

SUBJ: DACOWITS RFI 6 – December 2020 QBM

FROM: CG-12

TO: DACOWITS Committee

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

WOMEN IN SPACE

DACOWITS recognizes that the standing up of a new Service enables key opportunities to shape a talent-driven and diverse workforce that can incorporate modern policies relating to recruitment and retention. In March 2020, DACOWITS was briefed that the U.S. Space Force (USSF) intends to utilize innovative career models and personnel processes based on a 21st century approach to Human Capital Management, which included added flexibility for women to pursue opportunities both within and outside of the Space Force; opportunities in highly technical fields for women with STEM backgrounds; Service transfer options to leverage a broad range of skill sets and experiences; offering opportunities for women to serve in leadership roles; and a unique shaping opportunity to establish a values-based culture that emphasizes equal opportunity, fair treatment, and respect.

The Committee requests a **WRITTEN RESPONSE** from the **Coast Guard** on any lessons learned (positive and/or negative) from the creation of the Department of Homeland Security that could be leveraged by the USSF. Please include any innovative approaches to expanding gender diversity at all levels within the organization.

CG Response:

The Coast Guard's personnel processes largely remained unchanged throughout its transition to the Department of Homeland Security. Our office is unaware of the Coast Guard's participation in creating DHS policies or opportunities for expanding gender diversity. Therefore, the Coast Guard does not have any lessons learned regarding the expansion of gender diversity throughout a new executive office.