



# Gender Diversity (FY 2022 – FY 2023)

Report to Congress  
*September 13, 2024*



U.S. Coast Guard

# Foreword

September 13, 2024

I am pleased to present the following report, “Gender Diversity (FY 2022 – FY 2023),” prepared by the U.S. Coast Guard.

Section 5109 of Title 14, U.S. Code, directs the submission of a report on gender diversity in the Coast Guard.

Pursuant to Congressional requirements, this report is being provided to the following members of Congress:

The Honorable Maria Cantwell  
Chair, Senate Committee on Commerce, Science, and Transportation

The Honorable Ted Cruz  
Ranking Member, Senate Committee on Commerce, Science, and Transportation

The Honorable Sam Graves  
Chairman, House Committee on Transportation and Infrastructure

The Honorable Rick Larsen  
Ranking Member, House Committee on Transportation and Infrastructure

I would be pleased to answer any questions you may have, or your staff may contact my Senate Liaison Office at (202) 224-2913 or House Liaison Office at (202) 225-4775.

Sincerely,



Linda L. Fagan  
Admiral, U.S. Coast Guard  
Commandant





## Gender Diversity (FY 2022 – FY 2023)

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# I. Legislative Language

This report responds to the language set forth in Section 5109 of Title 14, U.S. Code, which reads:

## **TITLE 14 USC § 5109. REPORT ON GENDER DIVERSITY IN THE COAST GUARD**

(a) **IN GENERAL.**—Not later than January 15, 2022, and biennially thereafter, the Commandant shall submit to the Committee on Transportation and Infrastructure of the House of Representatives and the Committee on Commerce, Science, and Transportation of the Senate a report on gender diversity in the Coast Guard.

- (b) **CONTENTS.**—The report required under subsection (a) shall contain the following:
- (1) **GENDER DIVERSITY OVERVIEW.**—An overview of Coast Guard active duty and reserve members, including the number of officers and enlisted members and the percentages of men and women in each.
  - (2) **RECRUITMENT AND RETENTION.**—
    - (A) An analysis of the changes in the recruitment and retention of women over the previous 2 years.
    - (B) A discussion of any changes to Coast Guard recruitment and retention over the previous 2 years that were aimed at increasing the recruitment and retention of female members.
  - (3) **PARENTAL LEAVE.**—
    - (A) The number of men and women who took parental leave during each year covered by the report, including the average length of such leave periods.
    - (B) A discussion of the ways in which the Coast Guard worked to mitigate the impacts of parental leave on Coast Guard operations and on the careers of the members taking such leave.
  - (4) **LIMITATIONS.**—An analysis of current gender-based limitations on Coast Guard career opportunities, including discussion of—
    - (A) shipboard opportunities;
    - (B) opportunities to serve at remote units; and
    - (C) any other limitations on the opportunities of female members.
  - (5) **PROGRESS UPDATE.**—An update on the Coast Guard’s progress on the implementation of the action plan required under subsection (a) of section 8215 of the Elijah E. Cummings Coast Guard Authorization Act of 2020.

## II. Report

The Coast Guard is committed to building and sustaining an organizational climate in which people of diverse backgrounds, cultures, races, religions, genders, and ethnicities are fully included, valued, and respected. We continue to make progress toward the strategic goal of a workforce that reflects our Nation's diversity. The Coast Guard must foster an environment in which every individual has the opportunity to prosper and contribute to Coast Guard missions.

### A. Gender Diversity Overview

The Coast Guard's uniformed workforce is comprised of 44,888 active duty and reserve members as of September 30, 2023. There are 38,731 active duty members with 29,829 enlisted, 7,117 officers, and 1,785 warrant officers. The active duty enlisted workforce is 85.9 percent men and 14.1 percent women. The active duty officer workforce is 73.0 percent men and 27.0 percent women. The active duty warrant officer workforce is 89.9 percent men and 10.1 percent women. Overall, the active duty workforce is 83.7 percent men and 16.3 percent women.

There are 6,157 reserve members with 5,075 enlisted, 984 officers, and 98 warrant officers. The reserve enlisted workforce overall is 84.0 percent men and 16.0 percent women. The reserve officer workforce is 74.1 percent men and 25.9 percent women. The reserve warrant officer workforce is 81.7 percent men and 18.3 percent women. Overall, the reserve workforce is 82.4 percent men and 17.6 percent women. This data is shown in Table 1.

