



Military Equal Opportunity (MEO) Gender Discrimination Data Briefing DACOWITS RFI #17

Army Military Equal Opportunity
September 14, 2022

Diversity is the force. Equity is the goal. Inclusion is the way.

UNCLASSIFIED



Mission and Goals



MISSION

The Military Equal Opportunity (MEO) Program formulates, directs, and sustains a comprehensive effort to maximize human potential and to ensure fair treatment for all Soldiers based solely on merit, performance, and potential in support of readiness. MEO philosophy is based on fairness, justice, and equity. Commanders at all levels are responsible for sustaining a positive EO climate within their units.

GOALS

- Build and maintain a cohesive, combat ready Army, which is focused and determined to accomplish its mission
- Ensures MEO exists for all Soldiers and their Family members
- Ensures every Soldier is treated with dignity and respect
- Supports commanders and EO professionals who are responsible for the execution of MEO policies in their units, organizations, and agencies



Policy References

17 a. Identify all current policies, regulations, training, and other directives or policy sources that address the issue of gender bias/discrimination and summarize the key provisions.

- Military Equal Opportunity (MEO) Army Regulation (AR) 600-20, “Army Command Policy” dated July 24, 2020.
- DoDI 1020.03, “Harassment Prevention and Response in the Armed Forces,” issued February 8, 2018, and updated December 29, 2020, requires Military Departments to annually report harassment, including sexual harassment, complaint data.
- DoDI 1350.02, “DoD Military Equal Opportunity Program,” issued September 4, 2020, requires Military Departments to annually report Military Equal Opportunity (MEO) prohibited discrimination complaint data to the Office for Diversity, Equity, and Inclusion Director.
- MEO Discrimination Complaint Data: Section 481(a)(1) of Title 10, United States Code, requires the Secretary of Defense to conduct surveys to identify and assess racial, ethnic, and gender issues and discrimination among members of the Armed Forces serving on Active Duty and in the Reserve Components.

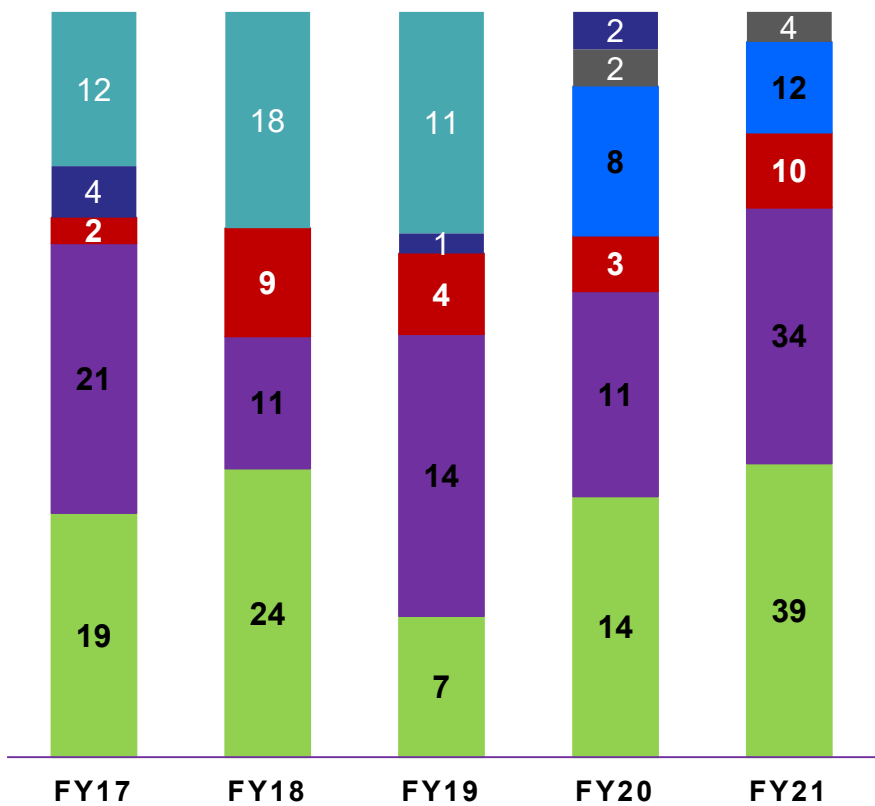
Note: Army Policy uses the term sex-discrimination. Gender identity and pregnancy are two separate types of sex discrimination.



