

**SUBJ:** DACOWITS RFI 18 - September 2022 QBM

**FROM:** The Civil Rights Directorate (CG-00H)

**TO:** DACOWITS Committee

**THRU:** Office of Diversity & Inclusion (CG-127)

## **GENDER DISCRIMINATION**

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 recommend necessary policy changes.

---

**DACOWITS:** 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.**

### **CG Response:**

- 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**

**A:** The Coast Guard participated in the Workplace and Gender Relations Survey of Military Members (WGR) that provides some insight into instances of gender bias and

discrimination. The Coast Guard has not received the results of that survey for review yet.

- 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.**

**A:** Statistics/data reflecting the number of service women, by number, percentage and grade, who have filed formal complaints alleging gender bias/discrimination or who have otherwise reported such discrimination via exit surveys or other tools.

Formal EEO Complaints (Sex-Based)

<b>Fiscal Year</b>	<b>Number of Complaints</b>	<b>Time in Service (years)</b>	<b>Number of Servicewomen</b>	<b>Percentage of Servicewomen</b>
19	0	N/A	7,613	0
20	0	N/A	7,706	0
21	0	N/A	7,850	0
Current (22)	1	7	7,767	.01%

Previous data shared consisted of formal EEO complaints. Within the EEO process, there are also “informal” complaints. To provide greater clarity of information, the informal EEO complaints are now being shared. Please be aware that due to EEO processing requirements, every formal EEO complaint originally begins as an informal EEO complaint. For this reason, the informal EEO complaint and formal EEO complaint data overlap. Below are the informal EEO complaints.

Informal EEO Complaints (Sex-Based)

Fiscal Year	Number of Informal Complaints	Number of Separation/Resignation Complaints	Time in Service (years)	Grade	Number of Servicewomen	Percentage of Servicewomen
19	13	0	17.4	E5	7,613	.17%
			1.3	E3		
			21.2	O5		
			24.7	O4		
			5.3	E4		
			12.2	O3		
			16.9	E6		
			3.9	E3		
			16.7	E6		
			13.8	O3		
			14.3	E6		
			11.9	E6		
14.5	E6					
20	9	0	19.2	O4	7,706	.12%
			8.2	E4		
			5.8	O3		
			12.5	E5		
			20.2	E7		
			8.9	E5		
			21.2	O5		
			8.4	O3		
14.4	O3					
21	9	0	5.1	O1	7,850	.11%
			19.8	W3		
			3.8	O2		
			24.4	E9		
			21.7	O3		
			17.1	E7		
			19.1	E7		
			6.7	O4		
3.8	O2					
Current (22)	7	0	11.7	E6	7,767	.09%
			6.8	E6		
			1.5	E3		
			1.8	E3		
			12.9	E6		
			22.6	O6		
14.2	O4					

Informal EEO Complaints (Pregnancy-Based)

<b>Fiscal Year</b>	<b>Number of Complaints</b>	<b>Time in Service (years)</b>	<b>Number of Servicewomen</b>	<b>Percentage of Servicewomen</b>
19	0	N/A	7,613	0
20	0	N/A	7,706	0
21	0	N/A	7,850	0
Current (22)	1	7	7,767	.01%

No servicewomen 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.**

**A:** The United States Coast Guard (USCG) is devoted to ensuring its workforce has a respectful working environment. The USCG consistently performs a measurement of its climate using the Defense Equal Opportunity Climate Survey (DEOCS) across its entire civilian and military workforce. The results are used to help address potential issues affecting the workforce. The Civil Rights Directorate conducts regular command visits and equal opportunity reviews to identify potential problems. This information is provided to leadership for further action. Additionally, findings of discrimination are typically addressed by providing mandated training for the discriminating management official(s), discipline for the discriminating management official(s), and posting a notice in the workplace where the discrimination finding occurred. If discipline is not performed, the reason for not engaging in discipline must be provided. These actions are then reported and tracked for compliance purposes. The USCG also provides regular reporting of findings on its website per the No FEAR Act.