**Table 1: Coast Guard Uniformed Workforce by Gender**

	Women	Men	Total	Percent Women	Percent Men
Active Duty					
Enlisted	4,198	25,631	29,829	14.1%	85.9%
Officer	1,922	5,195	7,117	27.0%	73.0%
Warrant Officer	181	1,604	1,785	10.1%	89.9%
<b>Total</b>	<b>6,301</b>	<b>32,430</b>	<b>38,731</b>	<b>16.3%</b>	<b>83.7%</b>
Reserve					
Enlisted	812	4,263	5,075	16.0%	84.0%
Officer	255	729	984	25.9%	74.1%
Warrant Officer	18	80	98	18.3%	81.7%
<b>Total</b>	<b>1,085</b>	<b>5,072</b>	<b>6,157</b>	<b>17.6%</b>	<b>82.4%</b>

### B. Recruitment and Retention

Over the previous two years, Coast Guard Recruiting Command (CGRC) has continued to adapt to changing workforce complexities and the lingering effects of the global pandemic. Recruiters are diligently working to rebuild and/or establish relationships with centers of influence, re-integrate into schools and extracurricular programs, and expand virtual recruiting initiatives to reach new markets. The Coast Guard's efforts are also complicated by a shrinking American workforce that has shifted its employee-employer expectations.

Despite these challenges, CGRC successfully met the Coast Guard’s officer (active duty and reserve) and enlisted reserve missions for Fiscal Year (FY) 2023. Additionally, there has been a positive trend of increased enlisted active duty accessions over the past two years. CGRC’s persistent efforts to close critical workforce gaps and increase diversity throughout the total workforce remains a constant focus.

Recent trend on the recruiting of women in FY 2022-2023.

The following table provides data on total accessions and the complement of women as part of the overall number of new members joining the Service.

**Table 2: Number of Women and Total Accessions by Year**

	FY 2022			FY2023		
	Women	Total	Percent	Women	Total	Percent
Enlisted Active Duty	410	2,792	15%	429	3,126	14%
Enlisted Reserve	31	215	14%	56	267	21%
Officer Active Duty	72	262	28%	89	311	29%
Officer Reserve	19	74	26%	18	85	21%

Changes or progress on efforts to increase the recruitment and retention women from FY 2022-2023: The Marketing Division within CGRC continued to execute, evaluate, and enhance tactical and strategic objectives to engage and expand the Service’s outreach to women and historically marginalized communities. Ongoing and emerging efforts to increase Coast Guard awareness and amplify meaningful engagement included:

Ongoing efforts:

1. National marketing plan and strategies – visual advertisements continued to prominently feature imagery of women in the Coast Guard, showcasing both their professional and personal activities and accomplishments.
2. National advertising campaigns – messaging that is informed by extensive Joint Advertising Market Research and Studies and CGRC primary research to showcase messaging and sentiments to resonate and emphasize relatability among women. These messages covered and highlighted concepts such as:
  - a. Personal sense of belonging, independence, success, and achievement;
  - b. Personalized storytelling, such as “a day in the life” vignettes of Coast Guard service women; and
  - c. Work-life alignment and balance.
3. Continued partnerships with high-impact events for women – the Service continued to identify and support national level events such as the Society of Women Engineers and the Girl Scouts. At the local level, recruiting offices continue to coordinate and expand on women-focused partnerships and sponsorships such as community sports teams, high school events, and career fairs.
4. Coast Guard promotional materials – marketing items included women-centric products and women-fitted apparel.

5. Officer Recruiters within CGRC consisted of a team of O-3s and O-4s assigned throughout the country to expand and strengthen College Student Pre-commissioning Initiative recruiting, including an emphasis on recruiting future women leaders.

New and emergent efforts and strategies:

