

Defense Advisory Committee on Women in the Services (DACOWITS)

**September 2022
Request for Information**

**Diversity, Equity, and Inclusion (MPE) Branch
Manpower and Reserve Affairs
Headquarters U.S. Marine Corps**





Gender Discrimination RFI

17. The Committee requests a briefing from each of the Military Services on the following:

- 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.
 - **Marine Corps Order (MCO) 5354.1F, “Marine Corps Prohibited Activities and Conduct (PAC) Prevention and Response Policy,” is the Service’s policy addressing gender discrimination by identifying sex and gender identity as personnel categories protected from discrimination, harassment, and other prohibited behaviors.**
 - **PAC training distills the Order’s information into an easy-to-understand format that all Marines receive, annually.**



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17. The Committee requests a briefing from each of the Military Services on the following:

- b. When training began to educate Service members that gender discrimination is prohibited, to include the nature and form of 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?
 - **MCO P5354.1D w/ CH1, "Marine Corps Equal Opportunity (EO) Manual," published April 2003, defines discrimination as "the illegal treatment of a person or group based on...gender..." and the complementary annual training provided Marines with this definition.**
 - **This training was/is facilitated through small group discussions mediated by an equal opportunity practitioner. Discrimination policy and training updates have aligned with DoD-level prohibited discrimination updates.**
 - **In the mentioned EO policies, prevention practices include thorough and timely investigations into discrimination allegations, expedient resolution of discrimination incidents, publicizing command EO policies, ensuring reporting avenues are well-known, and setting the example of appropriate professional behavior.**
 - **Training and Education Command currently provides gender discrimination training to all personnel in multiple Programs of Instruction to include Recruit Training, Officer Candidate Course, Basic Officer Course, Infantry Marine Course, Marine Combat Training, and throughout both the Officer and Enlisted professional military education course continuum.**

Training provided during commander-specific, non-commissioned officer-specific, basic recruit/candidate-specific, or drill instructor-specific courses are maintained by Training and Education Command.



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17. The Committee requests a briefing from each of the Military Services on the following (cont.):

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

- **The Opportunity, Diversity, and Inclusion Branch uses the Prohibited Activities and Conduct Prevention and Response Program (PAC) functional area checklist, generated using Marine Corps Order (MCO) 5354.1F requirements, to assess Service organizations' compliance to the MCO during annual Inspector General of the Marine Corps evaluations.**
- **This order identifies sex and gender identity personnel status categories protected from discrimination, harassment, bullying, and other prohibited behaviors.**



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17. The Committee requests a briefing from each of the Military Services on the following (cont.):

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

- **Manpower Management Promotions Branch compiles staff non-commissioned officer (E6-E9) and officer (O3-O8) promotions demographic statistics, which identify the selection rate of women eligible for in-zone promotion to next higher grade.**

- **From FY19-21, the average selection rates of in-zone eligible female Marines were calculated:**
 - E6 – 80%,
 - E7 – 58%,
 - E8 – 1stSgt: 33% / MSgt: 57%,
 - E9 – MGySgt: 52% / SgtMaj: 49%;
 - O3 – 99%,
 - O4 – 78%,
 - O5 – 78%,
 - O6 – 54%,
 - O7 – 42%,
 - O8 – 0%.



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17. The Committee requests a briefing from each of the Military Services on the following (cont.):

e. Has the 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?

- **In 2018 and 2020, the Marine Corps participated in the Fiscal Year 2017 Department of Defense Workplace and Equal Opportunity Report of Active Component Members and the Fiscal Year 2019 Department of Defense Workplace and Equal Opportunity Report of Reserve Component Members data calls, respectively.**