

SUBJ: DACOWITS RFI #2 - September QBM

FROM: Office of Diversity & Inclusion (CG-DCMS-DPR-4)

TO: DACOWITS Committee
Office of Diversity & Inclusion (CG-DCMS-DPR-4)

RETENTION INITIATIVES FOR SERVICEWOMEN

In June 2022, the Committee received a briefing from the Department of the Air Force (DAF) Women's Initiatives Team (WIT). In September 2022, via RFI 5, the Committee asked the Military Services to provide a status update on their potential Women's Initiatives Team or working group like the DAF WIT. At the time, the Army was in the process of establishing a WIT and the Navy was in the process of developing one.

DACOWITS:

The Committee requests a written response update from the Army, Navy, Marine Corps, Coast Guard, and National Guard on whether your Service has implemented a WIT focused on identifying and resolving barriers that impact the retention of servicewomen? If so, provide additional details about your Service's WIT (e.g., policies, directives, charter, oversight authority, streamlined access to senior level decision-makers, etc.). If not, explain why a WIT has not or will not be founded.

CG Response:

The Coast Guard does not have a working group equivalent to the DAF WIT. In accordance with 14 USC §2521, the Coast Guard is establishing the Advisory Board on Women in the Coast Guard. This Federal Advisory Committee will help identify and resolve barriers associated with women's service. The Gender Policy Branch within the Coast Guard's Office of Diversity and Inclusion, using the information contained in the [2021 RAND Report](#) regarding the retention of women in the Coast Guard, works with the workforce, affinity groups/employee resource groups, and other entities (such as the DAF WIT), to identify issues that may impact women in the Coast Guard.