1. CGRC enhanced traditional methods of recruiting to address gaps in Coast Guard presence:
  - a. New Recruiting Offices and Additional Recruiters – CGRC expanded its recruiting footprint by opening new recruiting offices in markets without a current Coast Guard presence. In FY 2023, seven new recruiting offices were established, and six additional offices are planned for FY 2024. To support the new recruiting offices, CGRC actively worked to increase its total number of Production Recruiters by 67 percent to meet current and future Service needs. Access to new markets will increase brand awareness and applicants.
  - b. Lateral Entry Program – this program offers applicants with critical skills, training, or experience, including prior military experience, the ability to assess into the Coast Guard or Coast Guard Reserve at advanced paygrades including E-4, E-5, and E-6. Rate-specific training, if required, includes agile modules tailored to the individual applicant.
2. CGRC also expanded non-traditional methods of recruiting to address gaps in Coast Guard presence and expand its reach:
  - a. Command Recruiting Liaison Program – all major O-6 shore commands with over 100 personnel were required to designate a collateral duty Recruiting Liaison to work with the local recruiting office. Together, they coordinate recruiting outreach events with local units to raise awareness about the Coast Guard and connect interested applicants with recruiters.
  - b. Scout Talent and Refer (STAR) Program – encourages the total Coast Guard workforce, including retirees, to identify talent within their social and community circles and refer them to their local recruiting office. This program leverages strong interpersonal relationships and word of mouth to increase Coast Guard awareness and support recruiting efforts across the globe. Personnel are rewarded for each recruit that reported to Training Center Cape May (TCCM).
  - c. Hometown Recruiting (HTR) – in conjunction with the STAR program, the HTR program expanded to allow any active duty member to return to their “hometown” to conduct recruiting activities in support of the local recruiting office for up to 30 days. Program participants are eligible to receive a STAR award for each recruit that reports to TCCM.
  - d. Recruiting Incident Management Team (IMT) – the Coast Guard established a Recruiting IMT to help assist with current recruiting challenges. Although temporary, the Recruiting IMT is helping to establish key recruiting initiatives such as the Virtual Call Center (VCC), and increasing CGRC operating capacity.
  - e. Virtual Call Center (VCC) – the VCC was established to contact and refer potential applicants to their local recruiting office and to support geographically dispersed applicants through the accession process. The VCC is a force multiplier and CGRC will continue to refine and expand VCC operations in the future.



- f. National Junior College Athletic Association (NJCAA) – the Coast Guard partnered with the NJCAA to expand recruiting awareness and outreach to target markets, including women and underrepresented minorities. The NJCAA is the athletics governing body for over 500 community colleges across 44 states and includes over 3,700 teams that participate in 28 different sports.
- g. Spanish Language Marketing Materials – the Coast Guard expanded efforts to produce multi-lingual marketing materials to increase awareness and engage with new communities. Spanish language materials, including fliers and handouts, as well as a new Spanish landing webpage<sup>1</sup> helped communicate opportunities within the Service, including the English Language Training Program (ELTP) and the Pathway to Citizenship Program. Marketing materials for other languages are under development.
- h. English Language Training Program (ELTP) – the ELTP affords non-native English speakers the opportunity to attend English language training at the Defense Language Institute English Language Center at Joint Base San Antonio-Lackland for up to 24-weeks. Additionally, policy changes allow CGRC to waive the minimum Armed Services Vocational Aptitude Battery (ASVAB) requirements for non-native English speakers prior to Basic Training. Eligible applicants can attend ELTP, and upon successful completion of the program, retake the ASVAB to earn a higher score. This program helps eliminate barriers to accession and expedite Coast Guard training at TCCM and beyond.
- i. Pathway to Citizenship – this program enables more Lawful Permanent Residents to enlist in the Service. Eligible members are entitled to expedited citizenship.

### 3. Retention:

Over the past two years, the Coast Guard continued to make changes aimed at increasing the retention of women and men in the service in accordance with recommendations from the RAND Corporation's Report, *Improving Gender Diversity in the U.S. Coast Guard; Identifying Barriers to Female Retention*, including:

- a. Continuation of the Parental Leave Program – in cases where a member anticipates taking parental leave, commands are authorized to request, through Active Duty for Operational Support, a qualified replacement to provide support in absence of the member.
- b. Formal Incorporation of Body Composition Program – formalized multiple changes to the program, including: removed the requirement for members on abeyances/exemptions to participate in body composition screenings; removed the requirement for members to be compliant prior to receiving a sexual assault recovery or infertility treatment exemption; added Abdominal Circumference (AC) as a valid compliance measure, including a maximum value and safe AC loss rate; authorized AC for accession screenings; added the Boat Crew Physical Fitness Test as a method of body composition compliance; and added a 30-day waiting period for probation start date to initial probation body composition screening.

