they or a member of their team has been the victim of gender discrimination. Military EO offices track inquiries and complaints to completion.

d. For the Army: In 2021, the RAND Arroyo Center conducted a survey on behalf of the Army titled, "Sexual Harassment and Gender Discrimination in the Active-Component Army." Based on key findings from this survey, how does the Army intend to utilize the information?

RESPONSE: The National Guard will benefit from policy changes and other actions taken by the Active-Component Army to address key findings from the survey. In addition, the National Guard Bureau collaborates with HQDA in the development of response actions for this and other surveys. When necessary, the National Guard Bureau evaluates the applicability of "Active-Component centric" findings and adopts or modifies response actions to address National Guard issues.

e. For the Air Force: The Committee was briefed at the June 2022 QBM about a policy that commanders whose units score less than 49 percent on diversity and equal opportunity assessments must prepare command action actions to address the unsatisfactory findings. How many unsatisfactory (<49 percent) assessments have identified gender discrimination as among the problems discovered, and what trends do these findings disclose (e.g., grade, type of behaviors identified, types of unit, grades of women subject to gender discrimination, etc.).

Requested data: 1) number of unsatisfactory assessments required (for ANG units).

QUESTIONS: 1) Does OPA track the "reason" for the unsat assessment (i.e., does the OPA data show the number of unsat assessments related to gender discrimination)? And 2) Does OPA provide a roll up of demographic data related to unsat assessments?

RESPONSE(S):

1. OPA does not track a 'reason' code. The National Guard does not currently track this data at the national level it is currently facilitated at the State level.

2. The National Guard does not currently track this data at a MAJCOM/MACOM level. It is captured in within each survey versus aggregated data options.