

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

a. RFI #5: The Committee requests a written response from the Military Services to address whether each Service has a working Department of the Air Force (DAF) Women's Initiatives Team (WIT), focused on identifying and resolving barriers that impact the retention of servicewomen:

(1) If so, describe the composition of the Service's working group and outline what issues they have addressed since inception, as well as what policy or regulation changes have been implemented as a result of their efforts. In addition, what impact have these changes had on women's retention?

(a) The Marine Corps does not have a DAF WIT equivalent working group. However, the Marine Corps supports many women's initiatives through our outreach programs and leadership engagements.

(2) If the Service does not currently have a working group equivalent to the DAF WIT, with an express task and purpose to identify barriers to retaining women, how is the Service identifying those issues? Additionally, what is the process Service members can utilized to elevate such issues to senior leadership for resolution?

(a) While the Service does not have a DAF WIT-like working group, the Marine Corps utilizes different women-oriented outreach events, throughout the year, as a platform to identify and discuss any barriers women have towards promotion, retention, or a career within the Service.

1. Federally Employed Women Conference (FEW) - The FEW National Training Program is a premier training experience for all governmental affiliations by offering sessions, workshops, and presenters that provide essential skills to build successful careers and opportunities for advancement. This summit provides professional instructions on topics that meet the five Office of Personnel Management executive core qualifications: Leading Change, Leading People, Results Driven, Business Acumen, and Building Coalitions.

2. Officer Women Leadership Symposium (OWLS) - Provides military women opportunities to network with like-minded colleagues and to grow professionally and personally through keynote messages, workshops, and panel discussions. Participants have tremendous opportunities for mentorship, while connecting with veteran and current military women at every level of leadership and from every Military Service.

3. Joint Women Leadership Symposium (JWLS) - Provides military women opportunities to network with like-minded colleagues and to grow

professionally and personally through keynote messages, workshops, and panel discussions. Participants have tremendous opportunities for mentorship, while connecting with veteran and current military women at every level of leadership and from every Military Service.

4. Women of Color, Science, Technology, Engineering, and Math Conference (STEM) - Encourages women to improve their education and enhance careers in STEM fields. Participants learn from top minds in the industry and collaborate with peers by the conference's trusted community that provides support specifically to women in STEM.

5. Woman Marines Association (WMA) - The WMA mission includes the preservation and promotion of women Marine history and traditions, awarding of scholarships, and conducting charitable and educational programs in communities throughout the United States and abroad.

6. Women In Defense (WID) - WID provides members a business environment for professional growth through strategic networking, education, and career development. This national alliance is comprised of women and men from industry and defense organizations of every size; all branches of the U.S. Armed Forces, government agencies, academia, think tanks, associations, and professional services.