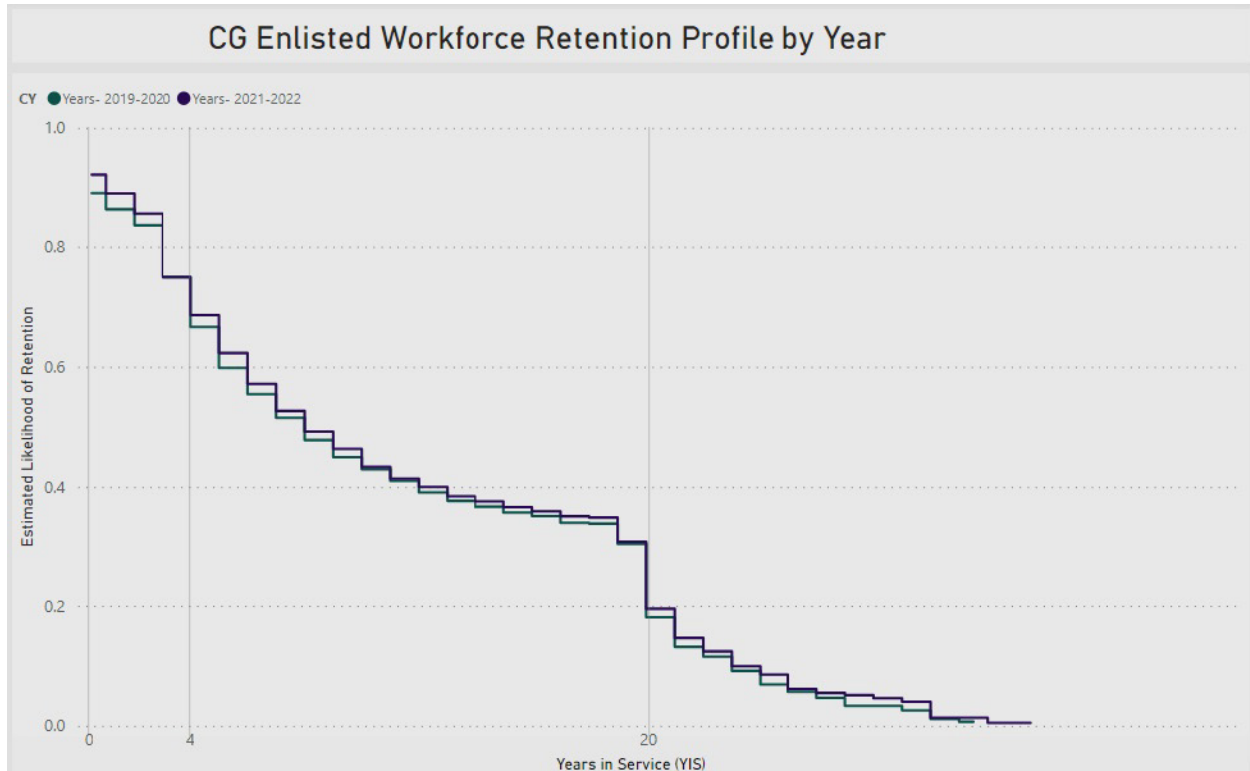
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<sup>1</sup> [Bienvenidos | United States Coast Guard \(gocoastguard.com\)](https://www.gocoastguard.com/Bienvenidos)

