

INFORMATION PAPER

Subj: DACOWITS Retention Initiatives for Servicewomen Requests for Information (RFI)

1. Purpose. To provide answers to DACOWITS Retention Initiatives for Servicewomen RFI

2. RFI

RFI #18: The Committee requests a written response from the Military Services on the following:

- 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.

Marine Corps Order (MCO) 5354.1F, Chapter 2, details actions commanders may take to identify and respond to instances of gender bias within their units. "The Command Climate Assessment (CCA) process is a planned, systematic, data-driven endeavor that helps to detect, identify, and understand risks and strengths that a unit can leverage to continue improving the organization's health and performance." Defense Organizational Climate Survey (DEOCS) is an anonymous, command-requested unit survey focused on issues of organizational effectiveness, equal opportunity, and sexual assault response and prevention. This survey is only one aspect of a complete CCA. Commanders may use interviews, focus groups, records review, and analysis to further identify and respond to issues of gender bias.

- 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 bias exit surveys or other tools. Identify the number of servicewomen who have cited gender bias/discrimination as their reason for separation or resignation.

FY19-21 Discrimination Reports Metrics (Enlisted)

Complainant/recipient grade	E1	E2	E3	E4	E5	E6	E7	E8	E9
Total discrimination reports	10	15	64	31	39	21	12	4	1
Total sex discrimination reports	2	4	25	16	18	8	6	2	0
Percent total discrimination reports that are sex-based	20.0%	26.7%	39.1%	51.6%	46.2%	38.1%	50.0%	50.0%	0.0%
Total sex discrimination reports w/ female complainants/recipients	0	3	22	16	15	7	4	1	0
Percent sex discrimination reports w/ female complainants/recipients	0.0%	75.0%	88.0%	100.0%	83.3%	87.5%	66.7%	50.0%	0.0%

FY19-21 Discrimination Reports Metrics (Officers and Chief Warrant Officers)

Complainant/recipient grade	O1	O2	O3	O4	O5	W2	W3	W1
Total discrimination reports	4	6	6	7	3	1	1	1
Total sex discrimination reports	0	2	2	1	1	0	0	0
Percent total discrimination reports that are sex-based	0.0%	33.3%	33.3%	14.3%	33.3%	0.0%	0.0%	0.0%
Total sex discrimination reports w/ female complainants/recipients	0	2	2	1	1	0	0	0
Percent sex discrimination reports w/ female complainants/recipients	0.0%	100.0%	100.0%	100.0%	100.0%	0.0%	0.0%	0.0%

The Marine Corps' Exit/Milestone Longitudinal Survey asks Marines at separation or retention points (i.e., re-enlistment) their respective perception of gender relations within the Service, and how gender relations within the Service compare to those in the civilian workforce. However, this survey does not specifically capture gender bias/discrimination as a reason for exiting the Service.

- What tools does the Service use to measure climate and culture, in addition to surveys, metrics, or other tracking methods? In addition, identify how any findings of gender discrimination have been or will be addressed and monitored.

DEOCS is the tool used to track command climate. Within the survey, a risk factor assessed is sexist behavior. Risk factors are defined as "attitudes, beliefs, and behaviors associated with negative outcomes for organizations or units. Higher unfavorable ratings on risk factors are linked to a higher likelihood of negative outcomes, such as discrimination. They are also linked to a lower likelihood of positive outcomes, such as improved readiness and higher retention." As stated in the first bullet, DEOCS results are used by commanders to create corrective action plans to address and resolve unfavorable risk factor ratings.