

RFI Category and Number: Gender Discrimination RFI 18

In accordance with DACOWITS' Terms of Reference, the WB&T Subcommittee will examine existing Defense Department and Military Services' institutional policies and procedures to identify gaps that enable gender discrimination to occur unconstrained and recommended necessary policy changes.

RFI Question:

The Committee is interested in learning about what information and metrics the Military Services have employed to detect, identify, and monitor the occurrence of gender discrimination.

The Committee requests a written response from the Army, Navy, Marine Corps, Air Force, Space Force, Coast Guard, and National Guard on the following:

a. 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.

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

c. What tools does your Service use to measure climate and culture, in addition to surveys, metrics, or other tracking methods (e.g., Army Cohesion Assessment Teams pilot)? In addition, identify how any findings of gender discrimination have been or will be addressed and monitored.

d. For the Army: In 2021, the RAND Arroyo Center conducted a survey on behalf of the Army titled, "Sexual Harassment and Gender Discrimination in the Active-Component Army." Based on key findings from this survey, how does the Army intend to utilize the information?

e. For the Air Force: The Committee was briefed at the June 2022 QBM about a policy that commanders whose units score less than 49 percent on diversity and equal opportunity assessments must prepare command action actions to address the unsatisfactory findings. How many unsatisfactory (<49 percent) assessments have identified gender discrimination as among the problems discovered, and what trends do these findings disclose (e.g., grade, type of behaviors identified, types of unit, grades of women subject to gender discrimination, etc.).

RFI Response 18a:

Commanders are required to complete a command climate assessment within 120 days after assumption of command and annually as follow-up assessments during their command tenure. A climate assessment in the Navy includes the administration of a Defense Organizational Climate Survey (DEOCS); facilitation of focus groups, observations and interviews; and a review of command records

and reports. The command develops a plan of action and milestones (POA&M) to address areas of concern and the commander debriefs the results of the climate assessment to the command. Within 60 days after completion of a climate assessment commanders must conduct a face-to-face debrief of their command climate assessment executive summary using the DEOCS to include a POA&M, with their immediate superior in command (ISIC). These debriefs may occur virtually for commanders not located in the same geographic region as their ISIC and provide the ISIC an opportunity to mentor the commander.

Detecting, identifying and monitoring the occurrence of gender discrimination is outside the scope of opinion based surveys conducted by the Navy. The DEOCS which assesses command climate at the unit level would be the more likely to have some insight on this.

RFI Response 18b:

	FY18	FY19	FY20	FY21	FY22
Total	17	15	35	28	28
E1-E4	3	3	7	11	12
E5-E6	12	4	15	8	11
E7-E9	1	5	9	1	1
W1-W5	0	0	1	0	0
O1-O4	1	3	2	7	3
O5-O6	0	0	0	0	0
Unknown	0	0	1	1	1

RFI Response 18c:

Commanders establish command resilience teams (CRT) within their organization. The CRT is responsible for administering the climate assessment. The establishment of a CRT allows commanders to better understand factors impacting command personnel. CRTs are designed to provide the commander with information and insight into concerns of command personnel in order to implement positive measures to promote well-being and resilience. To improve insight into command climate, the commander must leverage the CRT to facilitate and promote signature behaviors and an environment of dignity and respect. In doing so, the CRT will be a powerful tool to help preserve unit cohesion, good order and discipline and mission readiness. The CRT is led by the Executive Officer and consists of command leadership, program managers, and other command members.

The Navy's annual engagement survey includes a variety of metrics, ground in academic research and used across industry, to assess culture and climate. Every Health of the Force (HoF) survey includes measures for inclusion, connectedness, cohesion, organizational commitment, and job satisfaction. In years when the focus is on the work environment, the survey also includes questions about stress levels, burnout, workplace incivility, and morale.

The metrics the Navy is collecting in its annual Navy-wide engagement survey are comparable to those collected in the new DEOCS 5.0. This supports greater synergy in understanding culture and climate

across the Navy and from echelon 1 to echelon 5 collected in the Navy's annual engagement survey are comparable to those collected in DEOCS 5.0 which supports a greater understanding of culture and climate across the Navy. Starting in 2021, the Navy's engagement survey has included questions about sexual harassment and concerns about retaliation for reporting harassment and are included in the 2022 Health of the Force Survey. We have also added a question about sexism to the survey which will potentially provide more insight into concerns about gender discrimination.

RFI Response 18d:

N/A

RFI Response 18e:

N/A