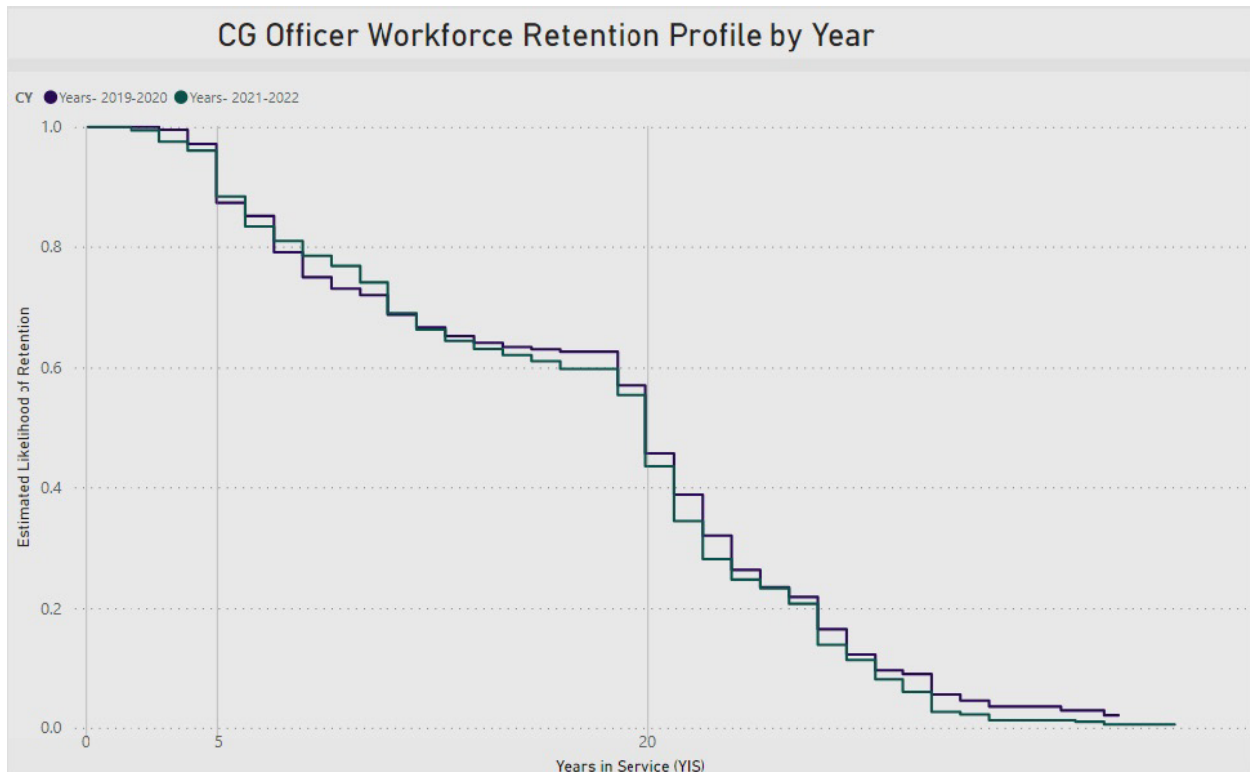


- c. Improvements to Parental Leave – expanded the amount of non-chargeable leave available for new parents. Maternity convalescent leave increased to six weeks and parental leave increased to twelve weeks, regardless of caregiver status. Dual military couples both now receive twelve weeks of leave, to use all at once or in one-week increments.
- d. Improved Support to Nursing Mothers– updated policies ensure nursing mothers are allowed a reasonable time and an appropriate space to express breast milk and remove barriers to the appropriate storage of breast milk in workspace refrigerators and freezers.
- e. Flexible Work Schedules – all service members are now permitted to use a flexible work schedule for 12-months immediately following the birth or adoption of a child.
- f. Adaptable Assignment of Pregnant Members –
  - i. The Coast Guard reassigns women who become pregnant while assigned to shipboard duty to duty ashore. At the latest, the pregnant member will be assigned ashore before week 20 of pregnancy. The service does not require or permit pregnant women to perform physical duties that could threaten the member’s or child’s safety. Furthermore, pregnant members with orders to any school may have their orders held and reissued to them for the first available class 12 months after giving birth, unless the member is medically cleared and desires to attend training sooner.
  - ii. Coast Guard assignment policies ensure pregnant members are afforded the opportunity to make suitable childcare arrangements. During pregnancy and the first 12-months after childbirth, women will not be assigned to shipboard or overseas units, unless they volunteer for earlier rotation to a shipboard or overseas tour. Pregnant women assigned to overseas locations with inadequate housing or medical facilities will be transferred to an alternate location where such facilities exist. Pregnant women assigned to overseas locations with adequate housing and medical facilities may remain until they are tour complete.
- g. Retention Analysis – the Coast Guard conducted a retention analysis on the active duty enlisted and active duty officer cohorts to create a notional retention profile.
  - i. The retention profile for female active duty enlisted members (Figure 1) shows there has not been a statistically significant change in retention in that cohort over the past two years. Similarly, there has not been a statistically significant change in retention for the female active duty officer cohort (Figure 2).

**Figure 1: Retention profiles for female active duty enlisted members for CY 2019-2020 (n = 5348) and CY 2021-2022 (n = 5312).**



**Figure 2: Retention profiles for female active duty officers for CY 2019-2020 (n = 1528) and CY 2021-2022 (n = 1551).**



## C. Parental Leave

In accordance with the James M. Inhofe National Defense Authorization Act (NDAA) of FY 2022 and in alignment with the Department of Defense expansion of military parental leave, the Coast Guard expanded the amount of parental leave for both women and men. The distinction between a primary and secondary caregiver was disestablished and all members are now afforded 12-weeks of parental leave. These 12-weeks of parental leave are in addition to any medically necessary maternity convalescent leave, which typically runs six weeks in length.

