

BACKGROUND PAPER
ON
GENDER DISCRIMINATION

PURPOSE

In accordance with DACOWITS' Terms of Reference, the WB&T Subcommittee will examine existing Defense Department and Military Services' institutional policies and procedures to identify gaps that enable gender discrimination to occur unconstrained and recommended necessary policy changes.

QUESTION #18

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.

- In January 2022, Undersecretary of the Air Force directed a review of all Department of the Air Force (DAF) policies and programs to identify those that impose restrictions or criteria specific to gender. SAF/MR created a Cross-Functional Team (CFT) to identify and review recommendations and propose recommended changes. In addition to a review of all publications by Functionals, the CFT also reached out to the field and advocacy groups to identify potential issues.

- In total, 75 DAF policies were identified / submitted as imposing restrictions that were considered gender-specific. After review and removal of duplications and erroneous submissions, 15 policies were identified for modification or related action and 53 were identified as necessary policy that does not require modification at this time.



Tab 1 -
Gender-Specific Poli

- Additionally, the DAF developed the Women's Initiative Team (WIT), one of the seven Department of the Air Force Barrier Analysis Working Group teams. It is an all-volunteer team with 54 lines of effort and 600 volunteers. The WIT's mission is to "identify barriers to women's service in the Department of the Air Force and Department of Defense that influence and impact women's propensity to serve and advocate to eliminate those arrears through policy change." This all-volunteer team has accomplished significant progress toward effecting positive change for the female Airmen and Guardians in the areas of convalescent leave for pregnancy loss,

Commander accountability for climate, flying while pregnant, postpartum travel allowances for nursing mothers, and temporary duty travel for fertility treatments. DAF WITs current initiatives include child care, Tricare doula shortfalls, reproductive health, and infertility.

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.

- From FY 2019 through 2021, there were 368 MEO complaints alleging sex discrimination filed by Servicewomen with DAF EO offices.

DAF Servicewomen MEO Complaints: Sex Discrimination				
Grade	FY 2019	FY 2020	FY 2021	Total (FY 2019-2021)
E1-E4	50	57	59	166
E5-E6	29	29	35	93
E7-E9	11	8	12	31
O1-O3	19	11	9	39
O4-O6	16	7	11	34
Cadet	2	1	2	5
Total	127	113	128	368

Note: The DAF EO Program does not collect other DAF exit survey data for MEO complaints

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.

- Per DAFI 36-2710, the only authorized and approved organizational climate assessment survey tool is the Defense Organizational Climate Survey (DEOCS) and no other survey instrument is authorized.

- The DAFI 36-2710 also requires EO offices to also conduct an Installation Equal Opportunity Assessment Summary (IEOAS) at least twice annually to provide the installation commander and unit commanders a summary of the installation's equal opportunity and human relations climate. The IEOAS includes trend analysis of equal opportunity related data submitted by security forces, inspector general, chaplain, military personnel section and other relevant agencies, as well as provides recommendations on equal opportunity and human relations issues that enhance or impact overall mission readiness of the installation. Moreover, the EO offices conduct "out and about" outreach and other local EO activities to gather additional equal opportunity and human relations information that may affect installation personnel morale and mission readiness.

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?

- For the Army only. NSTR for the DAF.

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.).

- The DAF requires commanders to create command action plans (CAP) for Defense Organizational Climate Survey (DEOCS) reports where climate factors on fairness, inclusion, leadership support, connectedness, cohesion, racially harassing behaviors, sexist behaviors, sexually harassing behavior, and workplace hostility have a rating less than 49%. The CAPs identify the issues to be addressed; action(s) planned to address issues; status of the actions taken to date; and the party responsible for accomplishing the remedial action(s). This DAF CAP requirement aligns with the Department of Defense (DoD) Office of People Analytics' (OPA) guidance to develop action plans to mitigate DEOCS issues. The OPA provides policy and operational oversight of the DEOCS, which the military services are required to use for command climate assessments. The DEOCS measures 10 protective factors and nine risk factors, which do not specifically address gender discrimination. As such, the DAF does not have the ability to provide data on how many unsatisfactory DEOCS reports have identified gender discrimination as a problem or a trending issue. The DAF defers to OPA for additional information on the scope and capabilities of the DEOCS.



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