

## INFORMATION PAPER

Department of the Army, Equity & Inclusion Agency  
31 Aug 22

**SUBJECT:** Defense Advisory Committee on Women in the Services (DACOWITS)  
September 2022 Quarterly Business Meeting Request for Information (RFI) 18: Gender  
Discrimination

1. Purpose: To reply to the DACOWITS Gender Discrimination RFI for the September 2022 Quarterly Business Meeting

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.

**Question 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 a:** Currently, the Army has several intentionally informal social media groups to capture instances of gender bias and identify inequitable policies. Input from these groups was critical in the development of the most recent directive on parenthood, pregnancy, and postpartum, which provides 12 distinct policy changes that will reduce impediments to advancing an Army career while having a family. Please see RFI 5 for additional information.

The Army is in the process of establishing and chartering an Army WIT to advocate for Army policy, program, and resource changes to set conditions for women's recruitment, retention, readiness, health, well-being, empowerment, and advancement across the Total Army. The WIT will provide an important mechanism for the Army to evaluate the way it measures and identifies issues of gender bias. Please see RFI 5 for additional information.

Except for these items and those outlined in this response, Headquarters Department of the Army is not aware of any additional measures, metrics, surveys, focus groups or studies to detect/identify gender bias.

**Question 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.

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**Response b:** The Army does not track the requested information in the manner requested by DACOWITS. Please see RFI 4 responses for reasons Soldiers separate from the Army. Please see RFI 17 for sex discrimination complaint data.

**Question 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 c:** The People First Task Force's Cohesion Assessment Team (CAT) is one tool the Army's utilizes to assess unit climate and cohesion at the brigade and below level. The CAT operates in a manner to develop themes within an organization by utilizing a survey, focus groups, listening sessions and interviews. As part of the assessment, the team will assess inclusion to include assessing if gender discrimination exists. The findings are presented to the commands so they may develop action plans , wherein, they can apply focused leadership to sustain programs of excellence or adjust those not achieving the desired effect. Currently, the CAT does not have statistical data supporting trends across the Army. One of the purposes to institutionalize this capability within Training and Doctrine Command is to capture trends and incorporate lessons learned into our doctrine.

The Army launched the "Your Voice Matters" listening sessions in July 2020 as a part of its Project Inclusion Initiatives— a holistic effort to listen to our Soldiers, Civilians, and family members, and enact initiatives to promote diversity, equity and inclusion. These sessions are intended to engage Soldiers and DA Civilians in conversations about race and potential disparate treatment to address racism, discrimination, and their potential effects on the force. Results from the sessions are compiled and provided to the Senior Commander and Army Senior Leadership for their awareness and action. As a part of these sessions, the participants are asked questions regarding any discrimination they may experience, to include gender discrimination.

**Question d:** For the Army: In 2021, the RAND Arroyo Center conducted a survey on behalf of the Army<sup>1</sup> 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 d:** Based on key findings from the G-1/ARD-sponsored RAND Arroyo Center research report, "Sexual Harassment and Gender Discrimination in the Active-Component Army: Variation in Most Serious Event Characteristics by Gender and Installation Risk," the Army intends to more precisely target prevention resources and

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<sup>1</sup> Clarification: This report involves analysis of data from DoD's 2016 and 2018 Workplace Gender and Relations Survey of Active Duty Members (WGRA) – RAND Arroyo Center did not conduct a survey on behalf of the Army for this report.

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sexual harassment/assault training to emphasize the full range of behaviors and scenarios that Soldiers most commonly experience. Findings in this report document large differences by gender in the circumstances surrounding sexual harassment and gender discrimination, with differences remaining broadly similar at both high-risk and non-high-risk installations. Female Soldiers most commonly experience gender discrimination (being ignored, mistreated, or insulted on the basis of their gender; sexist comments about women's abilities to do their jobs), repeated attempts to establish an unwanted sexual relationship, and sexual comments about their appearance or body. Male Soldiers most commonly experience insults to their masculinity, sexual orientation, or gender expression. Both male and female Soldiers most commonly experience repeated sexual jokes and offensive or persistent discussions of sex. The Army will ensure that this range of common behaviors, spans a wide spectrum of harm, will be emphasized in prevention efforts, as well as RAND's finding that the overwhelming majority of these incidents occur at Soldiers' places of duty, during the duty day, and are typically reported to be more than one-time events. The Army is also sponsoring two companion research reports, the first extending analyses to sexual assault and the second involving a cluster analysis of most common types of sexual harassment and gender discrimination experiences, to ensure we can develop and implement data-driven prevention efforts grounded in RAND's rigorous and objective research. (See footnote 1)

**Question 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.).

**Response e: Not Applicable.**