Due to the updates in policy, and the newness with entering the updated leave types within the time and leave system, some irregularities in reported numbers may exist.

**Table 4: Maternity Convalescent Leave Taken**

Category	Total # of Women	Sum of Days	Average Days
Maternity Convalescent <sup>2</sup>	288	12,561	43.6
2022	131	5,722	43.7
2023	157	6,839	43.6
Maternity Convalescent - Additional <sup>3</sup>	30	1,165	38.8
2022	9	439	48.8
2023	21	726	34.6
Prenatal <sup>4</sup>	146	3,815	26.1
2022	65	1,633	25.1
2023	81	2,182	26.9
Prenatal - Additional	8	279	34.9
2022	3	215	71.7
2023	5	64	12.8
<b>TOTAL</b>	<b>472</b>	<b>17,820</b>	<b>39.7</b>

<sup>2</sup> Maternity Convalescent – Non-chargeable leave period immediately following pregnancy and childbirth, currently 42 consecutive days as approved by the member’s command. COMDTINST M1000.8(series), Military Assignments and Authorized Absences, pg. 6-3.

<sup>3</sup> Maternity Convalescent Leave Additional – Non-chargeable leave granted in addition to the 42 days of maternity convalescent leave; must be recommended in writing by the member’s medical provider. COMDTINST M1000.8(series), Military Assignments and Authorized Absences, pg. 6-4.

<sup>4</sup> Maternity Leave – Prenatal – Non-chargeable leave granted for prenatal periods up to cumulative total of 30 days after being certified necessary by a medical officer or practicing provider of the member. COMDTINST M1000.8(series), Military Assignments and Authorized Absences, pg. 6-3.

**Table 5: Parental Leave Types Taken – Women**

Category	Total # of Women	Sum of Days	Average Days
Primary Caregiver - Birth <sup>5</sup>	161	7,457	46.3
2022	103	4,349	42.2
2023	58	3,108	53.6
Primary Caregiver - Deceased <sup>6</sup>	4	28	7.0
2022	2	14	7.0
2023	2	14	7.0
Primary Caregiver - Designee	3	18	6.0
2022	1	3	3.0
2023	2	15	7.5
Primary Caregiver - Parent <sup>7</sup>	35	1,628	46.5
2022	12	419	34.9
2023	23	1,209	52.6
Secondary Caregiver - Adoption	2	29	14.5
2022	1	21	21.0
2023	1	8	8.0
Secondary Caregiver - Parentage	2	64	32.0
2022	1	43	43.0
2023	1	21	21.0
Secondary Caregiver - Spouse	9	174	19.3
2022	5	93	18.6
2023	4	81	20.3
Parental Leave - Adoption <sup>8</sup>	3	59	19.7
2023	3	59	19.7
Parental Leave - Birth	74	4,560	61.6
2023	74	4,560	61.6
Parental Leave - Foster Care	1	69	69.0
2023	1	69	69.0
<b>TOTAL</b>	<b>439</b>	<b>20,084</b>	<b>45.7</b>

<sup>5</sup> Primary Caregiver Birth – This was non-chargeable leave granted to a member who gave birth and retained the child upon completion of maternity convalescent leave. COMDTINST M1000.8(series), Military Assignments and Authorized Absences, pg. 6-4. This was changed with the enactment of the NDAA for FY 2022 Expansion of Parental Leave.

<sup>6</sup> Primary Caregiver Deceased – Non-chargeable leave taken by a member who would normally be designated a Secondary Caregiver, but the Primary Caregiver is deceased. COMDTINST M1000.8(series), Military Assignments and Authorized Absences, pg. 6-4. This was changed with the enactment of the NDAA for FY 2022 Expansion of Parental Leave.

<sup>7</sup> Primary Caregiver Parent – Non-chargeable leave taken by the parent with the primary responsibility for caring for a child. COMDTINST M1000.8(series), Military Assignments and Authorized Absences, pg. 6-4. This was changed with the enactment of the NDAA for FY 2022 Expansion of Parental Leave.

<sup>8</sup> Parental Leave was established as a benefit from the FY 2022 NDAA of 12 non-chargeable weeks of leave granted to all service members who welcome a child through birth, adoption, or long-term foster.

