

Assessing the Implications of Possible Changes to Women in Service Restrictions

A Quick-Look Analysis of Survey Results

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Photo credit line: Lance Corporal Jacqueline Veres (right), of Female Engagement Team (FET) 13 in Sangin, Helmand Province, patrols through a cornfield with Marines from 1st Platoon, Bravo Company, 1st Battalion, 5th Marines, and Afghan National Army (ANA) soldiers, on Jul. 14, 2011. Veres went on the patrol alongside the Marines of 1/5 and the ANA to talk to locals about how FETs can help improve their way of life.

Approved for distribution:

November 2012



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Executive summary

Current Department of Defense (DOD) policies exclude women from ground combat service. In compliance with these policies, the Marine Corps restricts women from classification into combat arms (infantry, artillery, and armor) Primary Military Occupational Specialties (PMOSs) and assignments below the division level in the Ground Combat Element (GCE).¹ The Assistant Commandant of the Marine Corps (ACMC) asked CNA to examine these policies in order to (1) help inform a decision about whether to change them and (2) better understand how policy changes could affect the Corps' recruiting, manpower management, and training processes. As part of our study, we developed a force survey to solicit Marines' views about current policies and their perceptions about some of the benefits and concerns that may be associated with changing them. The Marine Corps fielded the survey from May 30, 2012 to August 31, 2012. Once the survey closed, the Marine Corps provided us with the de-identified data collected from survey respondents matched with Operational Data Store Enterprise (ODSE) data. This document, which was provided to Marine Corps leaders about three weeks after we received the data, presents our "quick-look" analysis of the survey's results.

Number of women personally interested in ground combat

We asked women whether they would be interested in serving in combat arms PMOSs or ground combat units. The answer to this question could help Marine Corps leaders gauge the potential number of women who would seek ground combat service if current policies were to change. The female Marines responded as follows:

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1. One notable exception is that women may serve in the headquarters battery in artillery regiments.

- 1,558 female respondents (about 31 percent) said that they would be interested in a lateral move to a combat arms PMOS if given the opportunity.
- 2,083 female respondents (about 43 percent) said that they would have chosen a combat arms PMOS when they joined the Marine Corps, had it been an option.
- 1,636 female respondents (about 34 percent) said that, if allowed, they would volunteer for a GCE assignment.

Comparison of opinions about prospective policy changes

Overall, we found that for each major group of respondents (including men and women, and across ranks/paygrades):

- Respondents were more favorable toward female service in GCE units than in combat arms PMOSs.
- Respondents were more favorable to voluntary than involuntary female ground combat service.
- Respondents were more favorable to female ground combat service that is limited to those who can meet the physical demands of service.

Combining some of these factors, respondents were most supportive of physically capable women serving in GCE units. Respondents were least supportive of women involuntarily serving in combat arms PMOSs.

Potential effects on recruiting and retention

We asked Marines about recruiting and retention and their relationship to prospective changes to gender-restrictive service policies. To estimate recruiting-related effects of policy changes, we asked Marines how different policies related to women's service would have affected their decisions to join the Corps. Our retention information was gleaned from two questions. Early in the survey, we asked Marines whether they intended to continue in the Corps beyond their current service commitments; later in the survey, we asked them whether prospective policy changes would affect their continuation decisions.

Recruiting

For questions concerning recruiting, we caution that our survey is retrospective because it was fielded only to current active-duty and Selected Reserve Marines. For a more contemporaneous view of potential effects of female service restriction policies on recruiting, it is also useful to consult surveys of the recruitable civilian population. We present results of such surveys in [1]. Here, we present only the results of the present survey. In all cases, note that research finds that stated intentions do not always track well with actual behavior [2, 3].

If women could have volunteered to serve in combat arms PMOSs when they joined the Marine Corps, 17 percent of male Marine respondents indicated that they would not have joined the Corps compared with 5 percent of female Marine respondents. Involuntary classifications of women to combat arms PMOSs was generally viewed more negatively. Among both male and female respondents, 23 percent said that they would not have joined if female classifications to combat arms PMOSs were involuntary.

If female Marines could have volunteered for GCE unit assignments when they joined the Corps, the majority of men and women indicated that they still would have joined. Thirteen percent of men and 3 percent of women said that they would not have joined the Corps if female Marines could have volunteered for GCE unit assignments.

If female Marines could have been involuntarily assigned to ground combat units, 17 percent of male Marine respondents indicated that they would not have joined the Corps. Similarly, 16 percent of female Marine respondents indicated that they would not have joined the Corps if female Marines could have been involuntarily assigned to GCE units.

Retention

When assessing possible retention-related effects of policy changes, we examined only respondents who had indicated in the beginning of the survey that they either planned to continue in the Marine Corps or were undecided about their continuation (83 percent of male respondents and 78 percent of female respondents).

Among respondents, 17 percent of male Marines and 4 percent of female Marines who initially indicated that they either planned to continue in the Corps or were undecided about continuation said that they likely would leave the Corps at their next opportunity if PMOSs were opened to female volunteers. These percentages increased, most dramatically for female Marines, if PMOS classifications were made involuntarily (to 22 percent for male Marines and 17 percent for female Marines.)

Regarding GCE unit assignments, 14 percent of male Marines and 6 percent of female Marines who initially indicated that they either planned to continue in the Corps or were undecided about continuation said that, if GCE units are opened to women who volunteer, they likely would leave the Corps at their next available opportunity. These percentages increased to 17 and 13 percent for male and female Marines, respectively, if female assignments were made involuntarily.²

We also examined stated retention intentions by paygrade/rank, focusing on male Marines who originally stated that they intended to continue in the Corps or were undecided about continuation. Among these respondents, those in the E-3 and E-4 paygrades were most likely to say that policy changes would prompt them to leave the Corps at their next available opportunity. This may be viewed as particularly problematic because lance corporals and corporals constitute the bulk of the first-term reenlistment population.

Anticipated benefits and concerns about opening ground combat to women

The survey also asked respondents about the types of benefits or concerns they would foresee should current gender-based restrictions be lifted. Both male and female respondents mentioned improved career-related opportunities for women, including getting closer to the action, as potential benefits.

2. In the Marine Corps ongoing Exception to Policy (ETP), 13 female officers and 25 female staff noncommissioned officers (SNCOs) have been assigned to closed GCE units at the battalion level involuntarily (i.e., through the Marine Corps' normal assignment processes).

Both male and female respondents mentioned intimate relationships between Marines and male Marines feeling obligated to protect female Marines among their top five concerns about allowing female Marines to be classified into ground combat PMOSs. However, male respondents also included the following among their top five concerns: limited duty affecting unit readiness before deployment, Marines fearing false sexual harassment or assault allegations, and fraternization/some Marines getting preferential treatment. For women, the other top three concerns were enemies targeting women as POWs, risk of sexual harassment or assault, and requirements for billeting and hygiene facilities. Several concerns ranked relatively low in both male and female Marines' prioritizations, including unit combat effectiveness, unit cohesion, and a unit's Marines being in danger (albeit, among men, over 50 percent of respondents indicated that these were concerns as well). In additional questions about their reactions if they personally could have been classified into a ground combat PMOS, female respondents specifically mentioned concerns relating to personal hygiene, acceptance, and physical abilities.

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Background

The FY 2011 National Defense Authorization Act (NDAA) directed the Secretary of Defense and the service secretaries to “conduct a review of laws, policies, and regulations, including the collocation policy, that may restrict the service of female members of the Armed Forces...”

Current Department of Defense (DOD) policy excludes women from assignment to units below the brigade level whose primary mission is to engage in direct combat on the ground. In the Marine Corps, this policy restricts women from classification into combat arms primary military occupational specialties (PMOSs), including those in the following occupational fields (occfields): 03 (infantry), 08 (artillery), and 18 (tank and assault amphibious vehicle). It also restricts the assignment of female Marines below the division level in the ground combat element (GCE)—except for the headquarters battery in artillery regiments.

In January 2011, the Marine Corps formed an operational planning team (OPT) to review its existing policies related to women in the Marine Corps. CNA has been providing analytical support to the OPT since April 2011. The Assistant Commandant of the Marine Corps (ACMC) also asked CNA to conduct an independent study, providing information to help inform a decision about:

- Whether to change existing policies
- The effects of prospective policy changes on recruiting, retention, manpower management, and training processes

During this study, we conducted extensive literature reviews; interviewed subject matter experts from other countries’ militaries, other organizations, and the Marine Corps; and conducted data analysis of existing survey and Marine Corps training data relevant to prospective policy decisions. Based on the ACMC’s guidance, we also developed a force survey, intended to solicit active-duty and Selected Reserve Marines’ thoughts and attitudes about current ground combat exclusion policies and prospective policy changes.

In this document, we present the results of our force survey. We begin with an overview of the survey topics and questions. Next, we briefly discuss the methodology for administering the survey and analyzing survey responses. Finally, we present our findings.

Approach

This study used a survey to collect information from Marines on their opinions about gender-based ground combat restriction policies. In this section, we discuss the process for developing the survey, the survey questions, and the processes for survey fielding and analysis.

Survey development

In consultation with Marine Corps senior leaders and members of the Marine Corps' OPT, CNA developed a survey consisting of 40 questions for men and women, with an additional 9 questions specifically for women.

The core set of 40 questions presented to all survey respondents focused on measuring past experiences, attitudes toward current ground combat exclusion policies, and potential benefits and concerns associated with lifting gender-based restrictions. Female Marines were asked to respond to an additional 9 questions, asking them about perceived benefits or concerns associated with their own prospective classification to a closed PMOS or assignment to a closed GCE unit.

In February 2012, CNA pretested the draft survey with a group of nine Marines located at Marine Corps Headquarters in Quantico, VA. The group included five men and four women from different paygrades, with intentionally higher representation of junior Marines. Participants took the survey online and also made notes on a hard copy for discussion purposes. This pretest was conducted to ensure that the Marines understood the survey's language and the questions that were being asked. We incorporated their feedback into the final version of the survey.

Once the survey draft and protocol were completed and vetted, they were submitted as part of an institutional review board (IRB) proto-

col for review and approval.³ IRB approval was obtained on May 23, 2012.⁴

Survey implementation

CNA worked closely with representatives from Manpower Plans Integration and Analysis (MPP-50) and the Manpower Information Systems Division (MI) to make the survey available online through the Manpower and Reserve Affairs portal.⁵

The survey launched on May 30, 2012. All active-duty and Selected Reserve Marines were invited to participate in the survey via e-mail and Marine Online (MOL)⁶ notification on June 1.⁷ Marines entered the survey portal using their Common Access Cards.⁸

Additional recruitment communications for the survey came directly from Marine Corps leadership in the form of a MARADMIN (“Women in Combat Units Survey,” 288/12, signed May 29, 2012). The MARADMIN served to encourage participation from Marines and support from Marine Corps leadership.

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3. Naval Personnel Research Studies and Technology (NPRST) conducted the IRB.
 4. The Office of Naval Research (ONR) subsequently conducted a Human Research Protection Official (HRPO) review, and a copy of the completed package was sent to the chair of the Marine Corps’ IRB.
 5. We owe special thanks to Ms. Cheryl Fitzgerald, Maj Peter Koeneman, Mr. Gary Lindeen, and Mr. Joseph Berger for their assistance in this endeavor.
 6. MOL is a secure online portal accessible to all Marines.
 7. The survey population included all active-duty Marines and reserve Marines in the Selected Reserve. The original survey notification mistakenly was sent to some Marines in the Individual Ready Reserve; their responses were subsequently dropped from the analysis.
 8. Initial volume and associated technical issues prompted a change in authentication to date of birth and last five digits of a Marine’s Social Security Number; this change occurred on June 4, 2012. The change allowed for broader distribution of the survey, which could be accessed from any computer or mobile device.

Subsequent reminder emails were sent out, staggered over several days starting on July 30 and August 6.⁹ We also assisted in a briefing to the GCE commanders' conference on June 27, and the Manpower and Reserve Affairs (M&RA) public affairs officer briefed students and staff at the Infantry Officers' Course (class 4-13, with approximately 90 personnel) during media training.

Survey participation was voluntary. The first survey page contained language on informed consent; participants had to acknowledge that they had read and agreed to the terms before proceeding to the survey.

The original period for survey fielding was from May 30 to July 31, 2012. As the end of the survey fielding period neared, however, the Commandant of the Marine Corps directed that the survey remain open for an additional month (through August 31, 2012) to maximize participation. The Director of the Marine Corps Staff sent an email to all of the Marine Corps General Officers and Senior Executive members on July 23, 2012, notifying them of the extended survey period and urging them to “highly encourage” their Marines to participate. MI also shared aggregate survey response rates with MEF-, division-, group-, and wing-level commanders so that local-area leaders could track the relative participation levels of their Marines. Finally, M&RA's public affairs officer made supporting outreach efforts—facilitating several articles on the survey that appeared in the *Marine Corps Times* (which included a link to the survey), releasing survey questions (on request and approval) to the *Huffington Post*, and posting survey information to the Marine Corps' Facebook page both at the beginning of July and the beginning of August.¹⁰

After the survey was closed, MI linked the survey data to certain demographic information (e.g., PMOS) held in the Operation Data Store Enterprise (ODSE) maintained by MI. MI matched the two datasets and stripped the resulting merged dataset of all personally identifiable information (PII) before securely transmitting it to CNA. CNA then saved and analyzed these data on its secure server.

9. We believe that one additional reminder was sent out during the survey period, but we have not yet been able to confirm the date.

10. Special thanks go to Maj Shawn Haney for her supporting efforts.

Major components

A copy of the survey can be found in appendix A. Here, we broadly describe the major survey components and the types of information we intended to glean from them.

Occupations and assignments

The first section of the survey asked respondents questions about their occupations and previous assignments. The primary intent of these questions was to ease respondents into the survey with some questions that are straightforward and easy to answer. The secondary purpose was to gauge whether they had experience working with female Marines and what they thought of those experiences. This information gave us a baseline and allowed us to better understand how opinions expressed later in the survey might relate to respondents' prior experiences (or lack thereof).

Ground combat PMOSs

As noted previously, current policy excludes women from being classified into PMOSs whose primary mission is direct ground combat. This policy prevents women from being classified into infantry, artillery, and tank and assault amphibious vehicle PMOSs. This survey section asked respondents about their views on these restrictions and how they felt about possible changes. It asked how possible changes would have affected their willingness to join the Marine Corps and how such changes would affect their willingness to continue in service. It asked about the perceived consequences (both benefits and concerns) associated with allowing women to be classified into currently closed PMOSs. Finally, it asked about personal interest in laterally moving to these closed PMOSs.

GCE assignments

As previously noted, in addition to the PMOS exclusion policy, current policy also limits where female Marines can be assigned within ground combat element units—meaning divisions, regiments, battalions, companies, platoons, and squads. Female Marines in any PMOS cannot serve in a GCE billet at the regiment level or below (e.g., a

female administrator or communicator cannot currently serve in an infantry battalion).¹¹ This survey section asked respondents about their views on these restrictions and how they felt about possible changes. It asked how possible changes would have affected their willingness to join the service and how such changes would affect their willingness to continue in service. Finally, it asked about the perceived consequences (both benefits and concerns) associated with allowing female Marines to be assigned to billets in currently closed GCE units.

Physical demands of service

The PMOSs and GCE unit billets currently closed to female Marines are closed at least in part because Marines serving in these positions must be physically able to be foot mobile, carry heavy loads, and spend extended periods in a field environment. This survey section asks Marines about their beliefs regarding the ability of male and female Marines to meet the physical demands of service in closed PMOSs or closed GCE units. These beliefs may be informed by practical experience or they may be the result of uninformed opinions. The purpose of this section is to determine the extent to which beliefs about physical abilities affect views about current restrictions.

Lioness program/Female Engagement Teams/Cultural Support Teams

In current and recent conflicts, some Marines have served on or worked with mission-specific teams of female Marines. This survey section asks Marines about these experiences. The purpose is to determine whether those who have had these experiences view current restrictions differently than those who have not.

Female Marines' perspectives

The final survey section includes questions only for female Marines. It asks whether they would have considered classification into a

11. In the Marine Corps' ongoing ETP, 13 female officers and 25 female SNCOs have been assigned to closed GCE units at the battalion level involuntarily (i.e., through the Marine Corps' normal assignment processes).

closed PMOS when they joined the Corps, had it been an option. It also asks about their interest in volunteering for billets in closed GCE units. Finally, it asks female Marines about the perceived personal consequences (both benefits and concerns) that they believe would result if they were to be classified into a closed PMOS or assigned to a billet in a closed GCE unit.

Respondents' characteristics and implications for interpreting results

In this section, we present overall survey response rates, as well as response rates for important sub-groups of respondents. We then discuss the extent to which the survey respondents are likely to be representative of the total Marine Corps population and the implications of this assessment for interpreting the survey's results.

Overview of response rates

Based on the Marine Corps' and other military services' prior experience with force-wide surveys, we anticipated a response rate of approximately 20 percent. That is, we expected about 20 percent of Marines who received the survey to complete it and submit their responses.¹² With a total Marine Corps active and reserve population of about 237,000 Marines, we anticipated that about 47,400 Marines would submit the survey.

The response rate for this survey was higher than we anticipated. Overall, 53,851 Marines (23 percent of the Marine Corps population) completed surveys.

In the following lists, response rates appear in parentheses. Separated by gender, the respondents included:

- 48,861 men (22 percent)
- 4,990 women (32 percent)

Separated by ranks/paygrades, the respondents included:

- 11,534 E-1s to E-3s (13 percent)
- 16,730 E-4s to E-5s (20 percent)

12. See appendix B for more information on this topic.

- 14,032 E-6s to E-9s (39 percent)
- 1,140 warrant officers (45 percent)
- 10,415 officers (43 percent)

Separated by active and reserve components, the respondents included:

- 47,982 active component Marines (25 percent)
- 5,869 reservists (14 percent)

Finally, separated by whether the Marines are in combat arms PMOSs, the respondents included:

- 12,734 in combat arms PMOSs (23 percent)
- 41,117 not in combat arms PMOSs (23 percent)

Table 1 presents the respondent population, separated by all of these characteristics.

Table 1. Survey response rates

PMOS	Gender	Paygrade	Active population	Active responses	Active response rate	Reserve population	Reserve responses	Reserve response rate
Infantry	M	E-1-E-3	17,683	2,302	13.02%	8,542	1,432	16.76%
Infantry	M	E-4-E-5	11,327	2,401	21.20%			
Infantry	M	E-6-E-9	3,589	1,635	45.56%			
Infantry	M	O-1-O-3	1,752	1,017	58.05%	699	230	32.90%
Infantry	M	O-4-O-6	915	536	58.58%			
Infantry	M	O-7-O-10	39	18	46.15%			
Infantry	M	WO-CWO	110	68	61.82%	Reported in Total Combat		
Armor	M	E-1-E-3	1,292	65	5.03%	768	138	17.97%
Armor	M	E-4-E-5	1,177	159	13.51%			
Armor	M	E-6-E-9	511	235	45.99%			
Armor	M	O-1-O-3	270	157	58.15%	157	44	28.03%
Armor	M	O-4-O-6	132	77	58.33%			
Artillery	M	E-1-E-3	2,020	386	19.11%	1,246	203	16.29%
Artillery	M	E-4-E-5	2,018	462	22.89%			
Artillery	M	E-6-E-9	790	380	48.10%			
Artillery	M	O-1-O-3	742	449	60.51%	271	96	35.42%
Artillery	M	O-4-O-10	378	221	58.47%			

PMOS	Gender	Paygrade	Active population	Active responses	Active response rate	Reserve population	Reserve responses	Reserve response rate
Artillery	M	WO-CWO	29	20	19.11%	Reported in Total Combat		
Total Combat	M	E-1-E-3	20,995	2,753	13.11%	10,556	1,773	16.80%
Total Combat	M	E-4-E-5	14,552	3,022	20.81%			
Total Combat	M	E-6-E-9	4,890	2,250	46.01%			
Total Combat	M	O-1-O-3	2,764	1,623	58.72%	1,127	370	32.83%
Total Combat	M	O-4-O-6	1,425	832	58.53%			
Total Combat	M	O-7-O-10	39	20	46.15%			
Total Combat	M	WO-CWO	139	88	63.31%	10	3	30.00%
Non-Combat	M	E-1-E-3	45,116	5,830	12.92%	25,534	2,532	9.92%
Non-Combat	M	E-4-E-5	49,827	10,166	20.40%			
Non-Combat	M	E-6-E-9	25,085	9,854	39.28%			
Non-Combat	M	O-1-O-3	9,290	3,706	39.89%	2,801	664	23.71%
Non-Combat	M	O-4-O-6	4,984	2,368	47.51%			
Non-Combat	M	O-7-O-10	46	33	71.74%			
Non-Combat	M	WO-CWO	1,921	889	46.28%	311	92	29.58%
Non-Combat	F	E-1-E-3	5,469	1,239	22.65%	1,710	314	18.36%
Non-Combat	F	E-4-E-5	4,936	1,668	33.79%			
Non-Combat	F	E-6-E-9	1,857	895	48.20%			
Non-Combat	F	O-1-O-3	935	524	56.04%	303	113	37.29%
Non-Combat	F	O-4-O-10	267	162	60.67%			
Non-Combat	F	WO-CWO	112	60	53.57%			

Using the results of this survey

As we discussed earlier, substantial efforts were made to maximize the survey's response rate. To some extent, these efforts paid dividends; over 6,000 more Marines than anticipated completed the survey. Nevertheless, only 23 percent of all Marines submitted the survey. Further, only 13 percent of Marines in the E-1-E-3 paygrades completed the survey, despite constituting a large share of the Marine Corps.

