

Subj: DEFENSE ADVISORY COMMITTEE ON WOMEN IN THE SERVICES (DACOWITS)  
SEPTEMBER 2023 - REQUESTS FOR INFORMATION

Encl: (1) Maternity Uniforms Chart for questions 1-18  
(2) Notional flow chart from design to receipt

1. Purpose. To provide a written response from the Marine Corps detailing maternity uniform pilot programs, maternity uniforms currently in use, as well as plans to update maternity uniforms.

**The responses for 5.a, 5.c - 5.i are as follows:**

**5.a. Provide an update on the status of your Service's maternity uniform pilot program (MUPP) (e.g., utilization rate, findings, etc.).**

**Response:** The Marine Corps began MUPP in FY22. Since inception, the Marine Corps began issue and recovery of entire maternity uniform, ensemble to include service, dress, and utility items for NCR Officers, issuing out 34 uniform kits. The Marine Corps conducted internal reviews on process and executed participant surveys for identification of improvement opportunities. Initial surveys from participants are overall positive.

**5.c. Marine Corps: Provide the rationale for restricting the pilot to female officers within a 100-mile radius of MCB Quantico.**

**Response:** The rationale for targeting female officers is that enlisted Marines already receive a full issue of maternity uniforms and are not required to turn in after term. By law, officers must pay for uniforms out-of-pocket. Because of that out-of-pocket cost, officers were deemed proper candidates to participate in a no-cost issue and recovery of maternity uniforms. The 100-mile radius is due to the area that the Quantico Initial Issue Facility supports. The Marine Corps was not funded or resourced to expand beyond that initial pilot program scope.

**5.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.**

**Response:** Chart data provided as Enclosure (1). In FY20, the Marine Corps launched a series of Maternity uniform upgrades to include: Service uniform modifications to the tunic and blouse, development of nursing undershirt, maternity undershirt, and physical training undershirt. All items were made available in FY21/FY22. The Marine Corps also designed upgrades for the maternity dress slacks and skirt. The items are with DLA for procurement and will be available in FY24. In process are improvements to maternity MCCUU trousers and service dress skirt/slacks featuring a 360-degree belly panel. Inclusion of 360-degree belly panel will expand to

service and dress uniform skirt and slacks. An effort to introduce new Marine Corps physical training uniforms will include a new maternity PTU.

**5.e. Do the Services collaborate on maternity uniform design concepts? If so, how and at what level?**

**Response:** Yes, all Services collaborate on maternity uniform design concepts. Depending on the item, Services collaborate in the concept phase of design for new items- this includes the fabric and basic design level prior the user evaluations. There has been sharing sessions between the Services on a semi-annual basis and through additional meetings between all the maternity POCs. All Services provide updates on Maternity Uniform Pilot Programs and are sharing information at joint service forums.

**5.f. Do the Services separately contract for maternity uniform production, and do they use a common or separate vendor?**

**Response:** The Marine Corps on occasion will contract separately for initial procurement, then transition over to DLA Sustainment. Maternity uniforms are procured in three different ways for the Marine Corps 1) Optional & Certified, 2) MCSC initial procurement, and 3) through a Supply Request Package to DLA. The Marine Corps recently employed a strategy of 1) and 2) in the development and fielding of the Maternity & Nursing t-shirts. Sustainment of this item was made possible by the Army adoption of the Marine Corps design.

**5.g. Who has the lead for the procurement of maternity uniforms?**

**Response:** Initial development and procurement begins with the Marine Corps, then transitions to DLA for continued procurement and sustainment.

**5.h. How long does the process take for selection (e.g., award to contract to delivery)?**

**Response:** The process varies for the selection. Contract to delivery typically through DLA is 18-24 months but can take up to 3-5 years.

Dress blue slacks took 2019-TBD. Due to supply chain issues/ limited buy has caused significant delays to get to delivery. Development for items under Maternity can occur in less than 12 mo-18 months from concept to specification development. Nursing, Maternity, dress blue skirt & Slacks & combat trouser depends on program updates.

**5.i. Provide a flow chart which depicts the steps from design to production to procurement to receipt. Annotate the timeline between each phase.**

Response: Flow chart provided as Enclosure (2).