**Table 6: Parental Leave Types Taken – Men**

Category	Total # of Men	Sum of Days	Average Days
Primary Caregiver - Birth	85	3,242	38.1
2022	29	923	31.8
2023	56	2,319	41.4
Primary Caregiver - Deceased	10	77	7.7
2022	8	44	5.5
2023	2	33	16.5
Primary Caregiver - Designee	24	693	28.9
2022	13	423	32.5
2023	11	270	24.5
Primary Caregiver - Parent	275	11,705	42.6
2022	55	1,346	24.5
2023	220	10,359	47.0
Secondary Caregiver - Adoption	13	265	20.4
2022	9	161	17.9
2023	4	104	26.0
Secondary Caregiver - Parentage	487	10,344	21.2
2022	354	6,496	18.4
2023	133	3,848	28.9
Secondary Caregiver - Spouse	572	11,531	20.2
2022	405	7,509	18.5
2023	167	4,022	24.1
Parental Leave - Adoption	12	280	23.3
2023	12	280	23.3
Parental Leave - Birth	713	30,579	32.0
2022	1	21	21.0
2023	712	30,588	42.9
Parental Leave - Foster Care	3	112	37.3
2023	3	112	37.3
<b>TOTAL</b>	<b>2,194</b>	<b>68,828</b>	<b>25.4</b>

**D. Gender-Based Limitations**

Women serve in each enlisted rating and rank and officer occupational specialty available in the Coast Guard. Women are assigned to all ashore units without limits. Current Coast Guard limitations for women are specific to certain afloat opportunities. These limitations are being addressed by ongoing acquisition of modernized assets or modification to berthing aboard legacy cutters.

Per Commandant Instruction Manual 1000.8, Military Assignments and Authorized Absences, the Coast Guard assigns women to any Coast Guard afloat unit having adequate privacy for gender in berthing and personal hygiene spaces. It specifically states that accommodations for women assigned to cutters should be the same as those provided to men of similar pay grade or rank. Sleeping quarters must be separate, with privacy provided by a rigid bulkhead. Furthermore, the policy states privacy in bathroom facilities must be assured and access to those facilities should not violate sleeping compartment privacy when practicable.

The gender-based limiting factors for shipboard opportunities are berthing and bathroom facility space available on cutters. Typically, Assignment Officers make shipboard assignments to match same genders in berthing. Depending on the shipboard design, there could be limitations if there is not enough rack space to match genders. The Coast Guard's aging fleet does not always have the structural design to accommodate mixed gender berthing. Despite these challenges, the Coast Guard continues to find ways to provide women more afloat opportunities, including transitioning more units to gender-neutral berthing. The Coast Guard's new Fast Response Cutter, Offshore Patrol Cutter, and National Security Cutter, and future cutters to include the Waterways Commerce Cutter and Polar Security Cutter, will have mixed-gender berthing. Today, the Coast Guard has 245 cutters in its fleet; 204 cutters can accommodate mixed-gender crews and provide opportunities for women afloat.

There are currently no limitations imposed by the Coast Guard that prevent officer and enlisted women from serving at remote units whether afloat or ashore. Women can request any unit they desire, regardless of location.

## **E. Progress Updates**

The Coast Guard's Force Readiness Command and the Coast Guard's Office of Diversity and Inclusion analyzed Diversity, Equity, and Inclusion (DE&I) Terminal Performance Objectives (TPOs) included in accession point training courses, including A-Schools and C-Schools.

Following the Coast Guard's promulgation of a new Leadership Development Framework, the Leadership Development Center (LDC) updated definitions, imagery, and lessons/exercises throughout all student and instructor guides and course materials. Newly revised definitions for 6 of 28 Leadership Competencies are focused on improvements to Coast Guard culture around DE&I.

LDC supported TRACEN Petaluma's efforts to incorporate inclusive leadership TPOs into the Instructor Development course. LDC provided the DE&I TPOs and Enabling Objectives, supplemental course materials, and additional content on Implicit Bias for the course.

In April 2022, LDC completed its Implicit Bias and Diverse Team Communications Skills: Development, Implementation, and Evaluation Report for LDC Courses. Based on the findings, LDC is incorporating updates to each curriculum outline during triennial reviews or redesign projects. Current projects underway are Command Assignment Preparatory Training needs analysis, Boat Forces Command Cadre redesign, Direct Commission Officer triennial review, Apprentice Leadership Program triennial review, Senior Leadership Transition course curriculum outline development, Prospective Commanding Officer/Prospective Executive Officer Afloat triennial review, and Chief Petty Officer Academy triennial review.

