

SUBJ: DACOWITS RFI #5 - September QBM

FROM: Military Uniforms (PSD-mua)

TO: DACOWITS Committee

THRU: Office of Diversity & Inclusion (CG-1D1)

PREGNANCY IN THE MILITARY

In accordance with DACOWITS' Terms of Reference, the Well-Being and Treatment (WB&T) Subcommittee will determine if there are gaps in institutional policies and procedures that obstruct pregnant servicewomen from progressing in their military career and recommend policy changes.

In 2020, Congress passed the "Rent the Camo: Access to Maternity Wear Act" Bill (H.R. 7289), which directed the "Department of Defense to carry out a pilot program to establish an office for issuing maternity-related uniform items to pregnant members of the Armed Forces, on a temporary basis through FY26 and at no cost to such members." In January 2022, the Navy launched a maternity uniform pilot program, which is open to officer and enlisted personnel assigned CONUS and OCONUS. In March 2022, the Marine Corps launched a maternity uniform pilot program, which is restricted to female officers located within 100 miles of MCB Quantico. In June 2022, the Department of the Air Force launched a maternity uniform pilot program, which is open to officer and enlisted Airman/Guardians, assigned to 10 specific bases. In December 2022, via RFI 5d.i, the Military Services provided updates to their maternity uniforms. During this meeting, the Department of the Air Force showcased their redesigned maternity dress and aviation uniforms. The Committee requests a written response from the Army, Navy, Marine Corps, Department of the Air Force, and Coast Guard detailing maternity uniform pilot programs, maternity uniforms currently in use, as well as plans to update maternity uniforms.

DACOWITS:

- a. Provide an update on the status of your Service's maternity uniform pilot program (e.g., utilization rate, findings, etc.).
- b. Army: Has a maternity uniform pilot program been implemented? If not, when is it expected to begin? Provide additional details (e.g., who can/will be able to participate (officer and/or enlisted); geographic location(s); etc.).
- c. Marine Corps: Provide the rationale for restricting the pilot to female officers within a 100-mile radius of MCB Quantico.
- d. In September 2016, via RFI 11, the Committee asked the Military Services to provide information/data on current maternity uniforms and any future prototypes (to include those being wear tested/piloted). Update this information/data utilizing a blank Maternity Uniforms Chart for questions 1-18.
- e. Do the Services collaborate on maternity uniform design concepts? If so, how and at what level?
- f. Do the Services separately contract for maternity uniform production, and do they use a common or separate vendor?
- g. Who has the lead for the procurement of maternity uniforms?
- h. How long does the process take for selection (e.g., award to contract to delivery)?
- i. Provide a flow chart which depicts the steps from design to production to procurement to receipt. Annotate the timeline between each phase.

CG Response:

- a. The Coast Guard has not initiated a maternity uniform pilot program.
- d. See corresponding Maternity Uniforms Chart.
- e. The Coast Guard participates in several multi-service working groups regarding uniform design change and modifications. Coordinated reviews occur at the design element by technical Subject Matter Experts (SMEs). The current USCG maternity uniform was designed and built in cooperation with the USN and USAF, based on the Airmen Maternity Battle Uniform.

f. The Coast Guard seeks commonality across all maternity uniform products to improve supply chain efficiency, decrease cost, and increase availability. Whenever possible, the Coast Guard utilizes a common vendor and DLA supply chain through a multi-service acquisition strategy, depending on the uniform. This approach works for the USAF Maternity Dress Trouser and Tropical Blue Maternity Blouse. However, for other uniforms, such as the utility maternity uniform, we separately contract for this production using a commercial acquisition strategy (low demand) separate from other services.

g. Military Uniforms (PSD-mua) and Clothing Design Technical Office (CDTO) are responsible for all design/development leading to approved clothing items. Upon service approval for new item acquisition, PSD-mua coordinates a Supply Request Package (SRP) to the Defense Logistics Agency (DLA) or Coast Guard Exchange (CGX) for contracting. The Director of Logistics (CG-44) assumes continued acquisition and procurement management (life cycle management).

h. Timeframes from contract award to delivery vary based on the acquisition strategy selected for the item (i.e. Commercial vs. Federal procurement). On average, with DLA sustainment, delivery occurs 18-24 months after DLA acceptance of the SRP. On average, with commercial sustainment, delivery occurs 6-12 months after MFG contract award.

i. A Plan of Action & Milestones (POAM) is promulgated and specific for each new development project. Listed in each are suggested target dates for each development action item. The POAM is revised as necessary to ensure team awareness and ensure focus on meeting target objectives. Each development action is updated leading specification development, patterns, and other necessary development materials. Upon completion, the development package is transitioned to contracting/logistics for acquisition and sustainment.