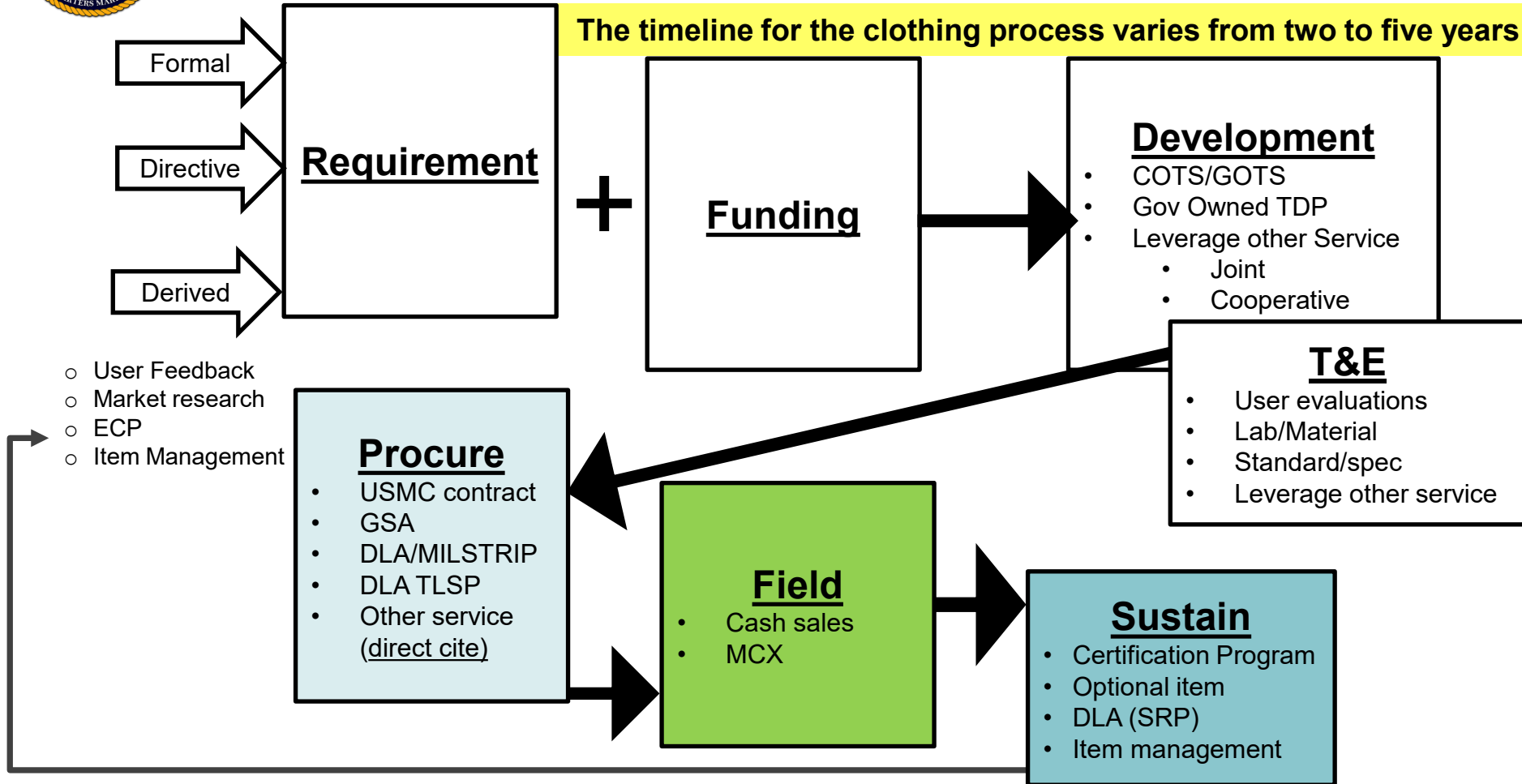


# MARINE CORPS SYSTEMS COMMAND

Equipping our MARINES

## The Clothing Process

The timeline for the clothing process varies from two to five years



Year 1	Year 2	Year 3	Year 4	Year 5
MCSC Five-Year IDIQ Contract (procure AAO)				
	Fielding to FMF			
	SRP Process with DLA		DLA Sustainment Contract	