## Summary of Updates on Advisory Board on Women at the Coast Guard Academy (CGA)

Section 1904 of the NDAA for FY 2021 established the Advisory Board on Women (ABW) at the CGA. Membership requirements include at least 12 cadets, with no fewer than three from each class. Membership is determined annually and approved by the Commandant of Cadets in consultation with the Staff Judge Advocate, the Office of Inclusion and Diversity, and the Sexual Assault Response Coordinator. No more than six cadets can be reappointed from the previous membership year. Cadets who are not officially members may still participate in ABW and aid working groups. The ABW briefs the Commandant once per academic year and meets not less than twice each academic year with the CGA Superintendent and the Academy's Senior Leadership.

The CGA ABW designated board membership via Superintendent Notice (SUPTNOTE) 5350.1A on September 7, 2021. The members were nominated by Company Officers and Chiefs to include 21 cadets. The ABW discussed recruiting methods to shift to an opt-in basis for the Academic Year 2022-2023 board membership. The board met once per month and briefed the CGA Superintendent and the Commandant of the Coast Guard. In the first year, the board discussed the status of women in engineering at the Academy and the disparity between a higher percentage of male cadets within engineering majors compared to female cadets. Additionally, ABW raised a concern regarding the increased cost of uniforms for female cadets based on mandated purchases versus optional purchases for the variety of male and female uniforms available to female cadets. The board advocated for the option to choose uniforms to purchase such as the skirt versus the pants for Service Dress Whites. The cadets also noted the large disparity in the cost of the women's combination cover of \$95.95 compared to the men's combination cover cost of \$33.79.

The designation of the 2022-2023 CGA ABW membership was published via SUPTINST 5350.1B on August 24, 2022. The members were selected on an opt-in basis and included 27 female cadets. The board met once per month and briefed the CGA Superintendent and Commandant of the Coast Guard. The board also met with the President of the CGA Board of Trustees in both the Fall and Spring semesters. In the second year of the board, focus groups were created to make progress on specific changes the cadets wanted to see addressed. These working groups requested funding to purchase and supply emergency use feminine hygiene products in all female heads across campus to improve equity among male and female cadets. The proposal was approved but has not been fully implemented yet. Additional ABW members met more regularly with the CGA Clinic and requested a part-time, female obstetrician gynecologist Nurse Practitioner to serve the growing population of female cadets at CGA and better align with care offered at the other Service Academies. The initiative is still pending approval and implementation. The cadets discussed the desire for training and education on feminine health, hormones, and birth control options. Through partnership with the CGA Alumni Association, the board held four Women's Health Seminars during the Spring 2023 semester open to the Academy community and discussed the possibility of a Women's Health and Physical Education Class to be offered as a 1/c elective. ABW also discussed gender neutral grooming standards to improve recruitment and retention. A memorandum was routed to the Coast Guard Uniform Board during the Spring 2023 semester for consideration and is pending approval.

The designation of the 2023-2024 CGA ABW membership was published on August 24, 2023. The members were selected on an opt-in basis and included 36 cadets. The ABW tentatively plans to continue working towards implementing emergency use feminine hygiene product dispensers across campus and women's health education to be added to current health courses or created as a separate elective. The board intends to increase the meeting frequency to two times per month and plans to brief the CGA Superintendent and Commandant of the Coast Guard.



In 2023, the Coast Guard established the ABW in the Coast Guard to identify issues that adversely affect women in the Service. This Advisory Board is comprised of active duty officers and enlisted members, members of the Coast Guard Reserve, and retired members of the Service. They work to advise the Commandant on improving the recruitment, retention, wellbeing, and success of women serving in the Coast Guard. The Board solicited for members in early 2023 and a panel was held to establish the group of 15 members. The Board will begin their meetings in early 2024.

## Appendix: Abbreviations

Abbreviation	Definition
ABW	Advisory Board on Women
AC	Abdominal Circumference
ASVAB	Armed Services Vocational Aptitude Battery
CGA	Coast Guard Academy
CGRC	Coast Guard Recruiting Command
CY	Calendar Year
DE&I	Diversity, Equity, and Inclusion
ELTP	English Language Training Program
FY	Fiscal Year
HTR	Hometown Recruiting
IMT	Incident Management Team
LDC	Leadership Development Center
NDAA	National Defense Authorization Act
NJCAA	National Junior College Athletic Association
STAR	Scout Talent and Refer
TCCM	Training Center Cape May
TPO	Terminal Performance Objective
VCC	Virtual Call Center