These response rates raise two concerns. First, some subsets of respondents are disproportionately represented relative to their shares of the Marine Corps population. E-1s to E-3s, for example, are underrepresented; they constitute 21 percent of survey respondents de-

spite making up about 40 percent of the Corps. Conversely, because of their higher response rates, officers are overrepresented in the respondent population relative to their share of the overall Marine Corps population. Second, with about 77 percent of Marines not completing the survey, it is difficult to determine the extent to which self-selection bias played a role in the responses we received.¹³ One concern, for example, is that the 23 percent of Marines who completed the survey are those with strong opinions—either positive or negative—about the role of women in the Marine Corps, whereas the other 77 percent of Marines may be more ambivalent about whether female Marines should be allowed to serve in ground combat roles.

A common solution to the first concern (overrepresentation of some known subpopulations and underrepresentation of others) is to “weight” responses. That is, when aggregating survey responses, the responses of underrepresented populations can be weighted more heavily, and the responses of overrepresented populations can be weighted less heavily. A concern with using this approach, however, is that it is inappropriate when there is a significant likelihood that respondents are not representative of their respective subpopulations (owing to self-selection bias, for example).

Nonetheless, during our analysis, we examined how weighting the results by gender, paygrade, component, and occupational field might affect what we learn from the survey responses. We found that, for most questions, the weighted results were only slightly different than the unweighted results.¹⁴ However, because we continue to be concerned about the validity of presenting weighted results due to self-selection bias (discussed next), we present only unweighted results in this report, showing the actual responses of Marines who completed the survey. Based on our observations of the similarity between

13. Self-selection bias and nonresponse bias are two sides of the same concern; namely, that people who choose to respond may be different from those who choose not to respond.

14 The weighted results were often about one to two percentage points more favorable to lifting gender restrictions than the unweighted results. This appears to be due, in large part, to the underrepresentation of male E-1s to E-3s, who were generally more in favor of lifting gender restrictions than male Marines in other paygrades.

weighted and unweighted results, however, we do not consider this decision to be of much consequence.

Regarding self-selection and other types of biases, we offer a few considerations. First, we note that the response rate for this survey—including the low response rate for E-1s to E-3s—is consistent with response rates for most other military (and Marine Corps) surveys. Although not conclusive, this suggests that the low response rate is not due to the topic of the survey. Second, as appendix B notes, there is some evidence to suggest that in similar surveys with similar response rates, non-response bias may not affect results as much as sometimes feared. Finally, we compared several demographic and service-related characteristics among respondents and the total Marine Corps population. It appears that, other than underrepresentation based on a few characteristics (namely gender and paygrade), the respondents look similar to the rest of the population across many of the characteristics that we observe in the data. That is, when we compare male E-1s to E-3s who submitted a survey to male E-1s to E-3s in the Marine Corps population, for example, the two groups look similar on many dimensions including occupation field, race, ethnicity, and physical fitness and combat fitness test scores. Likewise, the same is true for female E-6s to E-9s who submitted a survey compared to female E-6s to E-9s in the Marine Corps population, and so on.¹⁵ Although this does not prove that the respondent population is representative of the Marine Corps as a whole (because we are not able to observe in our data all dimensions on which the two could differ), it does eliminate several potential indications of non-representativeness (e.g., if the Marine Corps population typically had notably higher or lower physical fitness scores than respondents). Another comparison that may be important is the deployment experience of respondents and the Marine Corps population. In the time available for this analysis, however, we were not able to obtain the data required for this comparison.

Given the remaining concerns about self-selection bias, we do not recommend interpreting the survey results as a definitive gauge of

¹⁵ Tables showing the full comparison of characteristics between the respondent population and the Marine Corps population are available in appendix C.

the overall percentage of Marines who support or oppose lifting gender-based restrictions. We do, however, believe that the survey results are most useful for understanding:

- Which prospective policy changes raise the most concerns among Marines, and which prospective policy changes raise fewer concerns
- The specific concerns that Marines have about prospective policy changes
- Potential challenges that the Corps, as a whole, could face as a result of policy changes (e.g., retention)
- Which groups of Marines (defined by gender, paygrade, occupational field, etc.) have the most concerns about policy changes, and which groups have the fewest concerns.

We identify the first three issues because, regardless of whether the respondents are representative of all Marines, the opinions of the nearly 54,000 Marines who submitted a survey are likely to be valuable for the Marine Corps' leadership as it assesses whether and how to change policies. We include the fourth issue (which groups of Marines have the greatest concerns) because the magnitudes of some differences are sufficiently large that they are likely to outweigh any self-selection bias in the respondent population. For example, as we discuss in the next section, male respondents were about 30 percentage points more likely than female respondents to oppose lifting gender-based service restrictions. We conducted some simple mathematical tests to determine what the non-respondent population would have needed to indicate—had they taken the survey—for it not to be the case that male Marines are more opposed than female Marines to lifting gender-based restrictions. We found that the non-respondents' beliefs would need to have been not merely different from, but almost diametrically opposed to, the respondents' beliefs.

Results

In this section, we present the results of our analysis of survey responses. We focus primarily on those results that, based on our assessments, appear to be most useful to the Marine Corps' decision-makers as they consider potential policy changes.

Number of women interested in ground combat

As a preliminary matter, we sought to determine how many female Marines are interested in serving in ground combat units or combat arms PMOSs. Our survey included three questions intended to assess the level of interest:

- If you were qualified and it were allowed, would you consider a lateral move to a ground combat PMOS? (Question 20)
 - Response options included the three combat arms occupational fields and a couple of possible variants of “No.”
- If you could have chosen to serve in a ground combat PMOS when you joined the Marine Corps, which occupational field would you have chosen? (Question 41)
 - Response options included the three combat arms occupational fields and “I would not have chosen a ground combat PMOS.”
- If policy changes and female Marines in any PMOS are allowed to be assigned to GCE units at the regiment level and below (for example, you could be assigned to an infantry battalion), I will volunteer for such an assignment. (Question 45)
 - Response options were presented on a Likert scale and ranged from “Strongly agree” to “Strongly disagree.”

Interest in a lateral move to a ground combat PMOS

Overall, 31 percent of female respondents indicated that, if given the option, they would consider a lateral move to a ground combat PMOS.¹⁶ As we discussed in the previous section of this report, we are uncertain that the female respondents are representative of all female Marines. At a minimum, 1,558 female Marines have indicated some interest in transferring to a ground combat PMOS.

Would have chosen a ground combat PMOS

Overall, 2,083 female respondents (43 percent) indicated that, had they been allowed, they would have chosen to serve in a ground combat PMOS when they joined the Marine Corps. As with the previous question, because we cannot be certain that respondents are representative of the female Marine population, we cannot determine what this means for the total number of female Marines who would have chosen ground combat PMOSs when they joined the Corps. In addition, we caution that this question consists of two different hypothetical situations. First, the respondents must imagine that ground combat exclusion policies have been repealed. Second, respondents must imagine what decisions they would have made when they first joined the Corps. Given the combination of these hypotheticals, we cannot be certain about the relationship between responses to the question and the decisions that the Marines actually would have made when they joined the Corps.

Interest in a GCE assignment

Overall, 34 percent of female respondents indicated that, if ground combat exclusion policies were to change, they would volunteer for a GCE assignment. Again, we cannot determine how this translates to

16. This question allowed respondents to check more than one option. In 33 cases, female Marines indicated that they would be interested in one of the combat arms occfields (sometimes selecting more than one), but they also checked one of the options saying, “No—I would not consider a lateral move....” Because these answers are contradictory, we are unsure what these respondents intended. Therefore, although some of them may be interested in a lateral move, we do not include them among the 1,558 female Marines who indicated that they would be interested in a lateral move to a combat arms PMOS.

interest throughout the entire female Marine population. At a minimum 1,636 female Marines indicated interest in a GCE assignment.

Comparison of opinions about prospective policy changes

We asked respondents for their opinions on a variety of prospective policy changes, such as allowing female Marines to serve in the following capacities:

- Combat arms PMOSs
- Combat arms PMOSs, but only if they volunteer
- Combat arms PMOSs, regardless of whether they volunteer
- Combat arms PMOSs, but only if they can meet the physical demands of service
- GCE units, including at the regiment level and below
- GCE units, including at the regiment level and below, but only if they could pass a GCE physical screening test.

Because of efforts to limit the length of the survey, we did not ask about every possible combination of policy options. For example, we did not explicitly ask about female service in GCE units for women who volunteer and can meet the physical demands. Our survey questions, however, allowed us to learn about Marines' preferences for (1) opening GCE units and combat PMOSs, (2) voluntary vs. involuntary classifications or assignments, and (3) limiting female service in ground combat to those women who are physically qualified.

Overall, we found that for each major group of respondents (including men and women, and across ranks/paygrades):

- Respondents were more favorable toward female service in GCE units than combat arms PMOSs.
- Respondents were more favorable to voluntary female ground combat service than involuntary service.
- Respondents were more favorable to female ground combat service if it is limited to those who can meet the physical demands of service.

Combining some of these factors, respondents were most supportive of physically-capable female Marines serving in GCE units. Respondents were least supportive of female Marines involuntarily serving in combat arms PMOSs.

Figure 1 presents male respondents' answers to our primary questions requesting opinions about prospective policy changes. Because a large percentage of male respondents indicated that they opposed the prospective policy changes, this figure highlights the level of opposition to each policy.

Figure 1. Male respondents: Comparison of opinions about potential policy changes

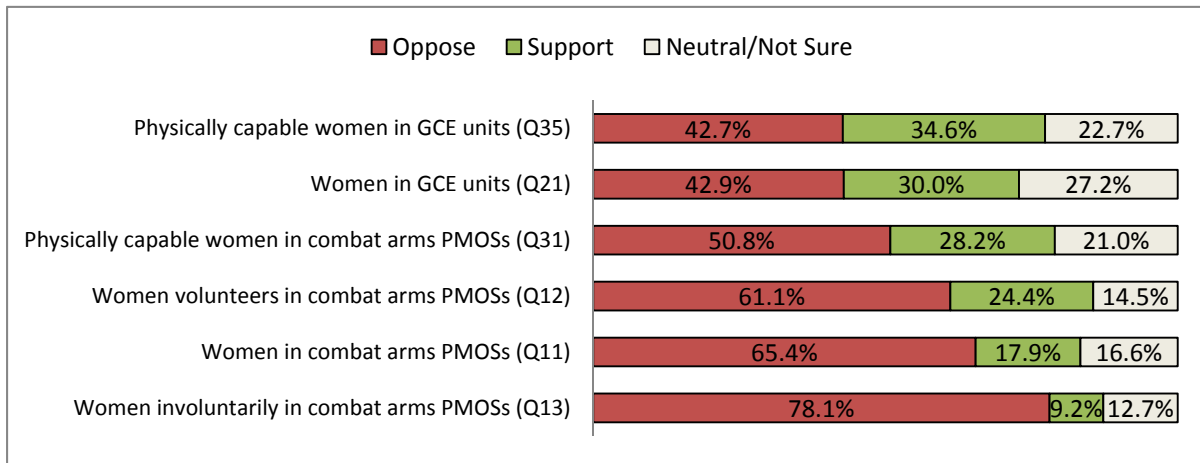
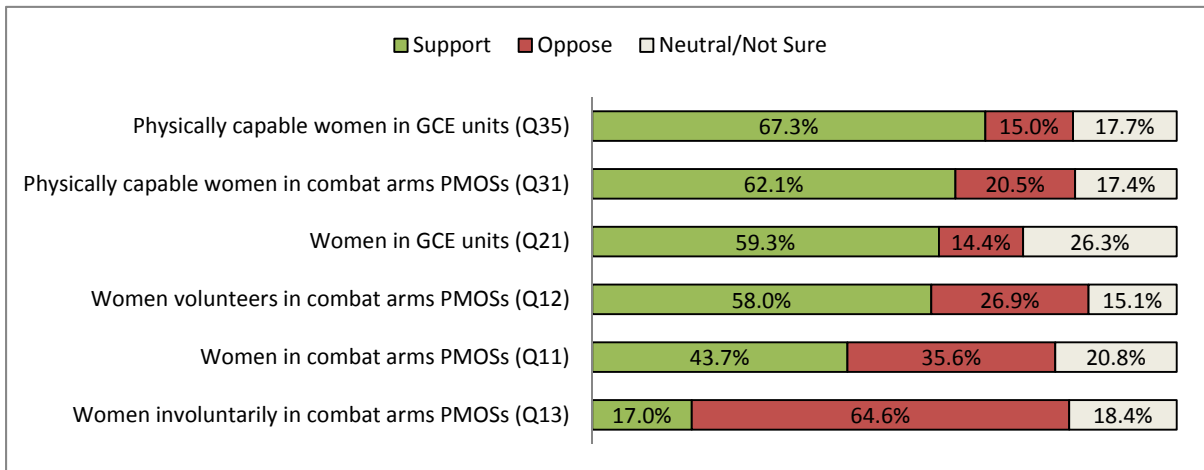


Figure 2 presents female respondents' answers to our primary questions requesting opinions about prospective policy changes. Because most women favored most of the prospective policy changes, figure 2 highlights the level of support for each policy.

Figure 2. Female respondents: Comparison of opinions about potential policy changes

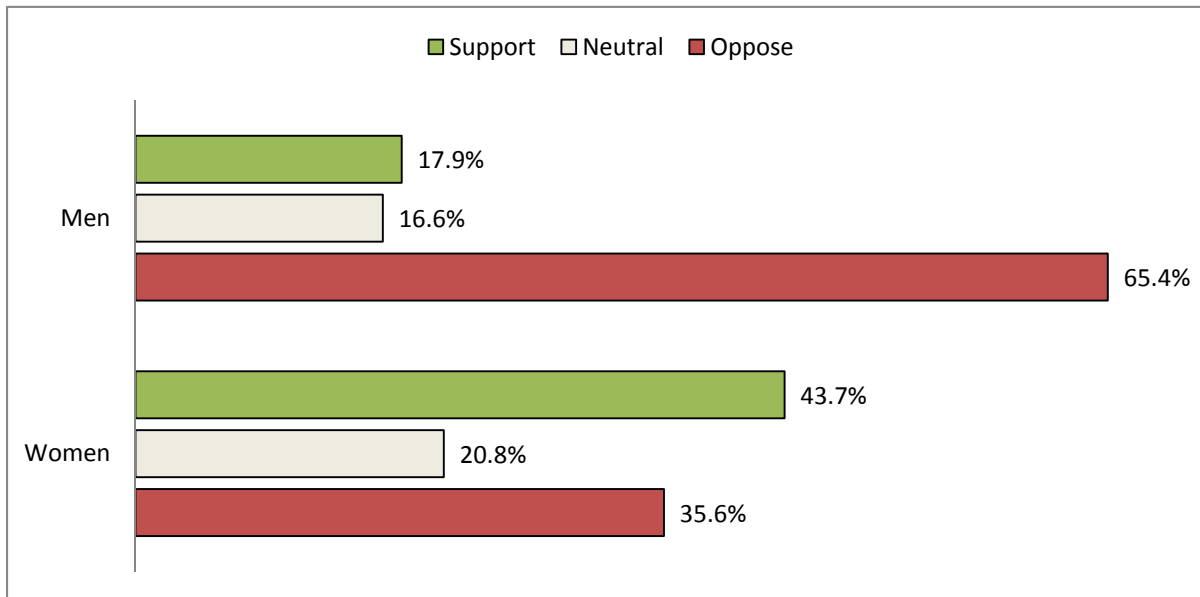


Comparison of responses from men and women

Among respondents, female Marines were generally about 25 to 35 percentage points more likely than male Marines to support lifting ground combat restrictions. The extent of the differences in opinions depended on the specific question.

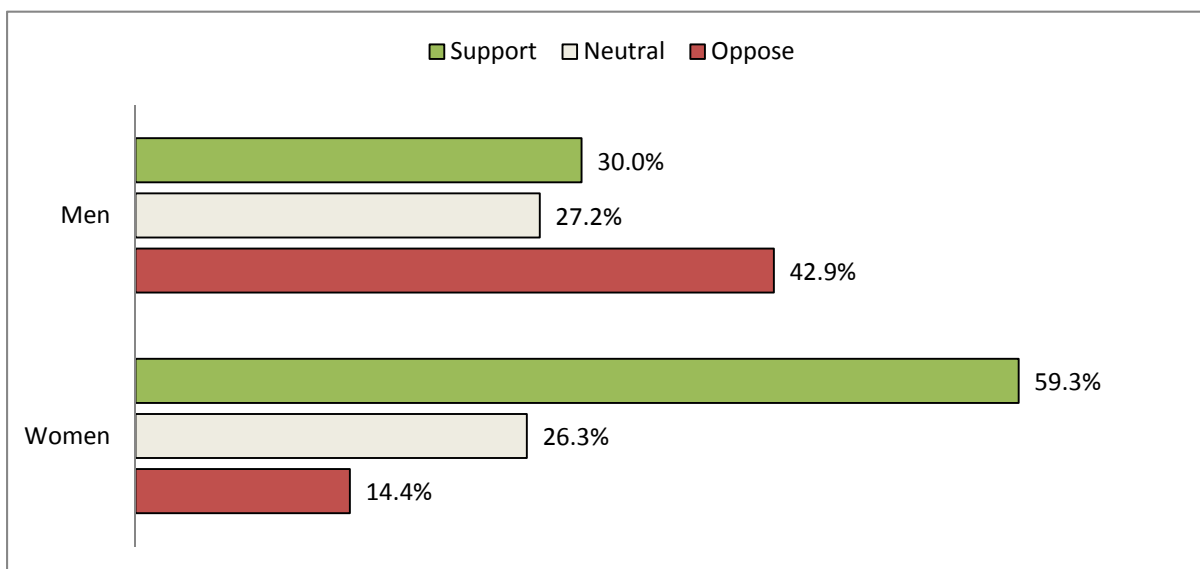
When asked about women in combat arms PMOSs, about 18 percent of male respondents indicated that they would support female service, compared with almost 44 percent of female respondents. Over 65 percent of male respondents indicated that they would oppose female service in combat arms PMOSs, compared with about 36 percent of female respondents (see figure 3).

Figure 3. Male and female respondents: Support for women in combat arms PMOSs (Q11)



When asked about assigning female Marines to closed GCE units, about 30 percent of male respondents indicated support, compared with almost 60 percent of female respondents. About 43 percent of male respondents and 14 percent of female respondents expressed opposition (see figure 4).

Figure 4. Male and female respondents: Support for women in closed GCE units (Q21)



Comparison of responses by ranks/paygrades

We also compared responses among ranks and paygrades. We begin by discussing male responses, followed by a discussion of female responses.

Male responses by ranks/paygrades

Because most male respondents indicated that they oppose the prospective policy changes that would allow women to serve in ground combat, we compared male responses based on their relative levels of opposition to each prospective policy.

Overall, we found that, among male respondents, those in the officer ranks from second lieutenant (O-1) through colonel (O-6) and those in the enlisted paygrades of corporal (E-4) and sergeant (E-5) were consistently the most opposed to prospective policy changes. Men in other ranks and paygrades—including private (E-1) to lance corporal (E-3), warrant officer (W1 to W5), staff sergeant (E-6) to sergeant major/master gunnery sergeant (E-9), and general officer (O-7 to O-10)—expressed less opposition, albeit the majority of respondents in each category were still opposed (see figure 5).

