

INFORMATION PAPER

Subj: MARINE CORPS RECRUITING COMMAND (MCRC) RESPONSE TO DEFENSE ADVISORY COMMITTEE ON WOMEN IN THE SERVICES (DACOWITS) REQUESTS FOR INFORMATION

Encl: (1) Fiscal Year 2017-2021 Promotion Statistics
(2) Fiscal Year 2017-2021 Promotion Statistics

1. Purpose. To provide responses to requests for information (RFI) on recruitment initiatives to increase women's propensity to serve.

2. RFI

a. RFI #1. Over the last few years, the Military Services have begun developing and implementing creative, tailored marketing content to attract women to join the military. Nevertheless, the Committee continues to observe modest increases in the percentage of women joining the military and consistently lower rates of young women's propensity to serve compared with young men. The Committee requests a written response from the Army, Navy, Marines, Air Force, Space Force, Coast Guard, and National Guard on the following:

1) Statistics (raw numbers and percentages): Accession rates for the Active and Reserve components, broken down by rank (enlisted and officer), gender, race and ethnicity, spanning the last five years (FY17-21).

a) See enclosure (1).

2) Statistics (raw numbers and percentages): Promotion rates for the Active and Reserve components, broken down by rank (enlisted and officer), gender, race and ethnicity, spanning the last five years (FY17-21).

a) See enclosure (2).

3) Recruitment target/goals for both women and men, officer and enlisted, Active and Reserve components.

b) Enlisted recruitment target/goals.

Fiscal Year	Active Component		Reserve Component		Total
	Male	Female	Male	Female	
2017	28,792	3,202	5,200	103	37,297
2018	28,258	3,298	5,227	108	36,891
2019	28,467	3,300	5,388	104	37,259
2020	25,520	2,508	2,615	100	30,743
2021	27,753	2,854	5,707	102	36,416

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c) Officer recruitment target/goals.

Fiscal Year	Diversity Goals*			Active Component		Reserve Component	Total
	African American	Hispanic	Other	Male	Female		
2017	88	107	107	1,305	145	105	1,555
2018	101	122	122	1,485	165	139	1,789
2019	98	118	118	1,440	160	119	1,719
2020	80	97	97	1,132	175	110	1,417
2021	104	160	153	1,467	210	110	1,787

* MCRC does not separate officer diversity goals by active and reserve component

4) Data on the number of male and female, officer and enlisted recruiters, for both the Active and Reserve components.

a) Officer and Enlisted recruiters as of 8 Aug 2022. Marine Corps non-prior service enlisted recruiters and officer selection officers recruit for both the active and reserve components.

	Male	Female
Enlisted Recruiters	3,297	252
Officer Recruiters	57	14