

Defense Advisory Committee on Women in the Services (DACOWITS)

**September 2022
Request for Information**

*Department of Aviation
Headquarters U.S. Marine Corps*





Women in Aviation RFI

9a. What initiatives have or are the Services (to include the Reserves) implementing to attract and recruit women into aviation?

- Increased access to female aviators via networking, air shows, and aviation conferences.
- Expanded Marine Corps Flight Orientation Program (MCFOP). The MCFOP was established to assist in the recruitment of highly qualified applicants and retention of candidates for aviation officer programs and to enhance public awareness of Marine Corps aviation. In the past, the program primarily consisted of flying applicants in leased civilian aircraft, supplemented with aviation briefs from the Marine Corps recruiting District Aviation Assistant for Officer Procurement. The program now centers on virtual reality (VR) simulators and fleet aircraft static displays, which provide greater access to a larger market.
- The Marine Corps prioritizes prospecting efforts on athletes and those more likely to pass the Aviation Selection Test Battery (ASTB), like women with science, technology, engineering, and math (STEM) majors; USNA, NROTC, and OCC/Platoon Leaders Class commissioning sources; and those with VR flight simulation or video game experience.
- Additionally, the Marine Corps produced content featuring female aviators, most recently as part of the Operation Semper Fidelis online series. Lieutenant Colonel Sarah Deal's feature can be found on the "Life in the Marine Corps" page on Marines.com.



Women in Aviation RFI

9b. Are there initiatives being implemented to attract and recruit women from underrepresented communities? What associated policies and/or programs exist or are being developed to support the recruitment of women into aviation, to include underrepresented communities?

- MCRC's efforts on recruiting women from underrepresented communities are part of a larger diversity plan to increase diversity across all commissioning sources and programs. As such, there is not a specific focus on women from these communities, but rather the community as a whole. These efforts include involvement with NROTC programs in various Historically Black Colleges and Universities (HBCUs) and Hispanic-Serving Institutions (HSIs) to recruit individuals from underrepresented communities.
- MCRC created the Frederick C. Branch Scholarship, named after the first African American officer to commission in the United States Marine Corps. This scholarship was created to provide the same benefits as a NROTC scholarship, but remains available only to applicants attending an HBCU. In 2012, MCRC introduced the Pedro Del Valle Leadership Scholarship, named after the first Hispanic Marine Corps officer to reach the rank of lieutenant general. This second scholarship remains available only to applicants attending an HSI.
- MCRC established and implemented two new NROTC Marine Option leadership scholarships, acknowledging the significant contributions of our Nation's females and Asian Americans/Pacific Islanders. The Margaret Brewer Leadership Scholarship honors Brigadier General Margaret Brewer's leadership and vision in expanding integration, and the impact of all women who accept the challenge of serving in the Marine Corps. The Vincente Tomas Garrido Blaz Leadership Scholarship aims to honor Brigadier General and U.S. House Representative Vicente Tomás Garrido Blaz' leadership and vision, and the impact of all Asians and Pacific Islanders in and out of uniform. Both scholarships are not tied to a specific university.



Women in Aviation RFI

9c. What initiatives have or are the Services (to include the Reserves) implementing to retain women in aviation? What associated policies and/or programs exist or are being developed to support the retention of women in aviation throughout the Services (to include the Reserves)?

- The Marine Corps' Talent Management Strategy Group (TMX) is reviewing numerous initiatives that will ensure the Marine Corps retains the most talented Marines. TMX is looking at total force initiatives to improve talent management in every community.
- Implemented aviation incentive pay, up to \$1000 per month depending on years of aviation service, and an aviation bonus up to \$35K for certain aircraft platforms.
- Officer Promotion Opt-Out. Allows officers to complete a broadening assignment, advanced education, another assignment of significant value to the Marine Corps, or a career progression requirement delayed by the assignment of education.



Women in Aviation RFI

9d. What have or are the Services (to include the Reserves) doing to accommodate specific female fitment for flight gear and uniforms, to include accommodating gender specific physiological requirements? Provide the current state of these efforts as well as future plans to further develop and/or improve options for women in aviation.

- The CWU-27/P flyers coverall, long underwear and the CWU-87/P anti-exposure suit remains available in female sizes as fielded aircrew systems.
- Maintenance procedures (May 2021) authorizing modification of CWU-27/P flyers coverall for maternity use remain in effect.
- USAF currently developing 1-piece and 2-piece maternity flight suit solutions. Intent is for Navy be an authorized user of both systems.
- Approval of General Purpose Safety and Flight Deck Boot included female sizes. DLA awarded contracts for production. Availability expected in Federal Supply System FY23.
- NAVAIR awarded two SBIR contracts on female aircrew bladder relief system development. Flight testing currently scheduled through 2nd QTR FY23.
- AMXD Max Bladder Relief System authorization for flight remains in effect.





Women in Aviation RFI

9e. What have or are the Services (to include the Reserves) doing to ensure flight gear and flight uniforms are accessible to women, to include accommodating gender specific physiological requirements? Provide the current state of these efforts as well as future plans to further develop and/or improve options for women in aviation.

- Female sized flight suits and anti-exposure suits remain available through the Federal Supply System.
- NAVAIR Aircrew System Allowance list has been updated to account for two additional flight suits modified for maternity use.
- AMXD Max bladder relief system is authorized for flight and available through supply/GSA.