Figure 5. Male respondents by paygrade: Support for women in combat arms PMOSs (Q11)

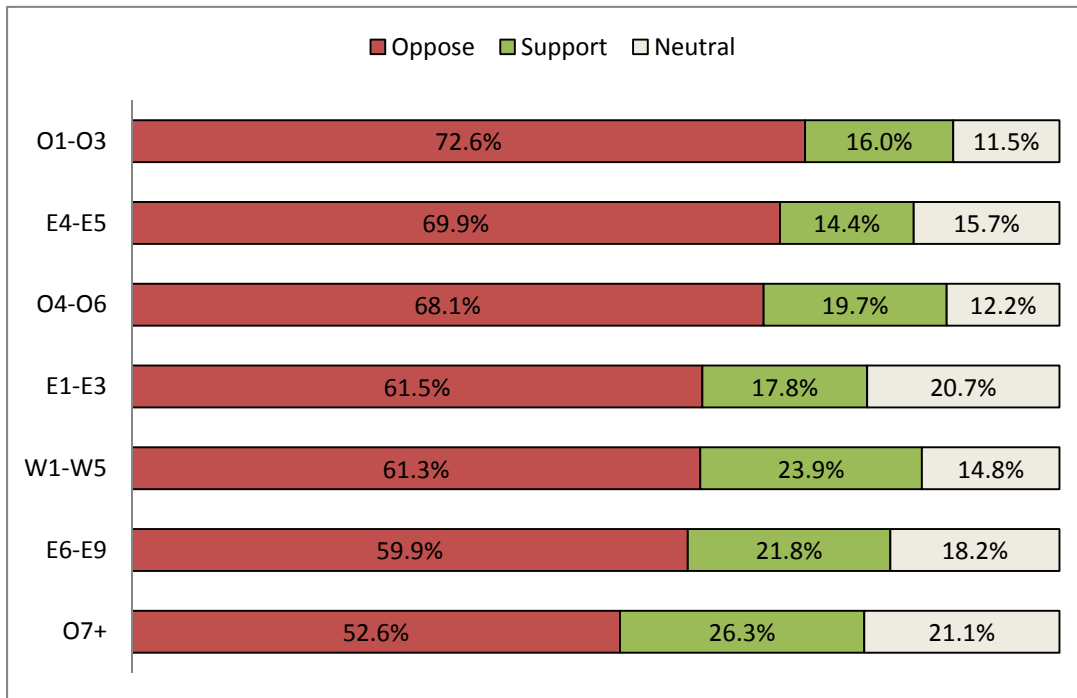
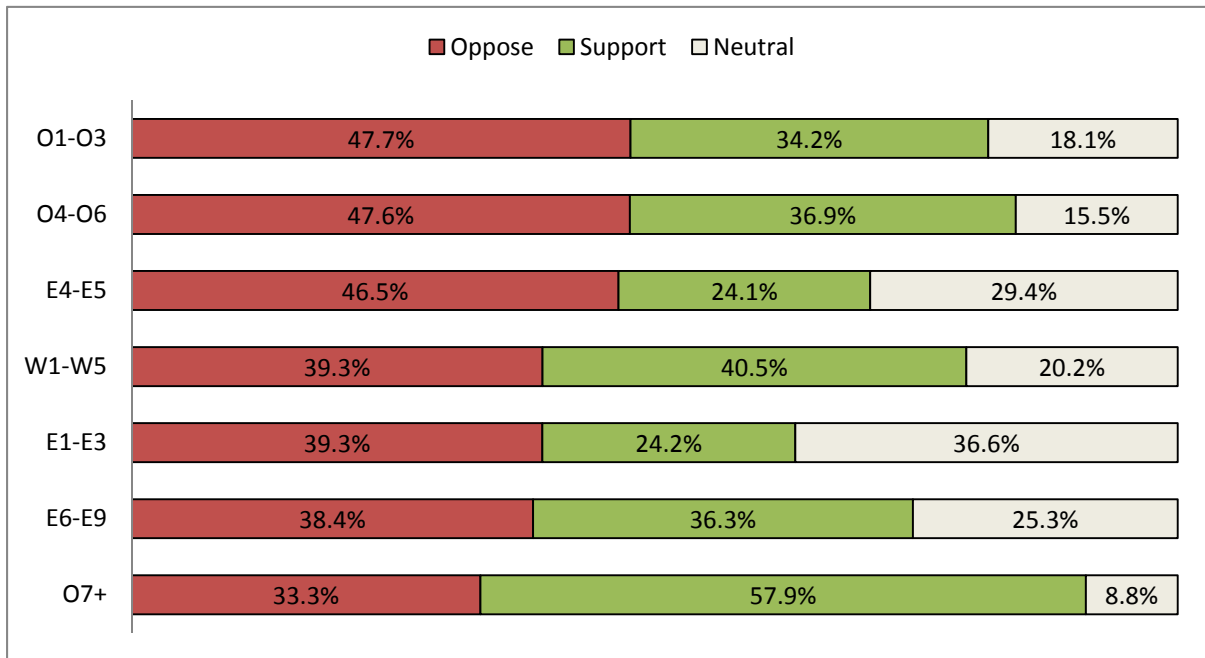


Figure 6 presents male responses about support for women in closed GCE units, separated by ranks/paygrades. Again, those in the O-1-O-3, O-4-O-6, and E-4-E-5 ranks/paygrades expressed the most opposition. Those in other ranks/paygrades expressed less opposition. We also note that for two of the groups—warrant officers and general officers—more respondents expressed favorable views than unfavorable views regarding female service in closed GCE units.

Figure 6. Male respondents by paygrade: Support for female service in closed GCE units (Q21)



We analyzed the responses for each of the survey’s policy questions by paygrade/rank. We found the results consistent with those presented above, in figures 5 and 6. For additional details, responses to every question in the survey, split by paygrades/ranks, can be found in appendix D.

Female responses by ranks/paygrades

Because female respondents indicated that they support most prospective policy changes that would allow women to serve in ground combat, we compared female responses based on their relative levels of support to each prospective policy.

Overall, we found that, among female respondents, commissioned officers (from O-1 through O-10) were consistently the most supportive of prospective policy changes.¹⁷ Women in other ranks/paygrades varied in their relative support, depending on the specific policy being considered.

17. Because of the small number of female general officers, we include their responses with the O-4–O-6 population to maintain their confidentiality.

Figure 7 presents female responses about support for women in combat arms PMOSs, separated by ranks/paygrades.

Figure 7. Female respondents by paygrade: Support for women in combat arms PMOSs (Q11)

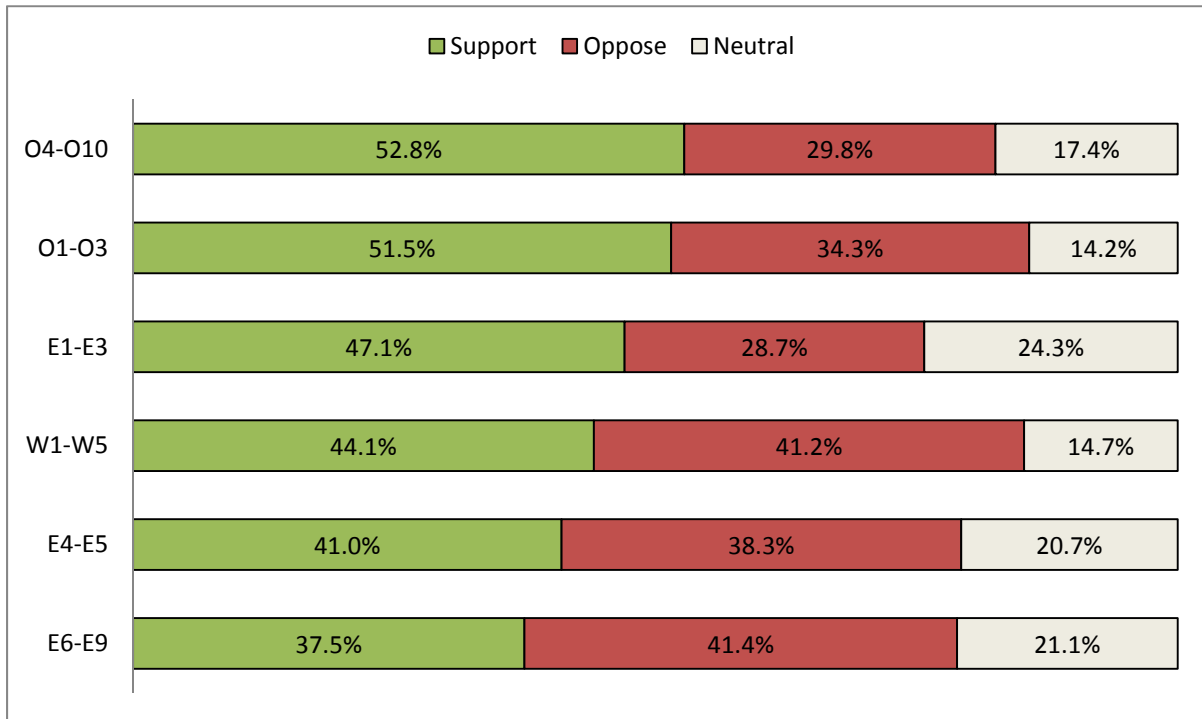
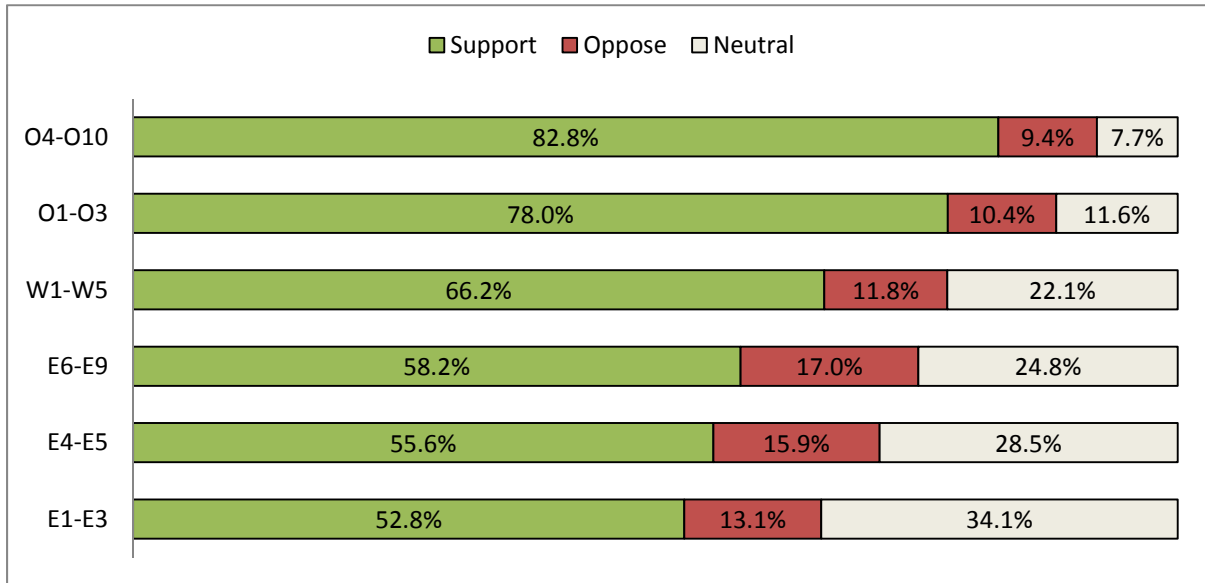


Figure 8 presents female responses about support for women in GCE units, separated by ranks/paygrades. Again, those in the O-1-O-3 and O-4-O-8 paygrades expressed the most support. Enlisted female Marines and warrant officers also were supportive of the policies, but to a lesser extent than the commissioned officer respondents.

Figure 8. Female respondents by paygrade: Support for female service in closed GCE units (Q21)



Again, we analyzed the responses for each of the survey’s policy questions by paygrade/rank, and we found the results to be consistent. As we did for the male responses, we provide female responses to every question in the survey, split by paygrades/ranks, in appendix D.

Comparison of responses from active and reserve Marines

Among our respondents, 47,982 were active component Marines and 5,869 were reservists. We compared the responses of these two populations. Overall, we found that male reservist respondents were about 4 to 6 percentage points more likely to oppose female ground combat service than male active component respondents (depending on the specific policy option being considered). See figures 9 and 10.

Figure 9. Active and reserve male respondents: Support for women in combat arms PMOSs (Q11)

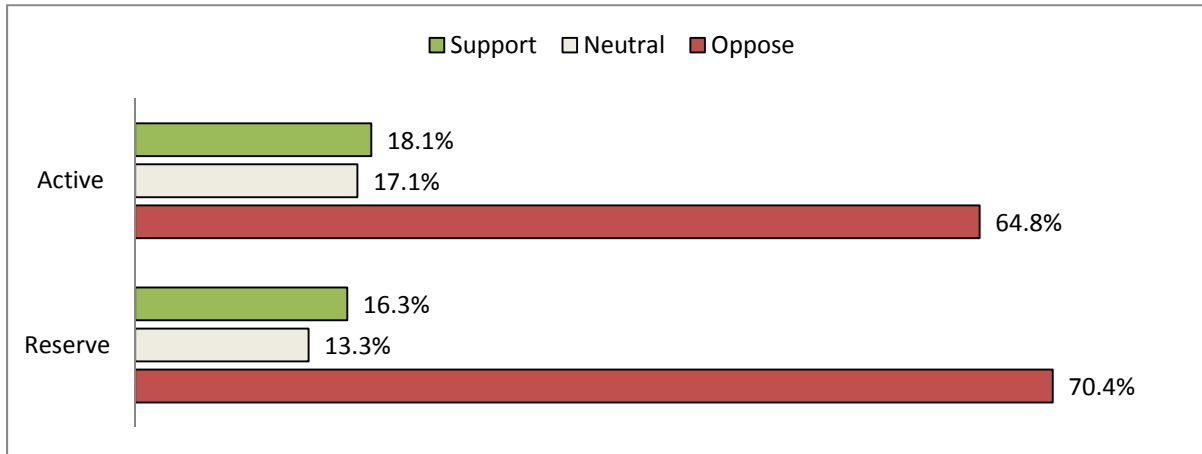
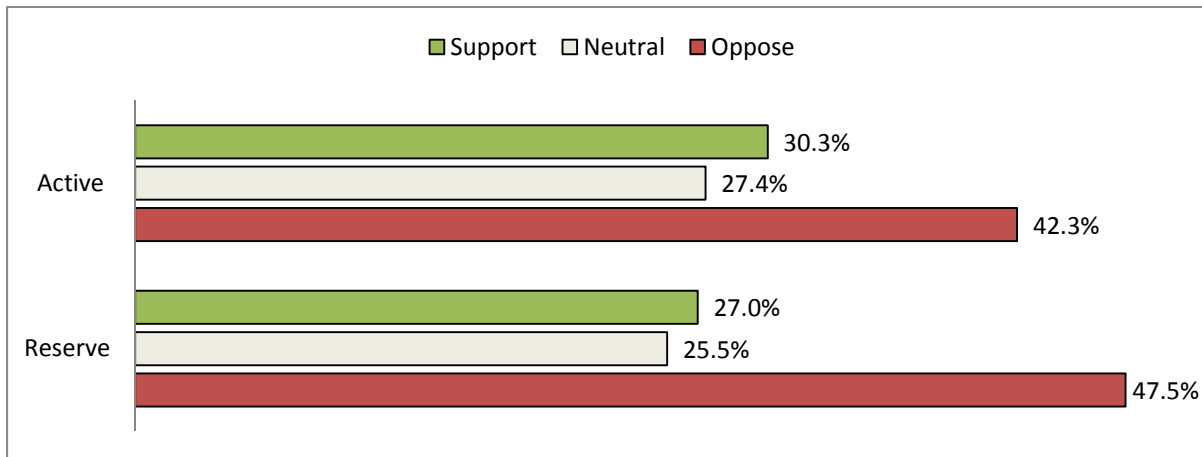


Figure 10. Active and reserve male respondents: Support for women in closed GCE units (Q21)



Overall, we found that female reservist respondents were about 10 to 13 percentage points more likely than female active component respondents to support female ground combat service (depending on the specific policy option being considered). See figures 11 and 12.

Figure 11. Active and reserve female respondents: Support for women in combat arms PMOSs (Q11)

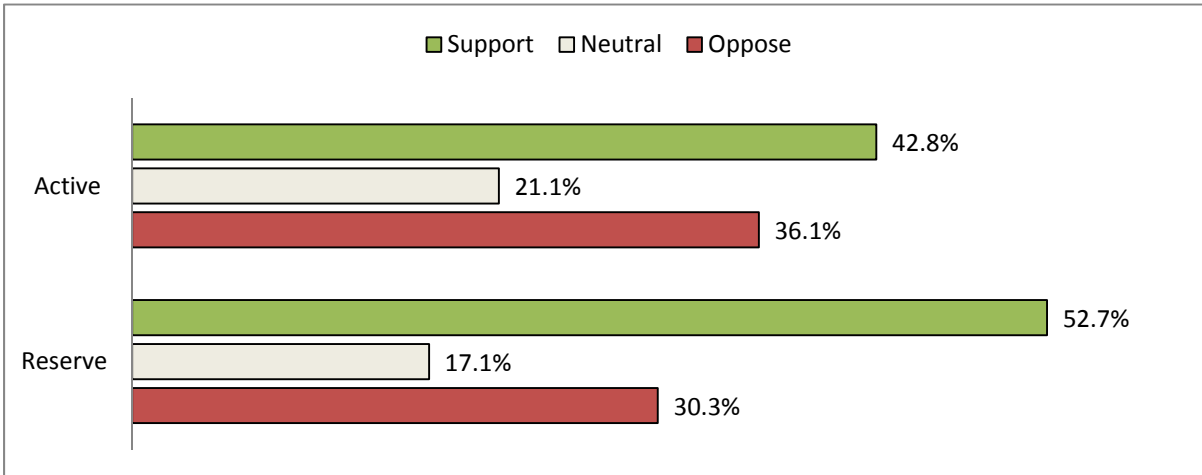
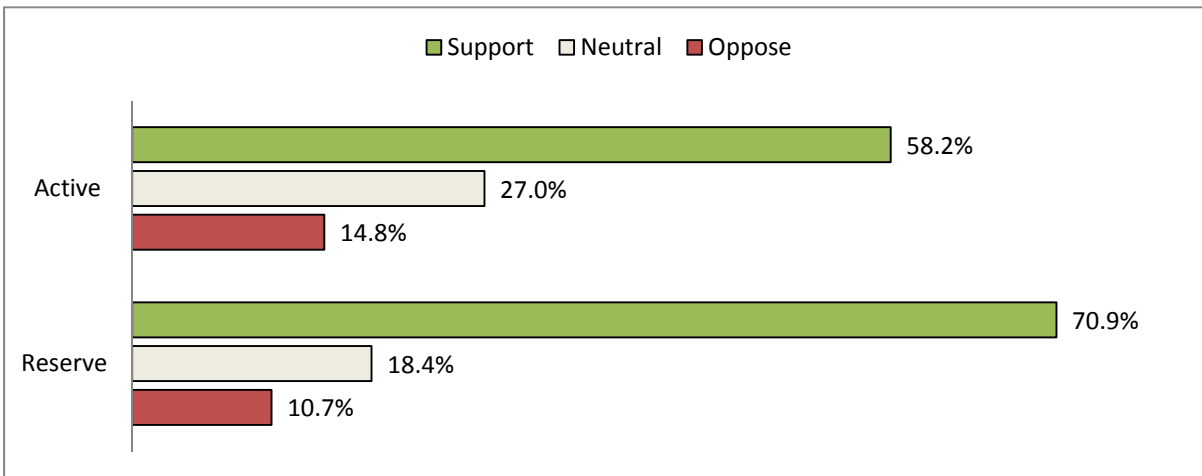


Figure 12. Active and reserve female respondents: Support for women in closed GCE units (Q21)



Recruiting

We asked survey respondents how different restrictions on the service of female Marines might have affected their decisions to join the

Corps. This information is retrospective, since our survey was fielded only to current active-duty and Selected Reserve Marines. For a more contemporaneous view of how potential changes to female service restriction policies might affect recruiting, it is also useful to consult surveys of the recruitable civilian youth population. In all cases, it is notable that research finds that stated intentions do not always track well with actual behavior [2, 3]. We present results of civilian surveys in [1]; here, we present only the present survey's results.

Male respondents

Changes allowing female Marines into closed PMOSs

If women could have volunteered to serve in combat arms PMOSs when they joined the Marine Corps, 17 percent of male Marine respondents indicated that they would not have joined. Involuntary assignments of women to combat arms PMOSs was viewed more negatively. In this scenario, 23 percent of male respondents said that they would not have joined the Corps if this policy had been in effect at the time. By paygrade/rank group, enlisted Marines were the most likely to say that the policy (whether voluntary or involuntary) would have negatively affected their decisions to join the Corps, followed by commissioned officers, and then warrant officers.

Changes allowing female Marines into closed units

If female Marines could have volunteered for GCE unit assignments when they joined the Corps, 13 percent of male respondents said that they would not have joined the Corps as a result. This percentage increases to 17 percent when male respondents were asked whether they would have joined if female Marines could have been involuntarily assigned to GCE units. As before, enlisted Marines were more likely than commissioned officers or warrant officers to say that the policy (whether voluntary or involuntary) would have negatively affected their decisions to join the Corps.

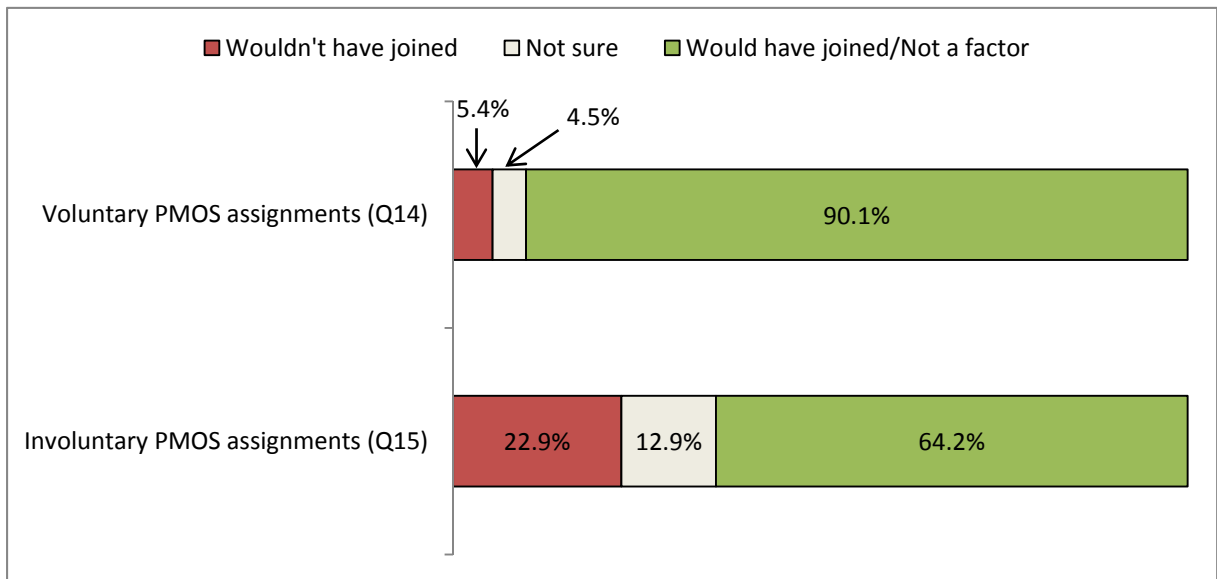
Female respondents

Changes allowing female Marines into closed PMOSs

Five percent of female Marine respondents said that they would not have joined the Corps if women could have volunteered to serve in combat arms PMOSs. This figure increased dramatically (to 23 per-

cent) if female assignments to combat arms PMOSs were instead made involuntarily (see figure 13). In this case, female warrant officers were slightly more likely than female enlisted Marines to say that this would have negatively affected their decisions to join the Corps, followed by female commissioned officers.

