



DEPARTMENT OF THE AIR FORCE  
HEADQUARTERS UNITED STATES SPACE FORCE

9 September 2022

MEMORANDUM FOR DACOWITS

FROM: HQ USSF/S1  
2020 Air Force Pentagon  
Washington, DC 20330-2020

SUBJECT: USSF DACOWITS RFI Responses

GENDER DISCRIMINATION

PURPOSE

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.

QUESTION #17

The Committee has addressed the topic of gender bias and discrimination in past reports and commented on the importance of leadership in establishing a culture of respect in all work settings. Although there has been progress, the Committee remains concerned about the continuing matter of gender bias and the corrosive impact it can have on unit cohesion and on servicewomen's mental health, full integration and retention. The Committee requests a briefing from the Army, Navy, Marine Corps, Air Force, Space Force, Coast Guard, and National Guard 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.

- USSF has not conducted any surveys or studies independent of the DAF and follows DAF Policy.

b. When training began to educate Service members that gender discrimination is prohibited, to include the nature and fora 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?

- USSF has not conducted any surveys or studies independent of the DAF and follows DAF Policy.

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

- USSF has not conducted any surveys or studies independent of the DAF and follows DAF Policy.

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

- USSF has not conducted any surveys or studies independent of the DAF and follows DAF Policy.

e. Has your 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?

- USSF has not conducted any surveys or studies independent of the DAF and follows DAF Policy.