



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 #18

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.

- USSF follows DAF policy.

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.

- USSF follows DAF policy.

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.

- USSF follows DAF policy.

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.).

- USSF follows DAF policy.