Figure 13. Female respondents: Reported effect on decisions to join the Corps, if female Marines could have been voluntarily vs. involuntarily classified into combat arms PMOSs



Changes allowing female Marines into closed units

If female Marines could have volunteered for GCE unit assignments when they joined the Corps, 3 percent of women said that they would not have joined. This increases to 16 percent if female Marines could have been involuntarily assigned to GCE units. As before, enlisted Marines and warrant officers were more likely than commissioned officers to say that the policy (whether voluntary or involuntary) would have negatively affected their decisions to join the Corps.

Retention

The survey also asked Marines about their retention intentions and their relationship to prospective changes to gender-restrictive service policies. Retention information was gleaned from two separate ques-

tions. Early in the survey, Marines were asked whether they intended to continue in the Corps beyond their current service commitments; later in the survey, they were asked whether prospective policy changes would affect their continuation decisions.¹⁸

Male respondents who initially said they would remain in the Corps or were undecided

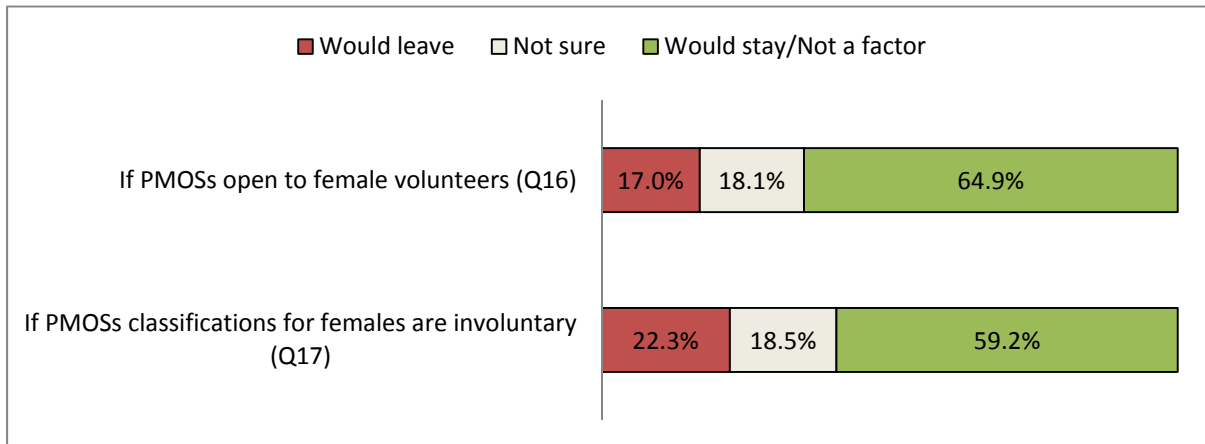
Question 5 of the survey asked Marines whether they plan to remain in the Corps beyond their current contracts or service obligations. The response options included yes, until retirement; yes, for at least one more tour or enlistment; no; and unsure. Of the entire population of male Marine respondents, 83 percent indicated that they would stay in the Marine Corps or were unsure about continuation. Given that 17 percent of male Marine respondents already indicated that they were planning to leave the Corps, we do not include these Marines in this section on retention effects of prospective policy changes. We do include the 83 percent of male respondents who initially had said they were either planning to continue in the Corps or were undecided about their future continuation.

Changes allowing female Marines into closed PMOSs

Figure 14 shows how policy changes allowing female Marines to be classified into closed ground combat PMOSs (either voluntarily or involuntarily) affected these male respondents' stated continuation intentions.

18. As previously noted, research finds that stated intentions do not always track well with actual behavior [2, 3].

Figure 14. Male respondents planning to remain in the Corps or undecided: Stated retention intentions associated with allowing female Marines to be classified into closed PMOSs

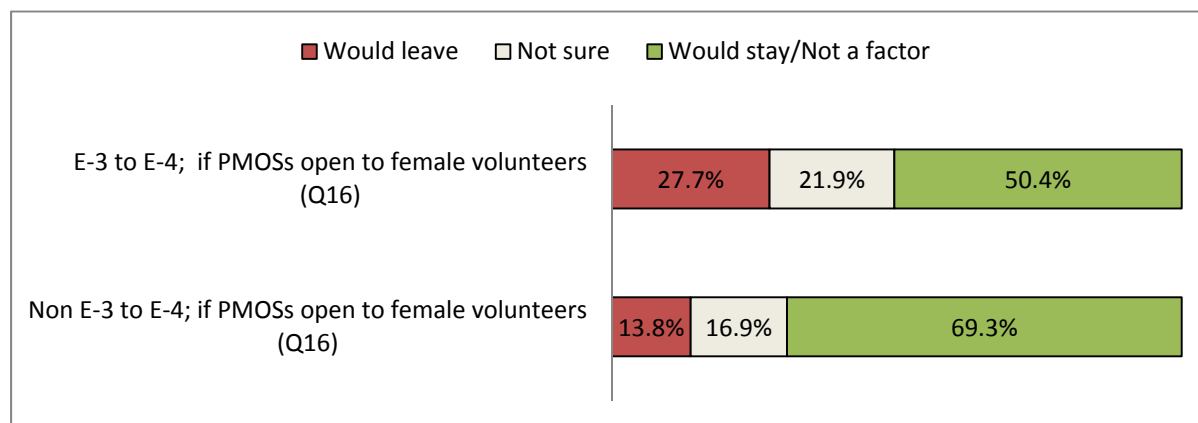


As figure 14 shows, 17 percent of respondents who initially had indicated that they either planned to continue in the Marine Corps or were undecided about continuation said that they likely would leave the Corps at their next opportunity if PMOSs were opened to female volunteers.¹⁹ This percentage increased to 22 percent if classifications to PMOSs were made involuntarily.

We also examined male responses by paygrade for the group of Marines who initially said they planned to remain in the Corps or were undecided about continuation. The most striking differences were between E-3–E-4 Marines and those in other paygrades or ranks (see figure 15).

19. This percentage fell to 15 percent when we examined only those male Marines who said initially that they planned to continue in the Corps.

Figure 15. Male respondents planning to remain in the Corps or undecided: Stated retention intentions associated with allowing female Marines to be classified to closed PMOSs: E-3–E-4s vs. all other Marines

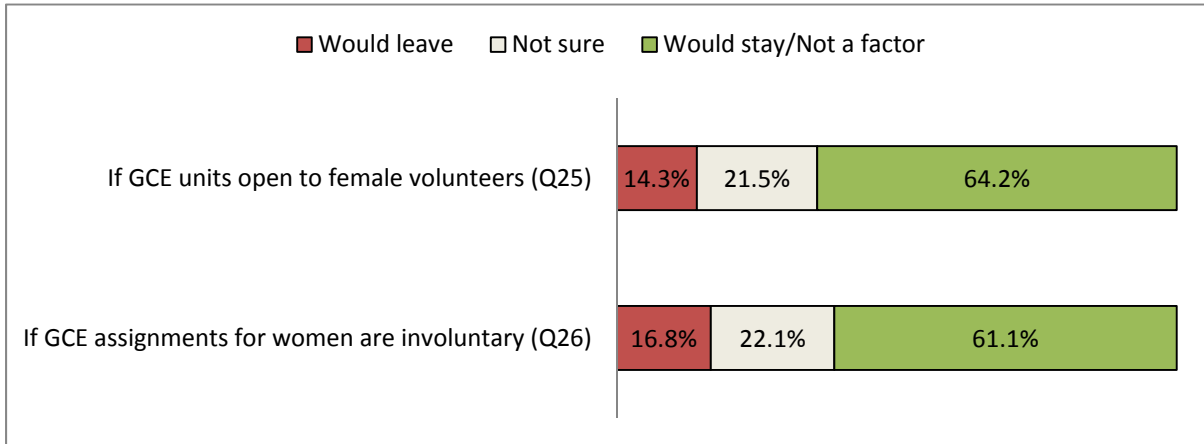


We found that male respondents who were lance corporals or corporals were 14 percentage points more likely than male respondents in other paygrades or ranks to say that they would leave the Corps if women were allowed to volunteer for classification to closed PMOSs (28 percent of lance corporals and corporals, compared with 14 percent of male respondents in other paygrades or ranks). This may be viewed as particularly problematic because lance corporals and corporals constitute the bulk of the first-term alignment plan (FTAP) population. We note again that we are uncertain whether this population of E-3–E-4 respondents is representative of all E-3s and E-4s in the Marine Corps. At a minimum, however, 2,529 male Marines indicated that they would leave the Corps if the policy restricting women from classification into ground combat PMOSs were changed.

Changes allowing female Marines into closed GCE units

We also examined how allowing female Marines to be assigned to closed GCE units might affect retention for male respondents who had indicated in the beginning of the survey that they either planned to continue in the Marine Corps or were undecided about continuation (see figure 16).

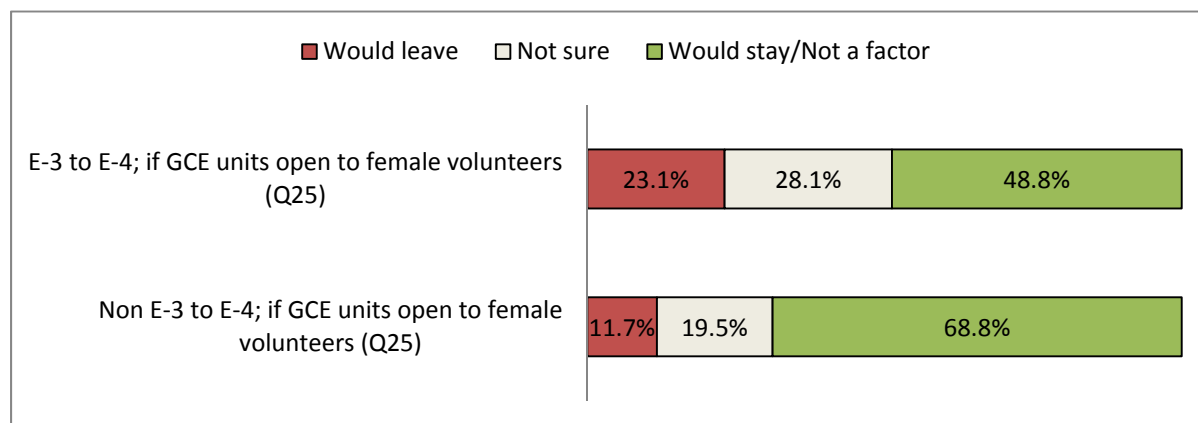
Figure 16. Male respondents planning to remain in the Corps or undecided: Stated retention intentions associated with allowing female Marines to be assigned to closed GCE units



Among these male respondents, 14 percent said that they likely would leave the Corps at their next opportunity if closed GCE units were opened to female volunteers. This percentage increased to 17 percent if female assignments to closed GCE units were involuntary.

Finally, we examined male responses by paygrade for those who initially said they planned to remain in the Corps or were undecided about continuation. As before, the most striking differences were between E-3–E-4 Marines and those in other paygrades or ranks (see figure 17).

Figure 17. Male respondents planning to remain in the Corps or undecided: Stated retention intentions associated with allowing female Marines to be assigned to closed GCE units: E-3/E-4 vs. all other Marines



We found that male respondents who were lance corporals or corporals were 11 percentage points more likely than male respondents in other paygrades or ranks to say that they would leave the Corps if women were allowed to volunteer for assignment to closed GCE units (23 percent of lance corporals and corporals, compared with 12 percent of male respondents in other paygrades or ranks). As previously noted, this may be viewed as particularly problematic because lance corporals and corporals constitute the bulk of the FTAP population.

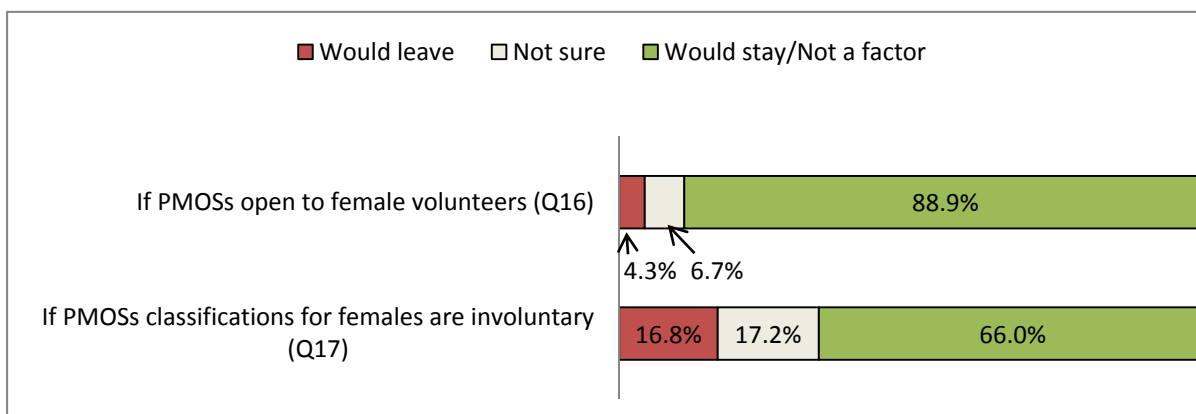
Female respondents who initially said they would remain in the Corps or were undecided

Of the entire population of female Marine respondents, 78 percent indicated that they would stay in the Marine Corps or were unsure about continuation. Given that 22 percent of female Marine respondents already indicated that they were planning to leave the Corps, we do not include these Marines in this section on retention effects of prospective policy changes. We do include the 78 percent of female respondents who initially had said they were either planning to continue in the Corps or were undecided about their future continuation.

Changes allowing female Marines into closed PMOSs

Figure 18 shows how policy changes allowing female Marines to be classified—either voluntarily or involuntarily—into closed ground combat PMOSs affected the stated continuation intentions of female respondents.

Figure 18. Female respondents planning to remain in the Corps or undecided: Stated retention intentions associated with allowing female Marines to be classified into closed PMOSs



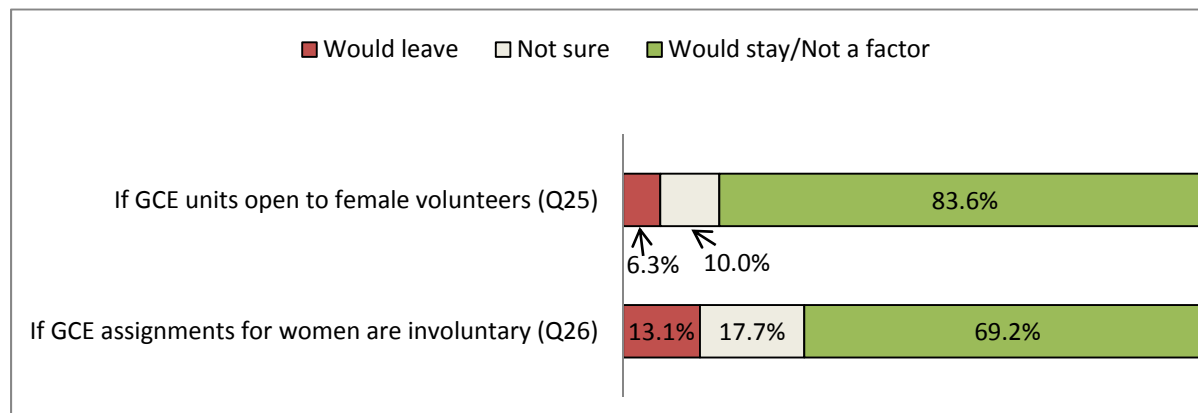
For female Marines who had indicated in the beginning of the survey that they either planned to continue in the Marine Corps or were undecided about continuation, 4 percent of respondents said that they likely would leave the Corps at their next opportunity if PMOSs were opened to female volunteers.²⁰ This percentage increased to 17 percent if classifications to PMOSs were made involuntarily.

Changes allowing female Marines into closed units

Figure 19 shows how policy changes allowing female Marines to be assigned to closed GCE units (either voluntarily or involuntarily) affected female respondents' stated continuation intentions.

20. This percentage held at 4 percent when we examined only those female Marines who said initially that they planned to continue in the Corps.

Figure 19. Female respondents planning to remain in the Corps or undecided: Stated retention intentions associated with allowing female Marines to be assigned to closed GCE units



Of female respondents who had indicated initially that they either planned to continue in the Marine Corps or were undecided about continuation, 6 percent said that they likely would leave the Corps at their next opportunity if closed GCE units were opened to female volunteers.²¹ This percentage increased to 13 percent if female assignments to closed GCE units were involuntary.²²

Opinions of (male) respondents who have served in the GCE

In one of the early survey questions, we asked respondents whether they had ever served in a ground combat unit and, if so, which type of unit. When we analyzed the survey results, we compared the responses of those who said they had served in the GCE to the responses of those who said they had never served in the GCE. Overall, we found that respondents who indicated that they had served in any type of ground combat unit were about 17 to 19 percentage points more likely to oppose lifting restrictions than those who indicated that they

21. This percentage held at 6 percent when we examined only those female Marines who said initially that they planned to continue in the Corps.

22. Among all female respondents, 7 percent indicated that they likely would leave the Corps at their next opportunity if GCE units were opened to female volunteers. Again, a much larger share (16 percent) indicated that they would leave the Marine Corps if assignments were involuntary.

had not served in ground combat units. We also found that, among those who have served in GCE units, those who have served in infantry units were the most opposed to women serving in combat arms PMOSs or closed GCE units (see figures 20 and 21).

Figure 20. Male respondents by prior GCE service: Support for women in combat arms PMOSs (Q11)

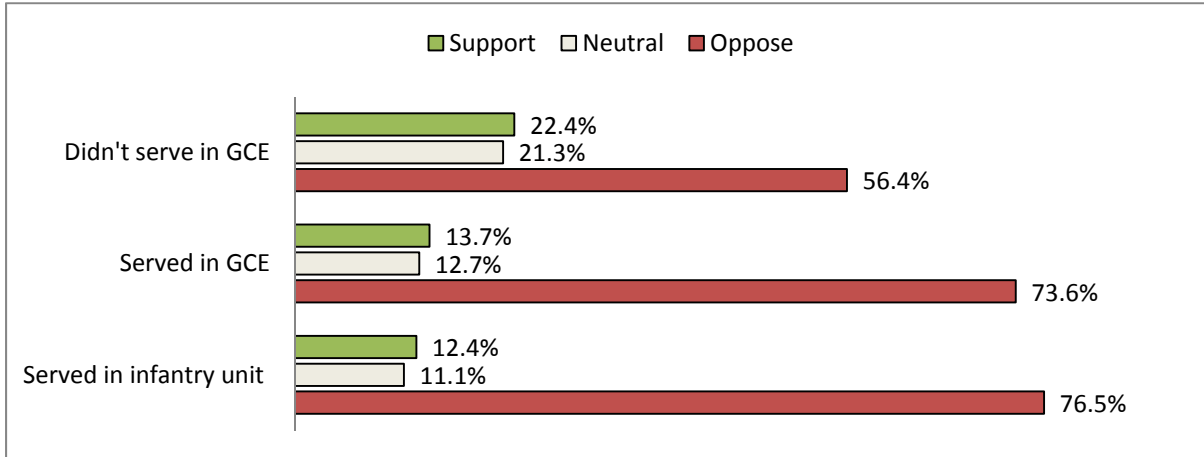
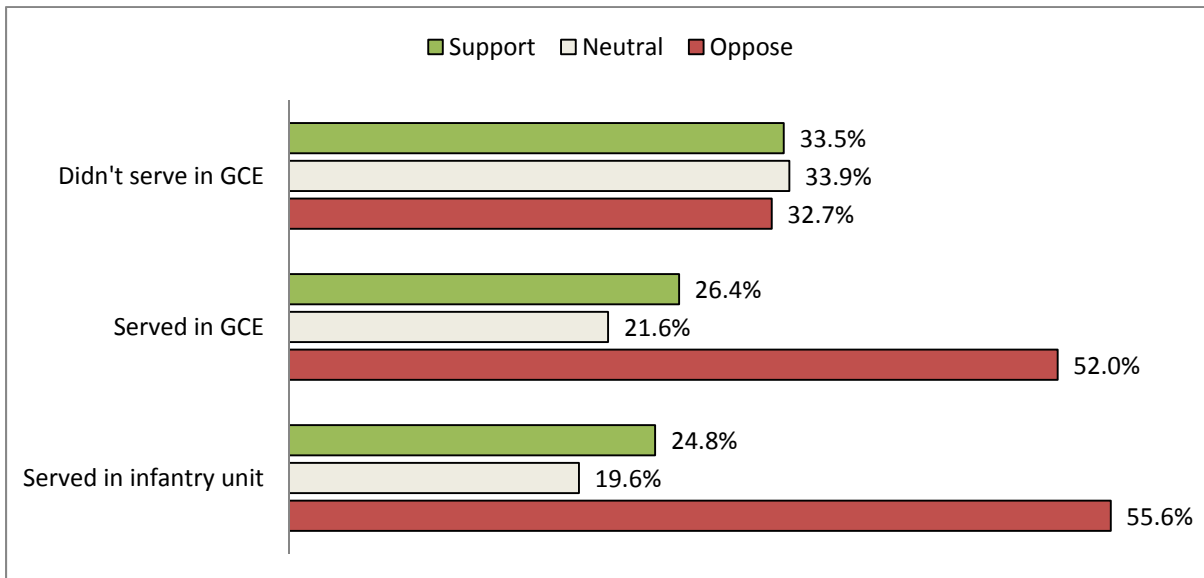


Figure 21. Male respondents by prior GCE service: Support for women in closed GCE units (Q21)



Opinions of (male) respondents in combat arms PMOSs

From the ODSE data that MI linked to the survey data, we were able to determine which respondents were in combat arms PMOSs, and which respondents were in other (non-combat arms) PMOSs. When we analyzed the survey results, we compared responses based on these PMOS categories. Overall, we found that respondents who were classified in combat arms PMOSs were about 20 to 23 percentage points more likely to oppose lifting restrictions than those who were in non-combat arms PMOSs. We also found that, among those who have served in combat arms PMOSs, those who have served in infantry PMOSs were the most opposed to lifting ground combat restrictions. (See figures 22 and 23, for example, displaying opinions about female service in combat arms PMOSs and closed GCE units.)

