

INFORMATION PAPER

Office of the Chief of Chaplains
Recruiting and Endorser Relations Directorate
19 February 2019

SUBJECT: DACOWITS RFI #5

1. **Purpose.** The Committee requests a written response from Military Service on the recommendations regarding female Chaplains from the 2006 and 2016 DACOWITS reports to include:

- a. Provide current statistics on the number and percentage of female Chaplains by grade.
- b. What is being done to increase the recruitment and retention of female Chaplains in the military (e.g., ongoing initiatives, professional development opportunities, etc.).

2. **Response.**

- a. There are currently 73 Active Duty (AD) Army female chaplains representing 35 distinctive faith groups and serving in the ranks of Colonel (4), Lieutenant Colonel (9), Major (10), Captain (47) and Lieutenant (3). The current percentage of AD female chaplains in the Chaplain Corps is 5%, which is an increase of 3% over the past 10 years.
- b. Currently, there are two senior female chaplains assigned to the Recruiting and Endorser Relations Directorate. In addition, there are two female chaplain recruiters assigned within the Medical Recruiting Brigade.
- c. The Recruiting and Endorser Relations Directorate proactively endorses and recruits Army female chaplains to attend the Tri-annual Women In the Military (WIM) Conference. During the 2018 WIM Conference, Recruiting and Endorser Relations Directorate facilitated a recruiting briefing on the critical need for female chaplains.
- d. The Medical Recruiting Brigade will budget \$60,000.00 for June 2019 will assist Army Chaplain Experience (ACE) program and advertising efforts to recruit female chaplains.
- e. The Chaplain Branch Recruiting Mission FY18-19 directly encourages 'overproduction for female chaplains.'

SUBJECT: DACOWITS RFI #5

- f. The Recruiting and Endorser Relations Directorate will provide recruiting presence and exhibit table at the “Academy Women” 16th Annual Career Workshop and Officer Women Leadership Symposium, April 23-25, 2019.
- g. On February 12, 2019, Medical Recruiting Brigade conducted a class entitled ‘Chaplain Recruiting Without Bias.’ The purpose of the class was to help bring about recruiter awareness of unconscious gender and racial biases that could be hindering recruiting efforts and discuss strategies for way ahead.
- h. The Recruiting and Endorser Relations Directorate and Medical Recruiting Brigade female chaplain recruiters proactively focus on visiting seminaries, religious organizations and educational institutions that ordain women IOT share their story and promote the Army Chaplaincy and opportunities for females.