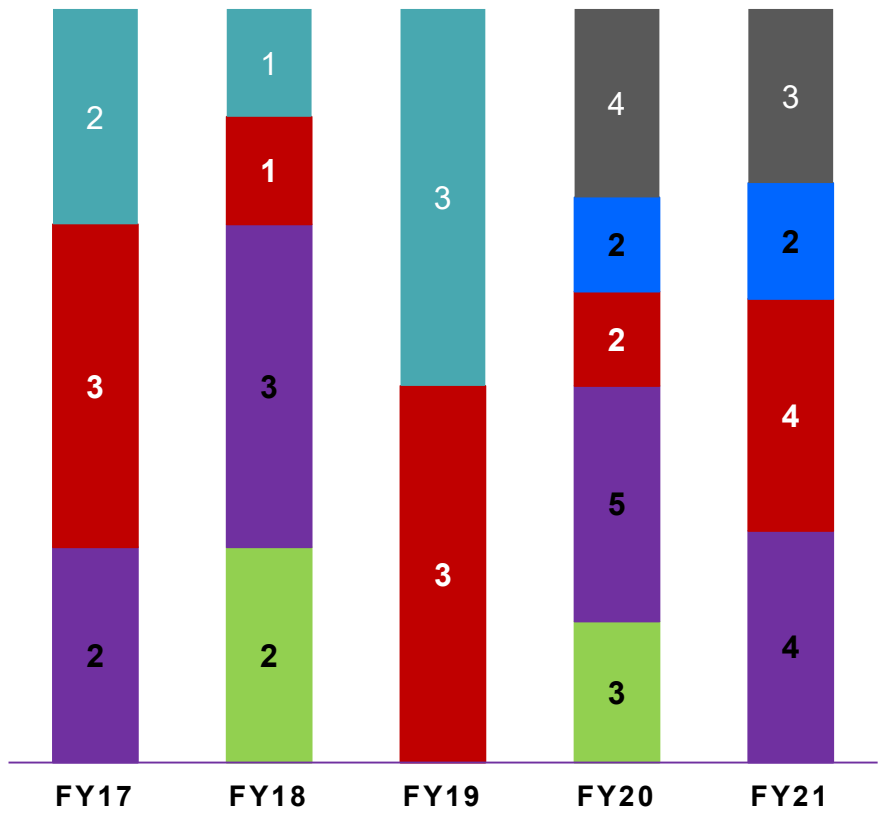
Servicewomen Bias/ Sex Discrimination Complaints FY17-21



■ E-1 to E-4
 ■ E-5 to E-6
 ■ E-7 to E-9
 ■ O-1 to O-3
■ O-4 to O-5
 ■ W-1 to W-4
 ■ Rank Unknown



Active Component



Reserve Component



Servicewomen Bias/ Sex Discrimination Overview



- In FY17 there were 365 total Army (Active and Reserve Component) complaints filed:
 - 58 (16%) Active servicewomen filed sex discrimination complaints, less than 1% (0.0008) of total Active servicewomen
 - 33% E1-E4, 36% E5-E6, 3% E7-E9, 7% W1-W4, 21% rank unknown
 - 7 (2%) of Reserve servicewomen filed sex discrimination complaints, less than 1% (0.0001) of total Reserve servicewomen
 - 29% E5-E6, 43% E7-E9, 28% rank unknown
- In FY18 there were 345 total Army ((Active and Reserve Component) complaints filed:
 - 62 (18%) of Active servicewomen filed sex discrimination complaints, less than 1% (0.0008) of total Active servicewomen
 - 39% E1-E4, 18% E5-E6, 15% E7-E9, 28% rank unknown
 - 7 (2%) of Reserve servicewomen filed sex discrimination complaints, less than 1% (0.0001) of total Reserve servicewomen
 - 29% E1-E4, 43% E5-E6, 14% E7-E9, 14% rank unknown
- In FY19 there were 250 total Army (Active and Reserve Components) complaints filed:
 - 37 (15%) of Active servicewomen filed sex discrimination complaints, less than 1% (0.0005) of total Active servicewomen
 - 19% E1-E4, 38% E5-E6, 11% E7-E9, 2% W1-W4, 30% rank unknown
 - 6 (2%) of Reserve servicewomen filed sex discrimination complaints, less than 1% (0.0001) of total Reserve servicewomen
 - 50% E7-E9, 50% rank unknown
- In FY20 there were 465 total Army (Active and Reserve Components) complaints filed:
 - 40 (9%) of Active servicewomen filed sex discrimination complaints, less than 1% (0.0005) of total Active servicewomen
 - 35% E1-E4, 28% E5-E6, 7% E7-E9, 20% O1-O3, 5% O4-O5, 5% W1-W4
 - 16 (3%) of Reserve servicewomen filed sex discrimination complaints, less than 1% (0.0003) of total Reserve servicewomen
 - 19% E1-E4, 31% E5-E6, 12% E7-E9, 12% O1-O3, 26% O4-O5
- In FY21 there were 607 total Army (Active and Reserve Components) complaints filed:
 - 99 (16%) of Active servicewomen filed sex discrimination complaints, less than 1% (0.0005) of total Active servicewomen
 - 39% E1-E4, 34% E5-E6, 10% E7-E9, 12% O1-O3, 4% O4-O5
 - 13 (2%) of Reserve servicewomen filed sex discrimination complaints, less than 1% (0.0003) of total Reserve servicewomen
 - 31% E5-E6, 31% E7-E9, 15% O1-O3, 23% O4-O5