Figure 22. Male respondents by PMOS group: Support for women in combat arms PMOSs (Q11)

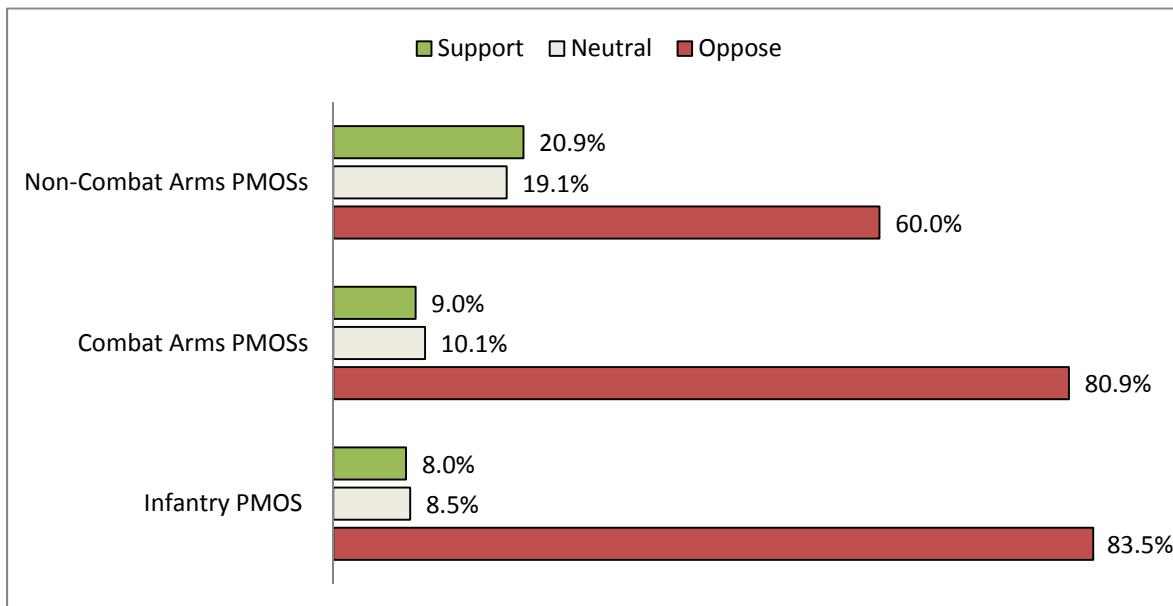
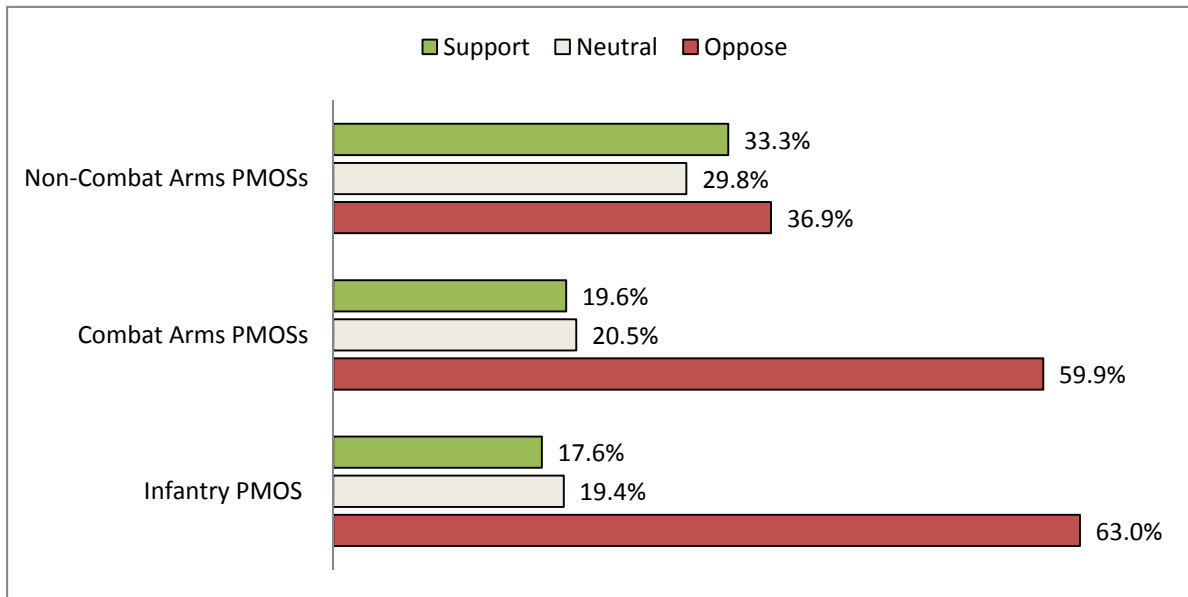


Figure 23. Male respondents by PMOS group: Support for women in closed GCE units (Q21)



GCE echelons for which respondents would support female assignments

As we discussed earlier, female Marines are currently restricted from service in GCE units below the division level—except for the headquarters battery in artillery regiments. We asked Marines to specify the lowest level in which they feel female Marines should be able to serve within the GCE. Response options included echelons ranging from squad to division. We also provided a response option of “not sure.” Overall, about 26 percent of men and 32 percent of women responded that they were “not sure.” Although noteworthy, these responses do not help us to understand to which echelons they would either support or oppose female Marines’ assignments. Therefore,

for the analysis in this section, we exclude from our data those who responded “not sure” to this question.²³

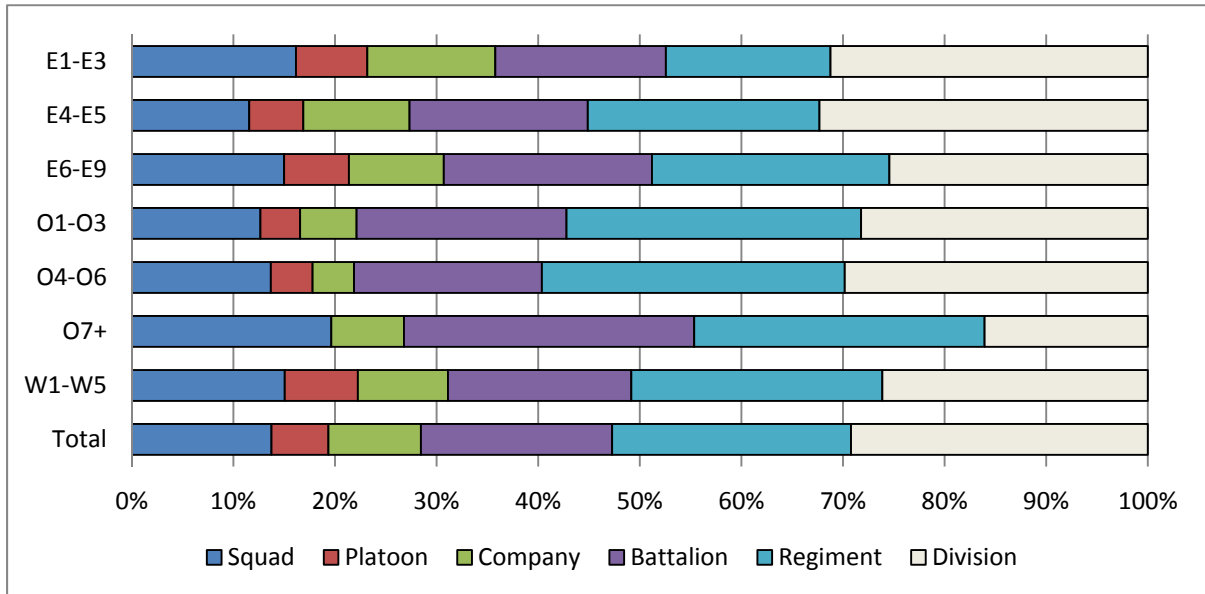
Male respondents

Among male respondents who stated an opinion, 14 percent indicated that they would support female Marines serving at the squad level and about 19 percent indicated that they would support them serving at the platoon level (14 percent plus an additional 5 percent).²⁴ About 47 percent of male respondents, however, said that they would support female Marines serving at the battalion level, and about 71 percent indicated that they would support them at the regiment level. These responses are notable because they indicate that the majority of respondents would support female Marines serving in GCE units below the division level (the level to which they are currently restricted under DOD policy). See figure 24.

23. When presented with a Likert scale in response to a particular policy, including responses such as “neutral” or “not sure” in a dataset can provide helpful context for analyzing the responses of those who expressed support or opposition to the policy. A large number of “neutral” responses could suggest that most of the surveyed population is ambivalent or uninterested about the policy. In contrast, the present question offered several discrete choices, asking which potential policy would be most preferred. For such questions, it often can be most informative to view the data without the “not sure” responses.

24. We assume that those who support assigning female Marines to a lower echelon would support their inclusion in higher-level echelons.

Figure 24. Male respondents by paygrade group: Lowest level in GCE units in which you would support women (Q22)



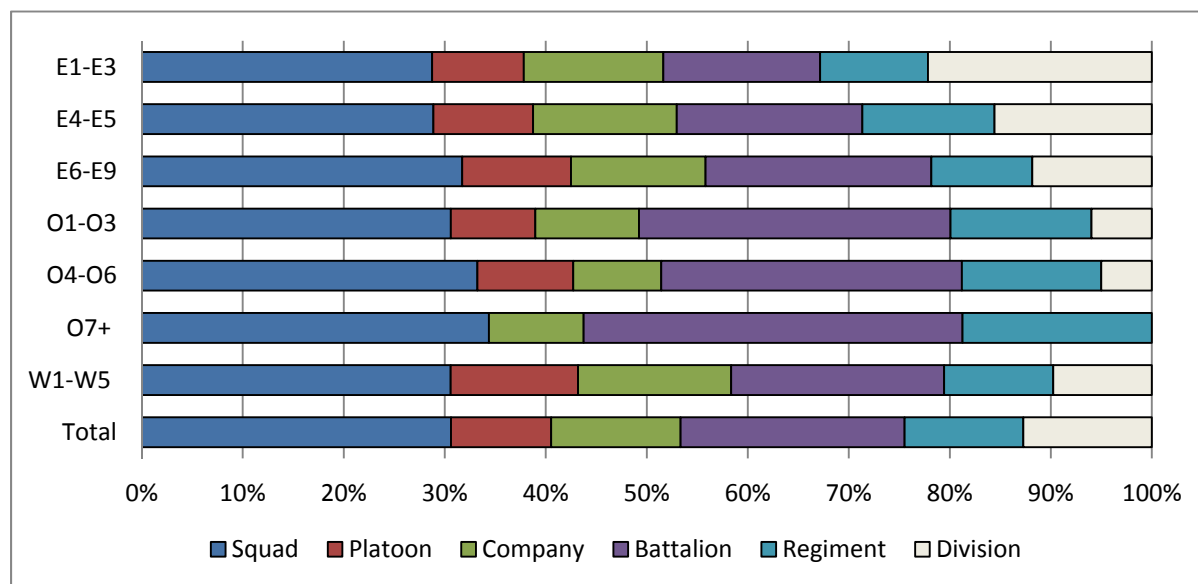
We also used responses to this question (Q22) to help interpret the results of some other questions in the survey. A previous question (Q21) asked respondents whether they would support or oppose women serving in GCE units below the division level. We analyzed responses to Q22 in light of responses given to Q21 and present these results next.

Male respondents who support female Marines in closed GCE units

Among male respondents who support female Marines serving in the GCE below the division level, 31 percent indicated that they would support female Marines serving at the squad level and about 41 percent indicated that they would support them serving at the platoon level. A small majority of the male respondents who support female Marines in GCE units below the division level would support them serving at the company level, and over 75 percent said that they

would support female Marines serving at the battalion level (see figure 25).²⁵

Figure 25. Male respondents who support female Marines in the GCE below the division level by paygrade group: Lowest level to which they should be assigned (Q22)

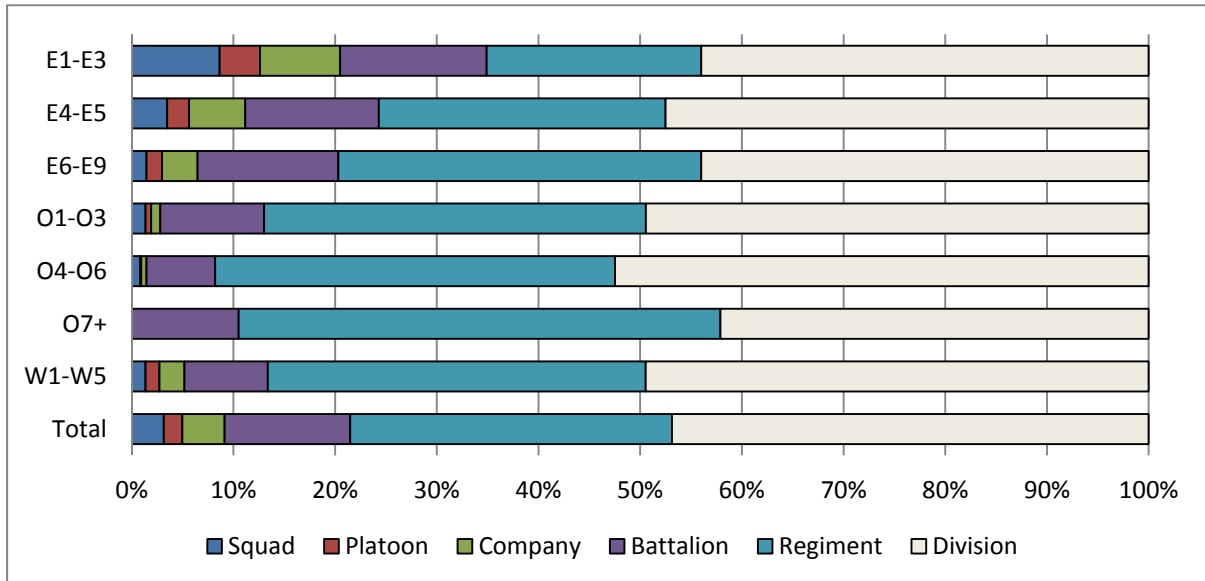


Male respondents who oppose female Marines in closed GCE units

Among male respondents who oppose female Marines serving in the GCE below the division level, it is not surprising that few support them at the battalion level or below. We note, however, that even among male respondents who oppose female Marines serving in GCE units below the division level, the majority (about 53 percent) indicated that they would support female Marines serving at the regiment level (i.e., below the level to which they are currently restricted under DOD policy) (see figure 26).

25. We note that about 13 percent of male Marines who had previously said that they would support female Marines in GCE units below the division level indicated in this question that they would not support the assignment of female Marines below the division level. We suspect that these respondents misread one or both of the questions.

Figure 26. Male respondents who oppose female Marines in the GCE below the division level by paygrade group: Lowest level to which they should be assigned (Q22)



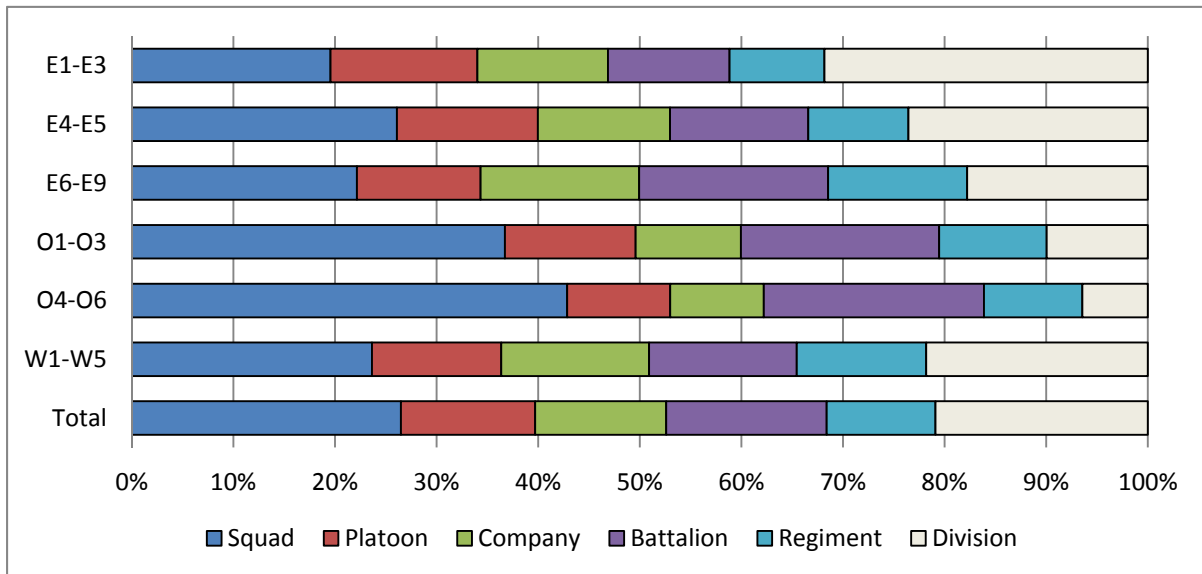
We also note that about 3 percent of male Marines who had previously indicated that they oppose female Marines serving in GCE units below the division level responded in this question that they support them at the squad level. We suspect that they misread or misunderstood this question. It is possible, however, that they primarily oppose female Marines at echelons below the squad level (e.g., fire team), but they would support them at the squad level or above.

Female respondents

Among female respondents, 27 percent indicated that they would support female Marines serving at the squad level and about 40 percent indicated that they would support them serving at the platoon level. A small majority of female respondents would support female Marines serving at the company level, and about 68 percent said that they would support them serving at the battalion level. Consistent with responses to other questions, these responses highlight the fact that female respondents expressed considerably more favorable views about female service in ground combat units—at all echelons—than male respondents. We also note, however, that even among female

respondents, a minority indicated that they supported female Marines down to the platoon or squad levels of GCE units (see figure 27).

Figure 27. Female respondents by paygrade group: Lowest level in GCE units to which female Marines should be assigned (Q22)

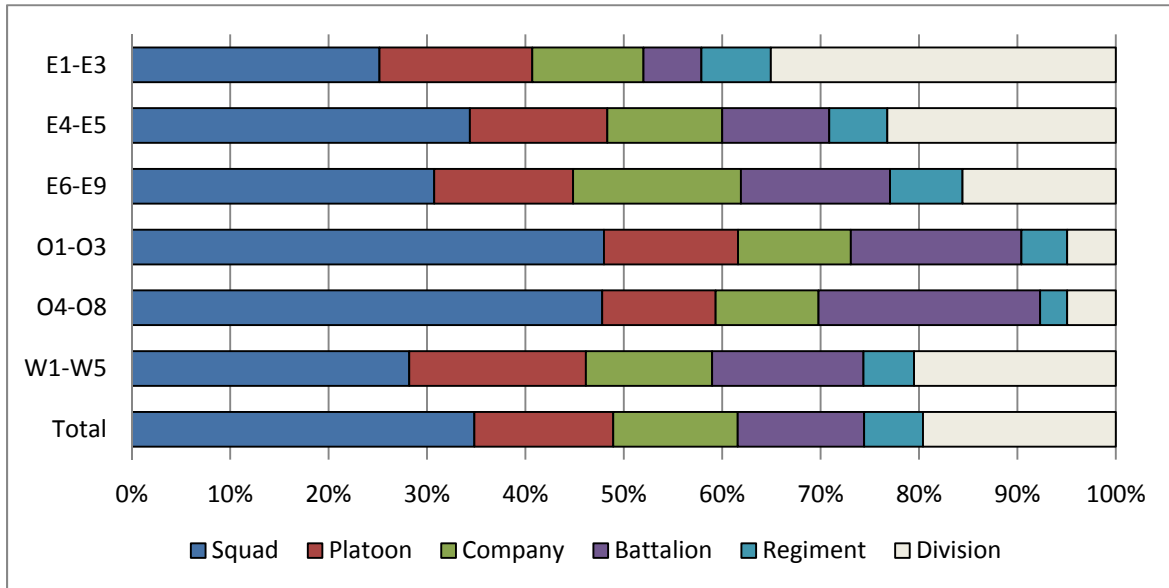


As we did with the male respondents, we divided responses to this question among those who had previously expressed support for female Marines serving in GCE units below the division level and those who expressed opposition to female Marines in GCE units below the division level.

Female respondents who support female Marines in closed GCE units

Among female respondents who support female Marines serving in the GCE below the division level, about half (49 percent) indicated that they would support them serving at the platoon level, and 35 percent indicated that they would support them serving at the squad level (see figure 28).

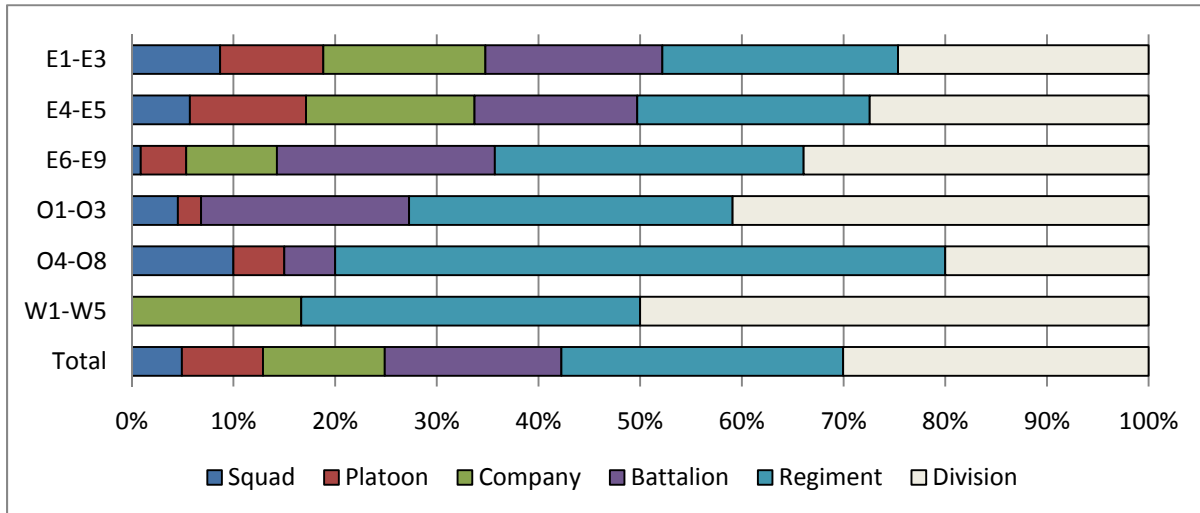
Figure 28. Female respondents who support female Marines in the GCE below the division level by paygrade group: Lowest level to which they should be assigned (Q22)



Female respondents who oppose female Marines in closed GCE units

Among female respondents who oppose female Marines serving in the GCE below the division level, less than 25 percent indicated that they would support them serving at the company level or below, and 42 percent indicated that they would support them serving at the battalion level or below. Again, however, a notable majority of the respondents (70 percent) indicated that they would support female Marines serving at the regiment level or below (i.e., below the level to which they are currently restricted under DOD policy) (see figure 29).

Figure 29. Female respondents who oppose female Marines in the GCE below the division level by paygrade group: Lowest level to which they should be assigned (Q22)



Opinions of female respondents who have served in the Lioness/FET/CST programs

We asked respondents whether they have ever participated in the Marine Corps' Lioness program, Female Engagement Teams (FETs), or Cultural Support Teams (CSTs). These programs, which were developed for recent operations in Iraq and Afghanistan, frequently involve female Marines supporting ground combat units and engaging with the local populace. When we analyzed the survey results, we compared the responses of those female Marines who said they have served in these programs (487 respondents) with the responses of female Marines who said they have never served in these programs. See figures 30 and 31, for example, displaying opinions about female service in combat arms PMOSs and closed GCE units.

Figure 30. Female respondents who have served in Lioness/FET/CST: Support for female Marines in combat arms PMOSs (Q11)

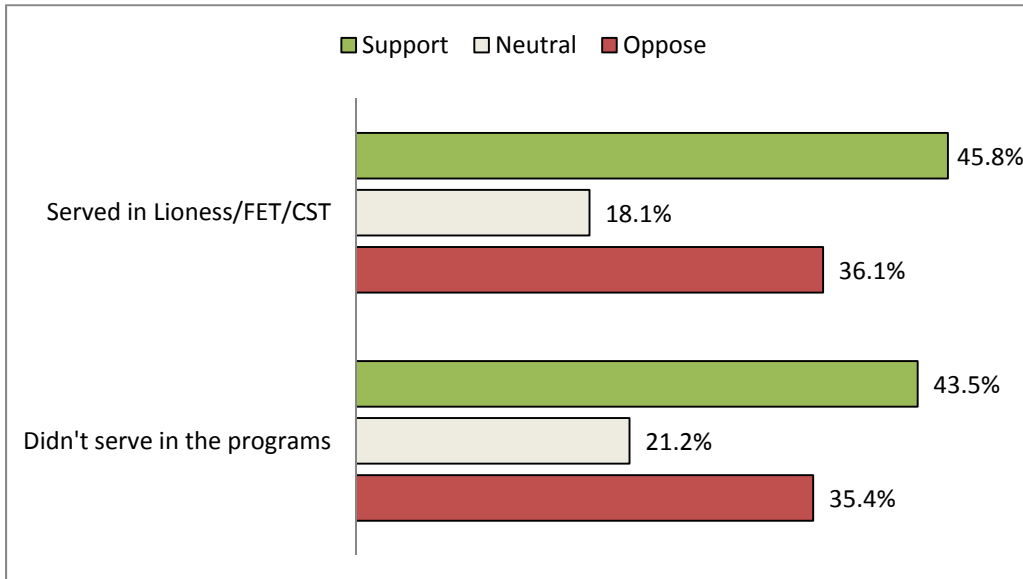
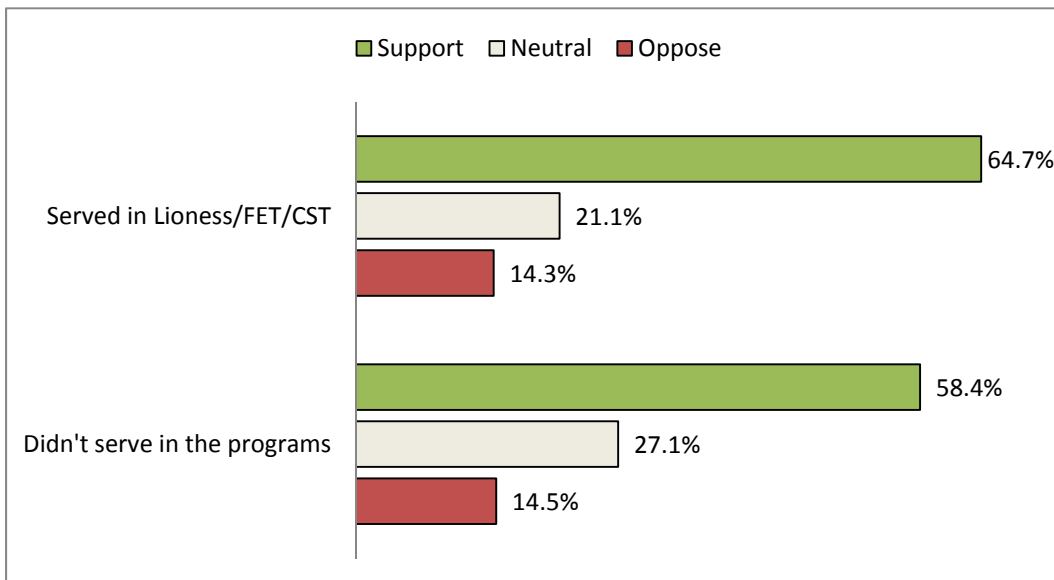


Figure 31. Female respondents who have served in Lioness/FET/CST: Support for female Marines in closed GCE units (Q21)



We found that female Marines who have served in the Lioness/FET/CST programs are about 2 percentage points more likely to favor female service in combat arms PMOSs than female Marines who have not served in these programs—a difference that is not statistically significant. We found a greater disparity in opinions about service in closed GCE units; female Marines who have served in the Lioness/FET/CST programs are about 6 percentage points more likely to support female service, and that difference is statistically significant.

Benefits and concerns perceived by respondents about women in ground combat

The survey also asked respondents about the types of benefits or concerns they would foresee should current gender-based restrictions be lifted.²⁶ For each option, respondents could choose “definitely would increase,” “might increase,” “would stay the same,” “might decrease,” or “definitely would decrease.”

Male respondents

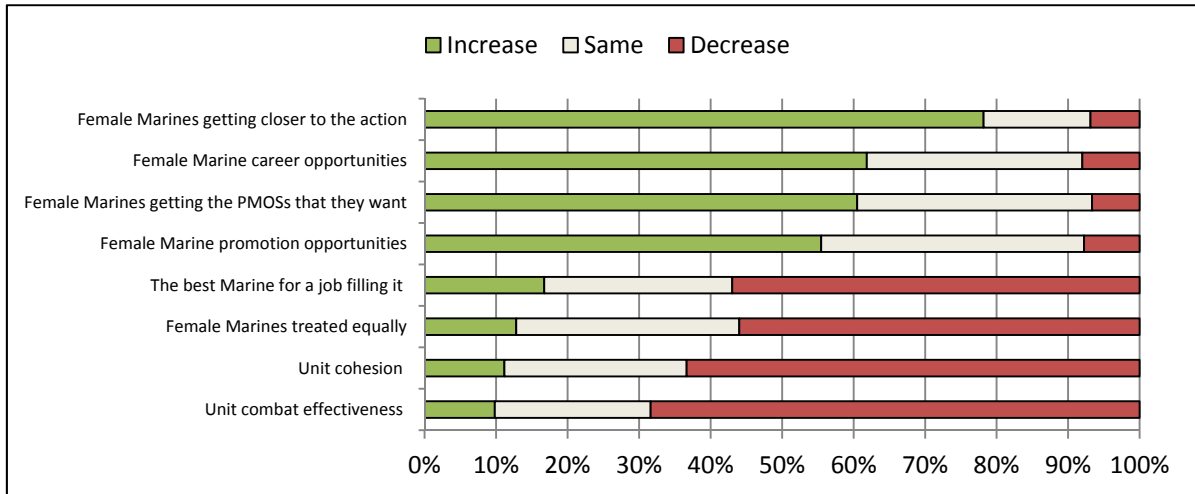
Benefits of allowing female Marines into closed PMOSs

Figure 32 shows, by anticipated benefit, the percentage of male respondents who reported that the benefit would increase, stay the same, or decrease if female Marines were allowed to serve in ground combat PMOSs.²⁷

26. Benefits and concerns were not labeled as such and were alternated throughout the question. For discussion purposes, benefits are initially presented as those factors for which an increase would be viewed favorably; concerns are those factors for which an increase would be viewed unfavorably.

27. “Increase” includes the “definitely would increase” and “might increase” categories; “decrease” includes the “definitely would decrease” and “might decrease” categories.

Figure 32. Male respondents: Anticipated benefits of allowing female Marines to be classified into ground combat PMOSs (Q18)



Over half of male respondents thought that allowing female Marines in ground combat PMOSs would improve such career-related factors as letting women get closer to the action, giving women more career opportunities, allowing women to get the PMOSs that they want, and giving women more promotion opportunities. Relatively fewer of these male respondents believed that allowing female Marines in ground combat PMOSs would result in improvements in the best Marine for a job filling the position, the equal treatment of female Marines, unit cohesion, or unit combat effectiveness. In fact, these four factors appear to have been perceived by the male respondents to be concerns rather than benefits. Consequently, they will be discussed further in the next subsection.

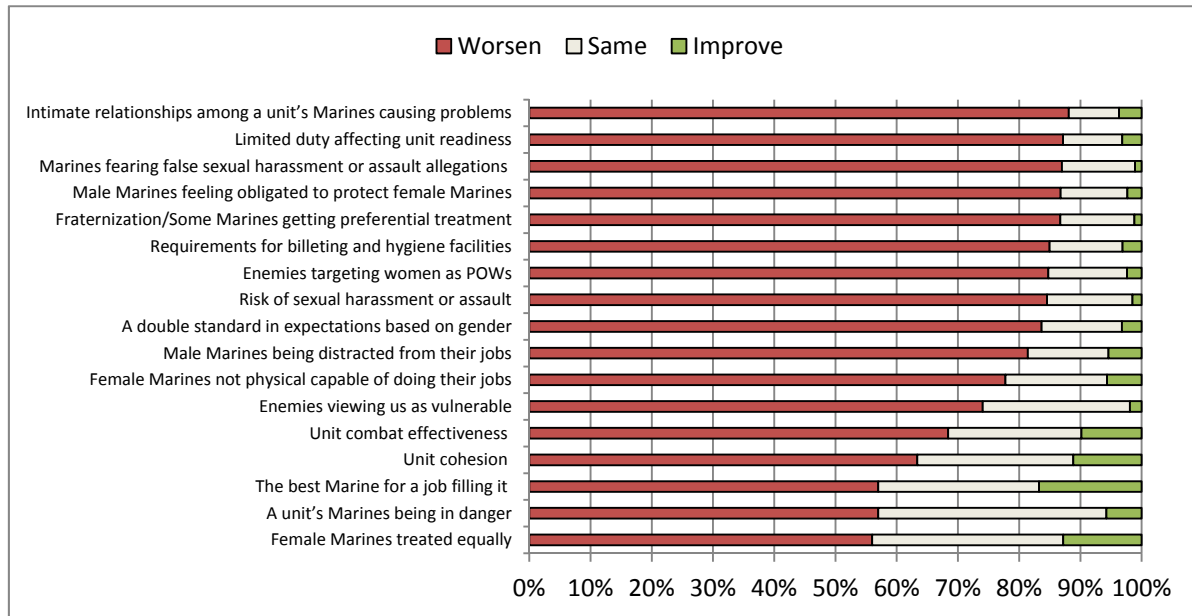
We also compared responses by paygrades and ranks. The relative ranking of the likelihood of increases in benefits was generally the same for male respondents, regardless of paygrade or rank. Officers and warrant officers (WOs) anticipated higher increases than enlisted Marines in career-related benefits, whereas enlisted Marines anticipated higher increases (albeit small ones) in benefits related to unit cohesion and unit effectiveness than officers and WO.

Concerns about allowing female Marines into closed PMOSs

Next, we examined male respondents' answers related to concerns about allowing female Marines to be classified into currently closed

ground combat PMOSs. As figure 33 shows, male respondents thought several concerns would worsen. The top five concerns were intimate relationships between Marines, limited duty unavailability, fears of false sexually related allegations, male Marines feeling obligated to protect female Marines, and fraternization/preferential treatment.²⁸ Male respondents were relatively less likely to predict a worsening in unit combat effectiveness, unit cohesion, the best Marine for a job filling it, a unit's Marines being in danger, and female Marines being treated equally. Still, over half of male respondents had these concerns.

Figure 33. Male respondents: Anticipated concerns about classifying female Marines into closed PMOSs (Q18)

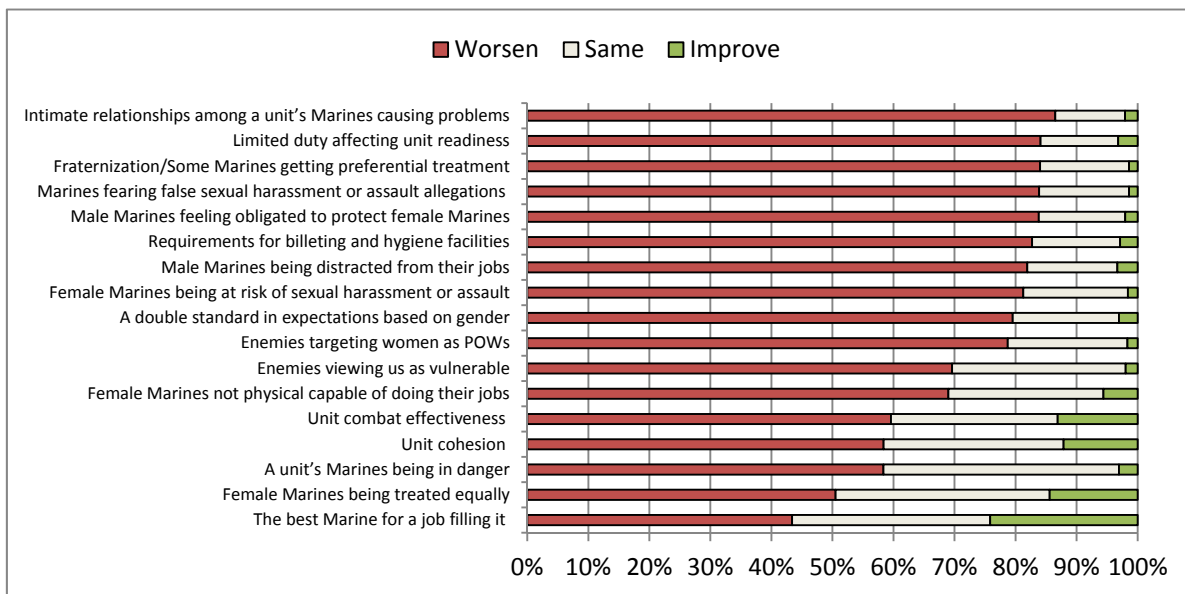


28. We repeated this analysis for just those male respondents who had initially said that they disagreed or strongly disagreed that women should be allowed to serve in all PMOSs (Q11). The top five concerns remained the same, although their relative order changed slightly.

Benefits and concerns associated with allowing female Marines to be assigned to closed GCE units

We performed a similar analysis looking at male respondents’ anticipated benefits and concerns related to allowing female Marines to be assigned to closed GCE units. Male respondents viewed the benefits for GCE assignments very similarly to the benefits for PMOS classifications. There were, however, some small differences in their concerns. On average, fewer of the male respondents expressed concerns about assigning female Marines to closed GCE units. The relative order of concerns remained very similar to the scenario allowing female Marines in closed PMOSs (see figure 34).

Figure 34. Male respondents: Anticipated concerns about assigning female Marines to closed GCE units (Q27)



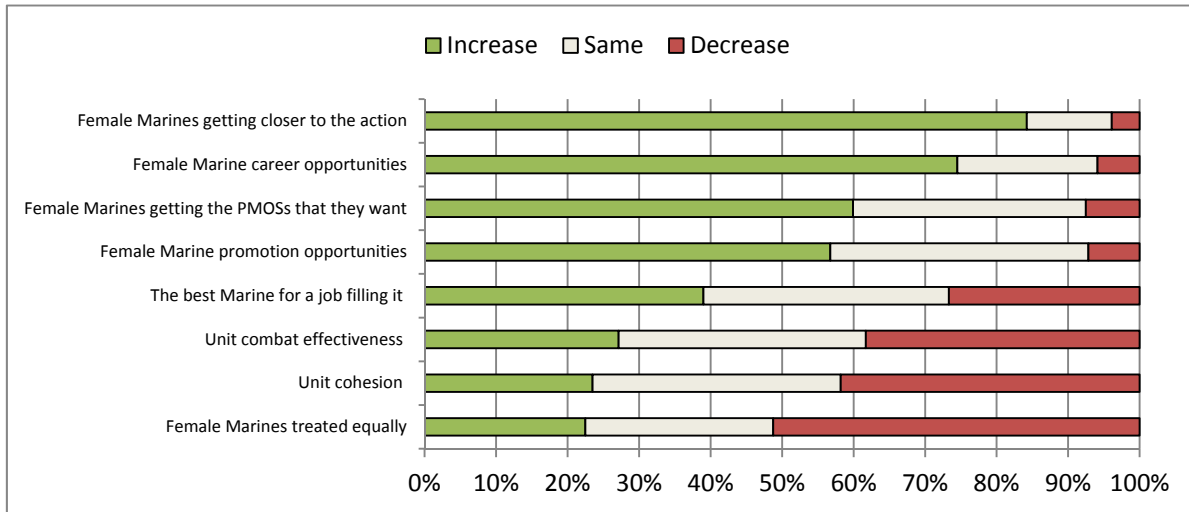
Female respondents

Benefits of allowing female Marines into closed PMOSs

Figure 35 shows, by anticipated benefit, the percentage of female respondents who reported that the anticipated benefit would increase,

stay the same, or decrease if female Marines were allowed to serve in ground combat PMOSs.

Figure 35. Female respondents: Anticipated benefits of allowing female Marines to be classified into ground combat PMOSs (Q18)



Comparing figures 32 and 35 shows that the relative ranking of the likelihood of benefits was quite similar for both male and female respondents. In general, however, a larger percentage of female than male respondents anticipated increases in these benefits. Like their male counterparts, female respondents thought that allowing female Marines to be classified into ground PMOSs would definitely or possibly increase several career-related benefits. As was the case with male respondents, relatively fewer female respondents believed that allowing female Marines in ground combat PMOSs would result in improvements in the best Marine for a job filling the position, unit cohesion, unit combat effectiveness, or the equal treatment of female Marines. In fact, female respondents ranked more equal treatment last among the benefits, and—given that over half of female respondents believed that allowing female Marines in ground combat PMOSs would decrease equality—we conclude that this was anticipat-

ed by them to be a concern rather than a benefit. As a result, it will be discussed further in the next subsection.²⁹

We also compared female responses by paygrades/ranks. Female respondents reported similar relative rankings of the likelihood of increases in benefits, regardless of rank. As with male respondents, female officers and WOs generally anticipated higher increases in career-related benefits than their enlisted counterparts, whereas enlisted Marines anticipated higher (albeit small) increases in benefits related to unit cohesion and unit effectiveness than officers and WOs.