Education and Training



17b. When training began to educate Service members that gender discrimination is prohibited, to include the nature and for trainings/education given to commanders, non-commissioned officers, basic training recruits, and their drill instructors, and the Service member population generally about the issue of gender discrimination. Does this training include how to prevent and mitigate negative attitudes and bias toward servicewomen?

As part of the overall effort to achieve equal opportunity throughout the Department, all Service members are required to be provided periodic mandatory education and training in equal opportunity. Annually, the Army is using the virtual platforms to conduct the FY21 MEO policy and training symposium at the Headquarters, Department of the Army (HQDA) for all MEO Program Managers during a six-month session to refocus on the importance of MEO and other harassment prevention and response measures to improve command climate.



Policy Compliance



17c. How will the Services monitor, track and enforce policy compliance?

- Secretary of the Army directed a special inspection of the Army MEO program in order to assess its effectiveness and make recommendations based on the findings. Objective 1: Assess the adequacy of oversight, systems and policies that govern the Army MEO program. Objective 2: Assess the compliance with and implementation of the program throughout the Army.



Career Progression

17d. Does your Service have any measures in place to track career progression and promotion of servicewomen? If so, what are they and what are the trends?

MEO does not have any measures in place to track career progression and promotion but HRC assignment Managers and Talent Management Task Force will be the point of contacts for their career progressions.



Climate Culture and Surveys

17e. Has your Service conducted or commissioned any surveys, studies, or taken other measures to solicit feedback from servicewomen about gender discrimination and its impact on their workplace and career experiences? If so, what were the findings?

Command Climate Assessment

Active-duty members are entitled to equal opportunity in an environment free from impermissible discrimination based on race, color, national origin, religion, sex (to include pregnancy), gender identity, or sexual orientation. The Army is committed to ensuring that all active-duty members are afforded the right to participate in, and benefit from, programs and activities for which they are qualified and are provided an environment free from social, personal, or institutional barriers that may prevent them from rising to the highest level of responsibility possible. The Defense Equal Opportunity Climate Survey (DEOCS 5.0) is an effective human relations related survey used by commanders to assess the shared perceptions of active-duty members about the command's formal or informal policies and rules.



RAND Survey

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?

Top Key Findings:

- Women's most serious experiences often include gender discrimination, behaviors that might be linked to attempts to initiate a romantic or sexual relationship, and persistent or offensive sexual jokes and discussions of sex in the workplace.
- Women are more likely to experience gender discrimination, repeated attempts to establish an unwanted romantic or sexual relationship, and sexual comments about their appearance, whereas men are more likely to be told that they do not act like a man is supposed to act.



Prevention and Response Efforts

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STRATEGIC ELEMENT #1: Prevention Messaging. The “This is My Squad Campaign” was launched on July 23, 2020. The main goal of this campaign is to show leaders and the families of My Soldiers the commitment to professionalism. It addresses emerging issues at the lowest level, promotes the principles of dignity, equity, and honesty, and helps to create a healthy command climate for the units.

STRATEGIC ELEMENT #2: Data Collection, Tracking and Analysis. The Army has started working on a new data base mechanism to comply with DoDI 1020.03. Information on incidents and repeat offenders will be collected more effective and quicker due to this mechanism. The Army also continues working on a reporting system that will standardize data collection and tracking and improve reporting accuracy.

STRATEGIC ELEMENT #3: Reporting Procedures. Soldiers are entitled to file a complaint at different levels of commands, including a member of Congress; IG; or a member of a DoD audit, inspection, or any other person or organization appropriate to receive such concerns. They are also free to share their concerns anonymously through adding their suggestions to the commander’s suggestion box and calling the IG hotline.



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STRATEGIC ELEMENT #4: Victim Assistance and Advocacy Options. Soldiers are entitled to communicate with a member of Congress; an IG; or a member of a DoD audit, inspection, investigation, or law enforcement organization according to the Military Whistleblower Protection policy.

STRATEGIC ELEMENT #5: Timely Investigations. All claims of harassment must be investigated within 5 days, and the commanding officer (CO) should be notified of that. The investigation is to be completed not later than 30 days after the date on which the investigation is commenced.

STRATEGIC ELEMENT #6: Effective Education Programs. Annual harassment trainings help to reduce incidents, and the effectiveness of this initiative has been already recognized. The Army continues to exert efforts to prevent these incidents in the future.