Concerns associated with allowing female Marines into closed PMOSs

Next, we examined female respondents' answers related to concerns they may have with allowing female Marines to be classified into currently closed ground combat PMOSs (see figure 36).

29. We also include unit cohesion, unit combat effectiveness, and the best Marine for a job filling it because a substantial portion of female respondents anticipated decreases in these factors and to allow comparability with the previously presented male figure.

Figure 36. Female respondents: Anticipated concerns about classifying female Marines into closed PMOSs (Q18)



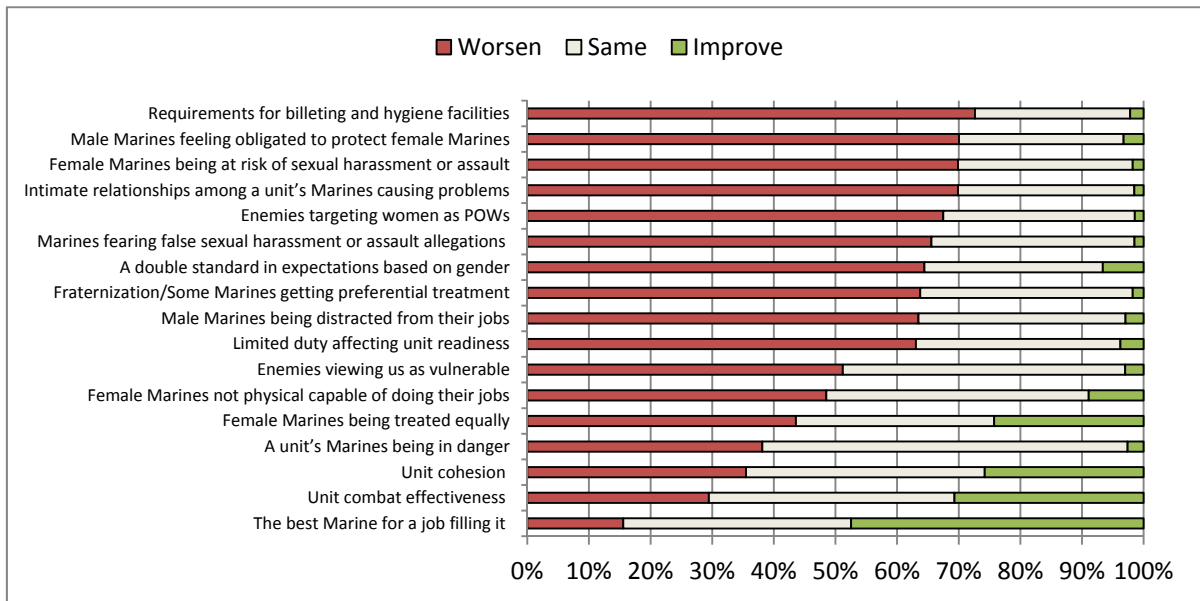
As the figure shows, female respondents thought several concerns would worsen, although the overall percentages were lower than for male respondents. For female respondents, the top five concerns include two of the same concerns as male respondents (namely, intimate relationships between Marines and male Marines feeling obligated to protect female Marines). However, several different concerns rose in the relative prioritization, including enemies targeting women as POWs, risk of sexual harassment or assault, and requirements for billeting and hygiene facilities (all of which appeared toward the middle of the male respondents' list of concerns). It is notable that, as for male respondents, female respondents were relatively less likely to predict a worsening in unit combat effectiveness, unit cohesion, the best Marine for a job filling it, a unit's Marines being in danger, and female Marines being treated equally (although the relative prioritizations of these concerns differed).

Benefits and concerns associated with allowing female Marines to be assigned to closed GCE units

We performed a similar analysis looking at female respondents' anticipated benefits and concerns related to allowing female Marines to be assigned to closed GCE units. Female respondents viewed benefits similarly; the relative order of benefits was identical to the order reported earlier for the scenario allowing women in closed PMOSs.³⁰

In the case of female respondents' concerns, we saw that concerns about GCE assignments were about five percentage points lower than concerns about PMOS classifications. The relative ranking also changed; concerns about requirements for billeting and hygiene facilities and male Marines feeling obligated to protect female Marines moved to the top of the list (see figure 37). That said, the percentages for the top ten concerns were clustered quite closely together.

Figure 37. Female respondents: Anticipated concerns about assigning female Marines to closed GCE units (Q27)



30. The only difference stemmed from the inclusion of one additional benefit (female Marines getting the PMOSs that they wanted) in the previous scenario that was not included or relevant in the closed GCE unit scenario.

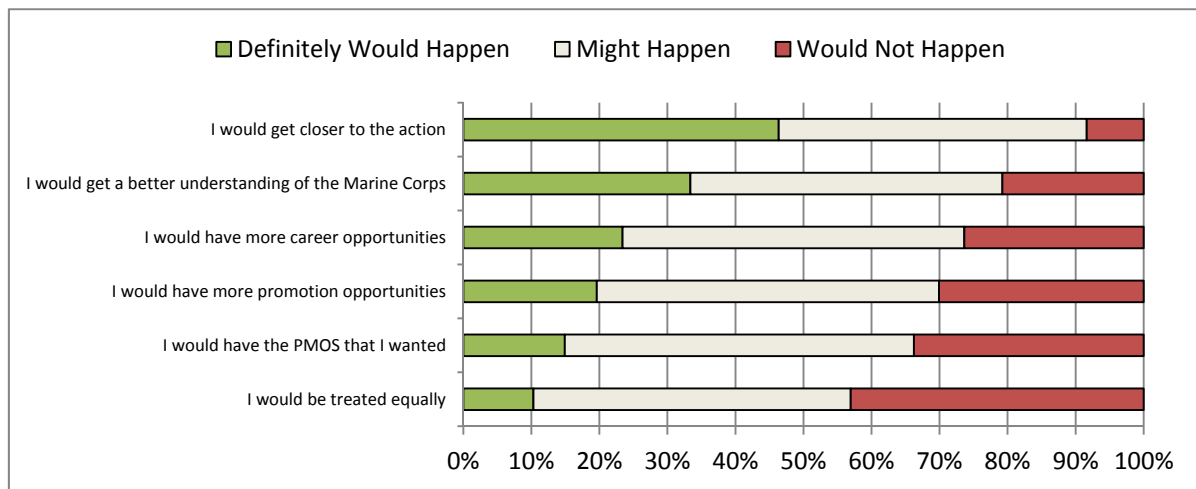
Additional benefits and concerns anticipated by female respondents about their own possible assignment to ground combat

In addition to the benefits and concerns questions related to opening closed PMOSs and opening closed GCE units that were asked of both male and female respondents, nine additional questions were asked of female respondents only.

Additional benefits of allowing female Marines into closed PMOSs

We first asked female respondents about additional benefits they would anticipate if they personally could have been assigned to a ground combat PMOS. Figure 38 reports the stated probability of outcomes.

Figure 38. Female respondents: Additional anticipated benefits of their own classification into a ground combat PMOS (Q42)



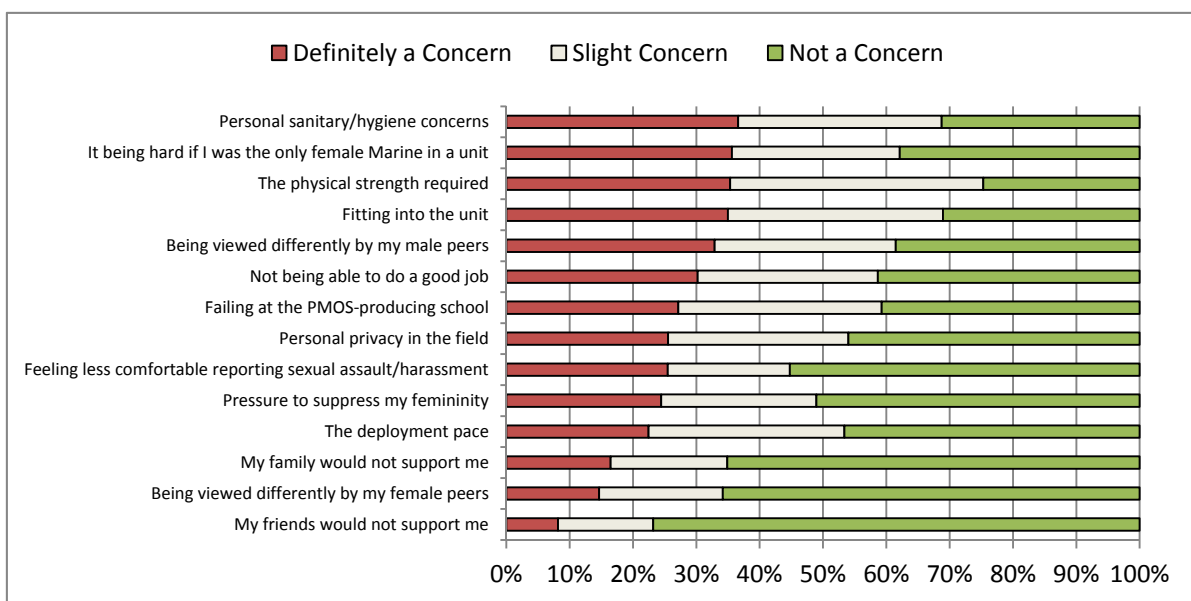
As the figure shows, female respondents rated getting “closer to the action” as the top outcome of service in a closed PMOS, followed by a “better understanding of the Marine Corps.” Over 70 percent of female respondents anticipated that service in a closed PMOS might or definitely would increase their career opportunities. Relatively small-

er shares of female respondents thought that, if they had been able to be classified into a closed PMOS, it would have definitely resulted in them getting the PMOS that they wanted or being treated more equally.

Additional concerns about allowing female Marines into closed PMOSs

We then asked female Marines about additional concerns they would anticipate if they personally could have been assigned to a ground combat PMOS. Figure 39 reports the stated probability of outcomes.

Figure 39. Female respondents: Additional anticipated concerns about their own classification into a ground combat PMOS (Q42)

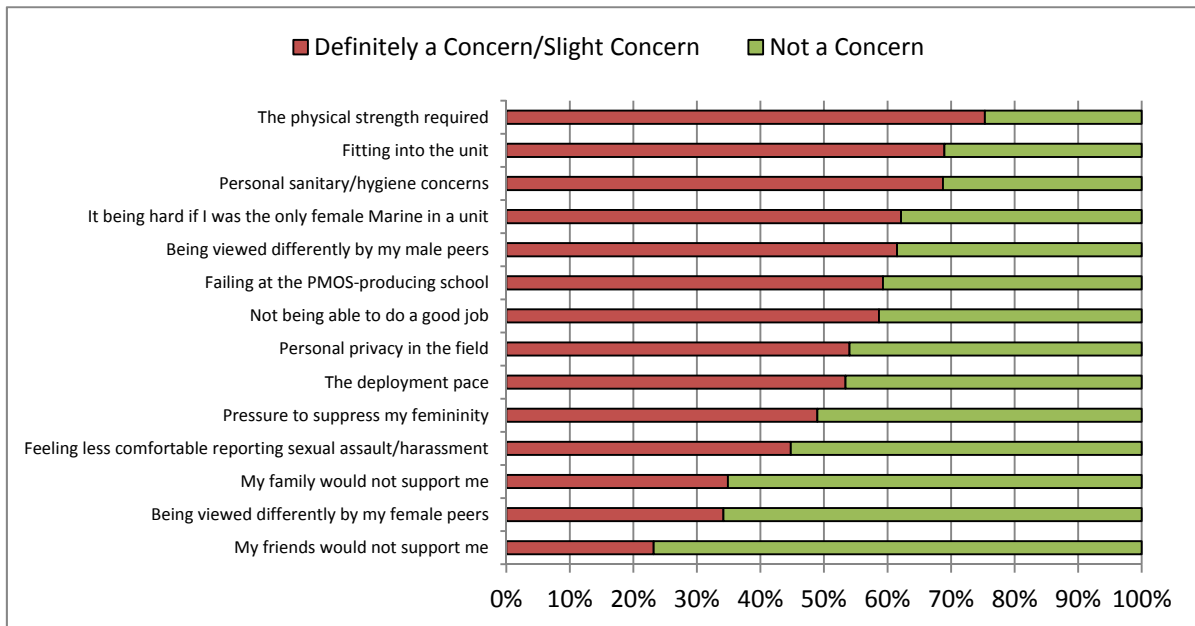


As the figure shows, looking just at the percentage of female respondents who stated that something was definitely a concern, we see that the top concern was related to personal hygiene and sanitation. Other factors for which a large share of female respondents expressed concern related to acceptance (e.g., it being hard if I was the only female Marine in a unit, fitting into the unit, being viewed differently by my male peers) and abilities (e.g., the physical strength required, not being able to do a good job, failing at the PMOS-

producing school). The three factors that the smallest share of female respondents considered to be concerns were related to peer pressure (e.g., my family would not support me, being viewed differently by my female peers, my friends would not support me).

If we modify figure 39 to combine the “definitely a concern” and “slight concern” categories, a slightly different prioritization emerges (see figure 40).

Figure 40. Female respondents: Additional perceived concerns about their own classification into a ground combat PMOS (combining definite and slight concern categories) (Q42)



In this case, we see that the physical strength required in closed ground combat PMOSs emerges as the top concern, followed by fitting into the unit and personal sanitary/hygiene concerns. Two additional acceptance-related concerns (namely, it being hard if I was the only female Marine in a unit and being viewed differently by my male peers) round out the top five concerns.

Additional benefits and concerns associated with allowing female Marines into closed GCE units

We performed a similar analysis looking at female respondents' additional benefits and concerns related to being personally assigned to closed GCE units. The relative order of benefits remained the same as in the closed PMOS scenario, as did the magnitude of those reporting that a stated benefit definitely would happen. In most cases, the percentage reporting that a particular benefit definitely or might happen increased. The relative order and percentages of those reporting a particular concern remained fairly constant.

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Conclusions and potential future analysis

Overall, we found that male respondents tended to oppose female service in combat arms PMOSs or GCE units. In contrast, female respondents generally favored opening combat arms PMOSs and allowing women to serve in GCE units.

Between the two prospective policy changes, both male and female respondents were more favorable about opening GCE units than opening combat arms PMOSs. In addition, male and female respondents expressed more favorable views if female service were to be voluntary; large majorities of both male and female respondents expressed opposition to involuntary classifications of women into ground combat PMOSs. Finally, male and female respondents expressed more favorable views if female service were limited to those who can meet the physical demands of service.

Male and female respondents reported similar benefits associated with policy changes but somewhat different concerns. In general, both male and female respondents reported that several perceived career-related benefits might increase with a change to either policy. Male and female respondents shared some anticipated concerns (such as intimate relationships between Marines and male Marines feeling obligated to protect female Marines). But male and female respondents differed in the relative ranking of others. For example, for men, limited duty affecting unit readiness before deployment was one of the most common concerns; for women, enemies targeting women as POWs was one of the more common concerns. In additional questions about their reactions if they personally could have been classified into a ground combat PMOS, female respondents cited concerns relating to personal hygiene, acceptance, and physical abilities. Several concerns were less common among both male and female respondents, including unit combat effectiveness, unit cohesion, and a unit's Marines being in danger.

Because of the limited time and resources available for completion of this initial quick-look analysis (three weeks) we did not have the op-

portunity to fully explore all aspects of this rich dataset. Additional survey analysis could include:

- More cross-tabulations of the survey data (e.g., an examination of responses to key policy change questions based on respondents' stated beliefs about male and female Marines' physical abilities (Q29, Q30, Q32, and Q33))
- Our complete analysis of indicators that would suggest the extent (if at all) to which the population of respondents can be viewed as representative of the Marine Corps population and, if they are deemed to be sufficiently similar, an assessment of how weighting the survey data accordingly would affect reported results
- Our analysis (to the extent feasible) of text box survey responses (Q19, Q28, Q39, and Q40).

We believe, however, that this initial analysis provides valuable information that can help the Marine Corps leadership consider this issue.

Appendix A: Survey questionnaire

Your Occupation and Assignments

To get started, please tell us about your occupation and assignments.

- 1) Are you an active-duty or reserve Marine?
 - a. Active-duty
 - b. Reservist currently serving on active-duty
 - c. Drilling Reservist not currently serving on active-duty (in the Selected Marine Corps Reserve (SMCR) or serving as an Individual Mobilization Augmentee (IMA))
 - d. Other

- 2) What is your current paygrade?
 - a. E1-E3
 - b. E4-E5
 - c. E6-E9
 - d. O1-O3
 - e. O4-O6
 - f. O7 +
 - g. WO-CWO5

- 3) How old are you?
 - a. 18-25
 - b. 26-34
 - c. 35-44
 - d. 45 and older

- 4) What is your gender?
 - a. male
 - b. female

- 5) Do you currently plan to remain in the Marine Corps beyond your current contract or service obligation?
 - a. Yes, until retirement
 - b. Yes, for at least one more tour or enlistment
 - c. No
 - d. Unsure

- 6) What types of deployments have you done? *Check all that apply.*
 - a. OEF (Afghanistan, CJTF-HOA, Philippines, etc.; from Sept 11, 2001 to present)
 - b. Iraq, from 2003 to present
 - c. MEU

- d. Humanitarian Assistance/Disaster Relief
 - e. Unit Deployment Program (UDP)
 - f. Other
 - g. I have not deployed yet
- 7) In which of the four Marine Air Ground Task Force (MAGTF) elements have you ever served (include all current and past assignments)? *Check all that apply.*
- a. Command Element/MEF
 - b. Ground Combat Element/Division
 - c. Aviation Combat Element/Wing
 - d. Logistics Combat Element/Marine Logistics Group (MLG)
 - e. None of the above
 - f. Not sure
- 8) In which of the following ground combat element units have you ever served? *Check all that apply.*
- a. I have **not** served in an infantry, artillery, armor, or combat engineer unit
 - b. I served in an infantry unit
 - c. I served in an artillery unit
 - d. I served in an armor (tank/assault amphibious vehicle) unit
 - e. I served in a combat engineer unit
 - f. I was assigned to a unit providing direct or general support to an infantry, artillery, armor, or combat engineer unit
 - g. I was an **individual augmentee** attached to an infantry, artillery, armor, or combat engineer unit
 - h. Not sure

Your Experiences and Thoughts About Serving with Female Marines

- 9) Have you ever been assigned to a unit in which you worked on a regular basis with both male and female Marines?
- a. Yes
 - b. No
- 10) If you have been assigned to a unit in which you worked on a regular basis with both male and female Marines, how would you describe that aspect of the experience?
- a. I have not been assigned to a unit that in which I worked on a regular basis with both male and female Marines
 - b. Very negative
 - c. Somewhat negative
 - d. Neutral
 - e. Somewhat positive
 - f. Very positive

Ground Combat PMOSs

Current policy excludes women from serving in primary military occupational specialties (PMOSs) where the primary mission is to engage in direct combat on the ground. These include PMOSs within several occupational fields, including 03 (infantry), 08 (artillery), and 18 (tank and assault amphibious vehicle). We refer to these as CLOSED PMOSs.

Please indicate how strongly you agree or disagree with the following statements regarding closed PMOSs:

REGARDING CLOSED PMOSs

- 11) I support women in the Marine Corps being able to serve in all PMOSs, including the ground combat PMOSs (infantry, artillery, tank/amphibious vehicle).
 - a. Strongly agree
 - b. Agree
 - c. Neutral
 - d. Disagree
 - e. Strongly disagree

- 12) Women in the Marine Corps should be eligible to serve in infantry, artillery, and tank/amphibious vehicle PMOSs, but **only if they volunteer** for these PMOSs.
 - a. Strongly agree
 - b. Agree
 - c. Neutral
 - d. Disagree
 - e. Strongly disagree

- 13) Women in the Marine Corps should be eligible to serve in infantry, artillery, and tank/amphibious vehicle PMOSs, **regardless of whether or not they volunteer** for these PMOSs.
 - a. Strongly agree
 - b. Agree
 - c. Neutral
 - d. Disagree
 - e. Strongly disagree

Please indicate how potential changes to the policy that prohibits women from serving in closed ground combat PMOSs would change (or would have changed) your personal decisions.

REGARDING CLOSED PMOSs

- 14) If women could have ***volunteered*** to serve in infantry, armor, and artillery PMOSs when I joined the Marine Corps, I still would have joined.
- Definitely
 - Probably
 - Not sure
 - Probably not
 - Definitely not
 - This would not have been a factor in my decision to join
- 15) If women could have been ***involuntarily*** assigned to infantry, armor, and artillery PMOSs when I joined the Marine Corps, I still would have joined.
- Definitely
 - Probably
 - Not sure
 - Probably not
 - Definitely not
 - This would not have been a factor in my decision to join
- 16) If the current policy changes and women can ***volunteer*** to serve in any PMOS, including infantry, armor, and artillery PMOSs, this change will cause me to leave the Marine Corps at my first opportunity.
- Strongly agree
 - Agree
 - Not sure
 - Disagree
 - Strongly disagree
 - This would not be a factor in my decision
- 17) If the current policy changes and women can be ***involuntarily*** assigned to any PMOS, including infantry, armor, and artillery PMOSs, this change will cause me to leave the Marine Corps at my first opportunity.
- Strongly agree
 - Agree
 - Not sure
 - Disagree
 - Strongly disagree
 - This would not be a factor in my decision

Some Marines believe that there are benefits and challenges associated with changing the current policy that prohibits women from serving in ground combat PMOSs.

REGARDING CLOSED PMOSs

18) In your opinion, would the following outcomes increase or decrease if women could serve in ground combat PMOSs?

Outcome	Definitely would In-crease	Might increase	Would stay the same	Might decrease	Definitely would decrease
a. The best Marine for a job filling it					
b. Intimate relationships among a unit's Marines (or Sailors) causing problems					
c. Enemies targeting women as POWs					
d. Unit combat effectiveness					
e. A unit's Marines being in danger					
f. Male Marines feeling obligated to protect female Marines					
g. Unit cohesion					
h. Male Marines being distracted from their jobs					
i. The number of female Marines not having the physical capabilities required for their jobs					
j. Female Marines being treated equally					
k. Limited duty (due to pregnancy, personal issues, or injury) before deployments affecting unit readiness					
l. A double standard in expectations based on gender					
m. Female Marines getting closer to the action					
n. Female Marines being at risk of sexual harassment or assault					
o. Female Marine career opportunities					
p. Enemies viewing us as vulnerable					
q. The Marine Corps' requirements for billeting and hygiene facilities					
r. Female Marine promotion oppor-					

tunities					
s. Fraternalization/Some Marines getting preferential treatment					
t. Marines fearing false sexual harassment or assault allegations					
u. Female Marines getting the PMOSs that they want					

19) Please provide any other outcomes NOT listed above that you believe would result from women being able to serve in ground combat PMOSs.

_____ (text box)

20) If you were qualified and it were allowed, would you consider a lateral move to a ground combat PMOS? *Check all that apply.*

- a. I am currently in one of these PMOSs
- b. Yes – an Infantry PMOS (03XX)
- c. Yes – an Artillery PMOS (08XX)
- d. Yes – a Tank and Assault Amphibious Vehicle PMOS (18XX)
- e. No – I would not consider a lateral move of this type
- f. No – I would not consider a lateral move of any type

Ground Combat Element Assignments

Apart from the policy that restricts women from serving in ground combat PMOSs, current policy also limits where female Marines in any PMOS can be assigned within ground combat element (GCE) units. Female Marines in any PMOS cannot serve in GCE units at the Regiment level or below. (The one exception is that female Marines can serve in the Artillery Regiment (HQ Battery)). For example, a female administrator or communicator cannot serve in an infantry battalion. We refer to these as CLOSED UNITS.

REGARDING CLOSED UNITS

- 21) How much do you agree or disagree with the following statement regarding closed units? I support allowing female Marines in PMOSs currently open to them to serve in all GCE units, including those at the Regiment level and below.
- Strongly agree
 - Agree
 - Neutral
 - Disagree
 - Strongly disagree
- 22) What is the LOWEST command level in which you feel female Marines should be able to serve within the ground combat element?
- Division (similar to combat logistics group or aviation wing)
 - Regiment (similar to combat logistics regiment or aviation group)
 - Battalion (similar to combat logistics battalion or aviation squadron)
 - Company (similar to combat logistics company or aviation division)
 - Platoon (similar to combat logistics detachment/platoon or aviation work center)
 - Squad
 - Not sure

Please indicate how potential changes to the policy that prohibits female Marines serving in PMOSs currently open to them from being assigned to GCE units at the Regiment level and below would change (or would have changed) your personal decisions.

REGARDING CLOSED UNITS

- 23) If female Marines in PMOSs currently open to them could have **volunteered** for assignment to GCE units at the Regiment level and below (for example, a female administrator or communicator could volunteer to serve in an infantry battalion) when I joined the Marine Corps, I still would have joined.
- Definitely
 - Probably
 - Not sure
 - Probably not
 - Definitely not
 - This would not have been a factor in my decision to join
- 24) If female Marines in PMOSs currently open to them could have been **involuntarily** assigned to GCE units at the Regiment level and below (for example, a female administrator or communicator could be involuntarily assigned to serve in an infantry battalion) when I joined the Marine Corps, I still would have joined.
- Definitely
 - Probably
 - Not sure
 - Probably not
 - Definitely not
 - This would not have been a factor in my decision to join
- 25) If the current policy changes and female Marines in PMOSs currently open to them can **volunteer** for assignments to GCE units at the Regiment level and below (for example, a female administrator or communicator can volunteer to serve in an infantry battalion), this change will cause me to leave the Marine Corps at my first opportunity.
- Strongly agree
 - Agree
 - Not sure
 - Disagree
 - Strongly disagree
 - This would not be a factor in my decision
- 26) If the current policy changes and female Marines in PMOSs currently open to them are **involuntarily** assigned to GCE units at the Regiment level and below (for example, a female administrator or communicator can be involuntarily assigned to serve in an infantry battalion), this change will cause me to leave the Marine Corps at my first opportunity.
- Strongly agree
 - Agree
 - Not sure

- d. Disagree
- e. Strongly disagree
- f. This would not be a factor in my decision

Some Marines believe that there are benefits or challenges associated with changing the current policy that prohibits women from being assigned to GCE units at the Regiment level or below.

REGARDING CLOSED UNITS

27) In your opinion, which of the following outcomes would result if female Marines serving in currently open PMOSs could be assigned to GCE units at the Regiment level or below?

Outcome	Definitely would Increase	Might increase	Would stay the same	Might decrease	Definitely would decrease
a. The best Marine for a job filling it					
b. Intimate relationships among a unit's Marines (or Sailors) causing problems					
c. Enemies targeting women as POWs					
d. Unit combat effectiveness					
e. A unit's Marines being in danger					
f. Male Marines feeling obligated to protect female Marines					
g. Unit cohesion					
h. Male Marines being distracted from their jobs					
i. The number of female Marines not having the physical capabilities required for their jobs					
j. Female Marines being treated equally					
k. Limited duty (due to pregnancy, personal issues, or injury) before deployments affecting unit readiness					
l. A double standard in expectations based on gender					
m. Female Marines getting closer to the action					
n. Female Marines being at risk of sexual harassment or assault					
o. Female Marine career opportunities					
p. Enemies viewing us as vulnerable					
q. The Marine Corps' requirements for billeting and hygiene facilities					
r. Female Marine promotion oppor-					

tunities					
s. Fraternalization/Some Marines getting preferential treatment					
t. Marines fearing false sexual harassment or assault allegations					

28) Please provide any other outcome NOT listed above that you believe would result from the assignment of female Marines to ground combat element units at the Regiment level or below.
 _____ (text box)

Physical Demands of Service in Ground Combat

Service in PMOSs currently closed to female Marines—including those in the 03 (infantry), 08 (artillery), and 18 (tank and assault amphibious vehicle) occupational fields—or service in closed ground combat element (GCE) units requires Marines to be foot mobile, carry heavy loads, and spend extended periods in a field environment.

REGARDING CLOSED PMOSs

29) Out of 10 average male Marines at your paygrade, how many do you think can currently meet the physical demands of service in the *ground combat PMOSs* (infantry, artillery, and tank/assault amphibious vehicle)?

Please choose a number between 0 and 10:

0 1 2 3 4 5 6 7 8 9 10

30) Out of 10 average female Marines at your paygrade, how many do you think can currently meet the physical demands of service in the *ground combat PMOSs* (infantry, artillery, and tank/assault amphibious vehicle)?

Please choose a number between 0 and 10:

0 1 2 3 4 5 6 7 8 9 10

31) For those female Marines who can meet the physical demands of service in the *ground combat PMOSs* (infantry, artillery, and tank/assault amphibious vehicle), how strongly would you support or oppose their service in a ground combat PMOS?

- a. Strongly support
- b. Somewhat support
- c. Neither support not oppose
- d. Somewhat oppose
- e. Strongly oppose
- f. Not sure

REGARDING CLOSED UNITS

32) Out of 10 average male Marines at your paygrade, how many do you think can currently meet the physical demands of service in the *ground combat element* (GCE), regardless of PMOS?

Please choose a number between 0 and 10:

- 0 1 2 3 4 5 6 7 8 9 10

33) Out of 10 average female Marines at your paygrade, how many do you think can currently meet the physical demands of service in the *ground combat element* (GCE), regardless of PMOS?

Please choose a number between 0 and 10:

- 0 1 2 3 4 5 6 7 8 9 10

34) How strongly would you support or oppose putting into place a screening test to determine whether a Marine (male or female) was physically qualified to serve in the *ground combat element* (GCE), regardless of PMOS?

- a. Strongly support
- b. Somewhat support
- c. Neither support nor oppose
- d. Somewhat oppose
- e. Strongly oppose
- f. Not sure

35) For those female Marines who could pass a GCE physical screening test, how strongly would you support or oppose their service in the GCE, regardless of PMOS?

- a. Strongly support
- b. Somewhat support
- c. Neither support nor oppose
- d. Somewhat oppose
- e. Strongly oppose
- f. Not sure

Lioness Program/Female Engagement Teams/Cultural Support Teams

Some units have worked with female Marines on a variety of mission-specific teams that are unique to recent conflicts.

36) Have you ever been involved with the Lioness Program, Female Engagement Teams, or Cultural Support Teams? *Check all that apply.*

- a. I have no experience with any of these
- b. I participated in the Lioness Program
- c. I was on a Female Engagement Team (FET)
- d. I was on a Cultural Support Team (CST)
- e. My unit worked with the Lioness Program
- f. My unit worked with a Female Engagement Team (FET)
- g. My unit worked with a Cultural Support Team (CST)

37) If you have been involved with the Lioness Program, Female Engagement Teams, or Cultural Support Teams, how would you describe your experience working with female Marines on that mission?

- a. I have no experience with any of these
- b. Very positive
- c. Somewhat positive
- d. Neutral
- e. Somewhat negative
- f. Very negative

38) How much do you agree or disagree with the following statement? The Lioness Program, Female Engagement Teams, and Cultural Support Teams are good indicators of female Marines' future suitability to serve in GCE units at or below the Regimental level.

- a. I have no experience with any of these
- b. Strongly agree
- c. Agree
- d. Neutral
- e. Disagree
- f. Strongly disagree

39) Please provide any other comments about your experience working with female Marines in the Lioness program, Female Engagement Teams, or Cultural Support Teams.

_____ (text box)

OTHER COMMENTS

40) Are there any other comments, concerns, or issues about allowing female Marines to serve in ground combat PMOSs and units that you feel the Marine Corps leadership should be made aware of? If so, please provide them below.

_____ (text box)

Female Marines Only

REGARDING CLOSED PMOSs

- 41) If you could have chosen to serve in a ground combat PMOS when you joined the Marine Corps, which occupational field would you have chosen? *Check all that apply*
- Infantry
 - Armor
 - Artillery
 - I would not have chosen a ground combat PMOS

REGARDING CLOSED PMOSs

- 42) What additional outcomes would you anticipate if you personally could have been assigned to serve in a ground combat PMOSs?

Outcome	Definitely would happen	Might happen	Would not happen
a. I would have the PMOS that I wanted			
b. I would have more career opportunities			
c. I would have more promotion opportunities			
d. I would be treated equally			
e. I would get a better understanding of the Marine Corps			
f. I would get closer to the action			

REGARDING CLOSED PMOSs

- 43) What additional concerns would you have if you personally could serve in a ground combat PMOSs?

Outcome	Definitely a concern	Slight concern	Not a concern
a. The deployment pace			
b. My family would not support me			
c. My friends would not support me			
d. The physical strength required			
e. Pressure to suppress my femininity			
f. Being viewed differently by my male peers			
g. Being viewed differently by my female peers			
h. Fitting into the unit			
i. It being hard if I was the only female Marine in a unit			

j. Personal sanitary/hygiene concerns			
k. Feeling less comfortable reporting sexual assault/harassment			
l. Personal privacy in the field			
m. Failing at the PMOS-producing school			
n. Not being able to do a good job			

44) Please provide any other concerns NOT listed above that you would have from serving in a ground combat PMOS.

_____ (text box)

Please indicate how strongly you agree or disagree with the following two statements:

REGARDING CLOSED UNITS

- 45) If policy changes and female Marines in any PMOS are allowed to be assigned to GCE units at the Regiment level and below (for example, you could be assigned to an infantry battalion), I will volunteer for such an assignment.
- a. Strongly agree
 - b. Agree
 - c. Not sure
 - d. Disagree
 - e. Strongly disagree
- 46) What is the LOWEST command level at which you would volunteer for assignment to a GCE unit?
- a. Division (similar to combat logistics group or aviation wing)
 - b. Regiment (similar to combat logistics regiment or aviation group)
 - c. Battalion (similar to combat logistics battalion or aviation squadron)
 - d. Company (similar to combat logistics company or aviation division)
 - e. Platoon (similar to combat logistics detachment/platoon or aviation work center)
 - f. Squad
 - g. Not sure

REGARDING CLOSED UNITS

47) What additional outcomes would you anticipate if, serving in your current PMOS, you personally could be assigned to a GCE unit at the Regiment level or below (for example you could be assigned to an infantry battalion)?

Outcome	Definitely would happen	Might happen	Would not happen
a. I would have more career opportunities			
b. I would have more promotion opportunities			
c. I would be treated equally			
d. I would get a better understanding of the Marine Corps			
e. I could get closer to the action			

REGARDING CLOSED UNITS

48) What additional concerns would you have if you personally could be assigned to a GCE unit at the Regiment level or below (for example you could be assigned to an infantry battalion)?

Outcome	Definitely a concern	Slight concern	Not a concern
a. The deployment pace			
b. My family would not support me			
c. My friends would not support me			
d. The physical strength required			
e. Pressure to suppress my femininity			
f. Being viewed differently by my male peers			
g. Being viewed differently by my female peers			
h. Fitting into the unit			
i. It being hard if I was the only female Marine in a unit			
j. Personal sanitary/hygiene concerns			
k. Feeling less comfortable reporting sexual assault/harassment			
l. Personal privacy in the field			
m. Not being able to do a good job			

49) Please provide any other concerns NOT listed above that you would have from being assigned to a GCE unit at the Regiment level or below.

_____ (text box)

Appendix B: Survey methods

The Women in Combat Units survey used a quantitative design to collect information from Marines on past experiences, attitudes toward current policies, and potential reactions and concerns associated with lifting current restrictions on female Marines' service. This appendix includes some additional information about methods used to conduct and analyze the survey.

Sample design and selection

Target population

The target survey population included all active component and Selected Reserve Marines.³¹ Table 2 reports the target population sizes for the survey.

Table 2. Target survey population

Component	Total Population
Active Marines	194,619
Selected Reserve Marines (SMCR, AR, IMA)	42,377
TOTAL	236,996

Sample determination

A stratified sample methodology was discussed in preliminary talks with the sponsor. Using CNA's in-house personnel records for Marine Corps personnel, we constructed several different potential strata that would meet the Marine Corps' information requirements. Table 3 shows the population counts associated with the estimated domains of interest.

31. The original survey notification mistakenly was sent to some Marines in the Individual Ready Reserve; their responses were subsequently dropped from the analysis.

Table 3. Population counts associated with the estimated domains of interest

Component	Gender	PMOS	E1-E3	E4-E5 & WO-CWO5	E6-E9	O1-O3	O4-O6	Total
Active	M	Infantry	18307	10970	3508	1702	759	35246
Active	M	Armor	1296	1156	526	257	113	3348
Active	M	Artillery	2183	1950	801	731	301	5966
Active	M	Non-Combat	52401	50588	25034	9097	4889	142009
Active	F	Non-Combat	5897	4715	1824	937	241	13614
R	M	Infantry	5092	2632	476	153	130	8483
R	M	Armor	389	211	52	26	34	712
R	M	Artillery	586	438	74	54	52	1204
R	M	Non-Combat	11040	7316	2283	408	845	21892
R	F	Non-Combat	600	574	129	41	49	1393
Total			97791	80550	34707	13406	7413	233867

Source: CNA tabulations of in-house Marine Corps personnel data.

As we analyzed the sample sizes that would be required within each cell in order to achieve a 95-percent confidence interval and a z-statistic of 1.96 (given typical response rates for similar surveys and the time and resources available for recruitment and follow-up, which are discussed in more detail below), the size of the required sample population rapidly increased. Given that, the Marine Corps leadership felt that, rather than asking a large subset of its population (in some cases up to 60.5 percent of the population) for their opinions, it preferred to give everyone the opportunity to respond. As a result, we eschewed sampling in favor of inviting the entire target population to participate.

Survey design

Questionnaire development

In consultation with Marine Corps senior leaders and members of the Marine Corps' OPT, CNA developed a survey consisting of 40 questions for men and women, with an additional 9 questions for women only.

The core set of 40 questions presented to all respondents focused on measuring past experiences and attitudes toward current ground combat exclusion policies, as well as potential reactions and concerns associated with lifting the gender-based restrictions. Female Marines

were asked to respond to an additional 9 questions about benefits and concerns related to their own classification to a closed PMOS or unit.

Question development was an iterative process. We consulted with OPT members on the key issues about which they sought information from the survey. We also consulted prior surveys, such as Marine Corps retention surveys, Joint Advertising Market and Research (JAMRS) recruiting surveys, and DOD's Don't Ask Don't Tell survey. After drafting an initial set of questions, we worked with the OPT to refine the verbiage of each question so that the questions' intended meanings would be understood by the target respondents. We also worked with the OPT to identify ways to shorten the survey to a manageable length, given the concern that respondents would be deterred from participating in a lengthy survey. Finally, we provided a draft of the survey to the Marine Corps' senior leaders to review to ensure that the survey would address their primary topics of interest.

Survey pretesting

In February 2012, CNA pretested the draft survey with a group of nine Marines located at Marine Corps Headquarters in Quantico, VA. The group included five men and four women from different paygrades, with intentionally higher representation of junior Marines. Participants took the survey online and also made notes on a hard copy for discussion purposes. This pretest was conducted to ensure that the Marines understood the survey's language and the questions that were being asked. We incorporated their feedback into the final version of the survey.

IRB approval

Once the survey draft and protocol were completed and vetted, they were submitted as part of an institutional review board (IRB) proto-

col for review and approval.³² IRB approval was obtained on May 23, 2012.³³

Survey mode

CNA worked closely with representatives from Manpower Plans Integration and Analysis (MPP-50) and the Manpower Information Systems Division (MI) to make the survey available online through the Manpower and Reserve Affairs portal.³⁴ The APEX Survey Tool, which is typically used to administer Marine Corps surveys, was accessible through the portal.

Field period and survey communications

The survey launched on May 30, 2012. All active component and selected reserve Marines were invited to participate in the survey via e-mail and Marine Online (MOL) (a secure online portal accessible to all Marines) notification on June 1.³⁵ Marines entered the survey portal using their Common Access Cards.³⁶

Additional recruitment communications for the survey came directly from Marine Corps leadership in the form of a MARADMIN (“Women in Combat Units Survey,” 288/12, signed May 29, 2012). The

32. Naval Personnel Research Studies and Technology (NPRST) conducted the IRB.

33. The Office of Naval Research (ONR) subsequently conducted a Human Research Protection Official (HRPO) review, and a copy of the completed package was sent to the chair of the Marine Corps’ IRB.

34. We owe special thanks to Ms. Cheryl Fitzgerald, Maj Peter Koeneman, Mr. Gary Lindeen, and Mr. Joseph Berger for their assistance in this endeavor.

35. The survey population included all active-duty Marines and reserve Marines in Selected Marine Corps Reserve (SMCR) units or Individual Mobilization Augmentee (IMA) detachments. The original survey notification mistakenly was sent to some Marines in the Individual Ready Reserve; their responses were subsequently dropped from the analysis.

36. Initial volume and associated technical issues prompted a change in authentication to date of birth and last five digits of a Marine’s Social Security Number; this change occurred on June 4, 2012. The change allowed for broader distribution of the survey, which could be accessed from any computer or mobile device.

MARADMIN served to encourage participation from Marines and support from Marine Corps leadership.

Subsequent reminder emails were sent out staggered over several days starting on July 30 and August 6.³⁷ We also assisted in a briefing to the GCE conference on June 27, and the Manpower and Reserve Affairs (M&RA) public affairs officer briefed students and staff at the Infantry Officers' Course (class 4-13, with approximately 90 personnel) during media training.

Survey participation was voluntary. The first survey page contained language about informed consent; participants had to acknowledge that they had read and agreed to the terms before proceeding with the survey.

The original period for survey fielding was from May 30 to July 31, 2012. As the end of the survey fielding period neared, however, the Commandant of the Marine Corps directed that the survey remain open for an additional month (through August 31, 2012) to maximize participation. The Director of the Marine Corps Staff sent an email to all of the Marine Corps General Officers and Senior Executive members on July 23, 2012, notifying them of the extended survey period and urging them to “highly encourage” their Marines to participate. MI also shared aggregate survey response rates with MEF-, division-, group-, and wing-level commanders so that local-area leaders could track the relative participation levels of their Marines. Finally, M&RA's public affairs officer made supporting outreach efforts—facilitating several articles on the survey that appeared in the *Marine Corps Times* (which included a link to the survey), releasing survey questions (on request and approval) to the *Huffington Post*, and posting survey information to the Marine Corps' Facebook page both at the beginning of July and the beginning of August.³⁸

After the survey was closed, MI linked the survey data to certain demographic information (e.g., PMOS) held in the Operation Data Store Enterprise (ODSE) maintained by MI. MI matched the two da-

37. We believe that one additional reminder was sent out during the survey period, but we have not yet been able to confirm the date.

38. Special thanks go to Maj Shawn Haney for her supporting efforts.

tasets and stripped the resulting merged dataset of all personally identifiable information (PII) before securely transmitting it to CNA. CNA then saved and analyzed these data on its secure server.

Survey administration issues

The original fielding plan required Marines to enter the survey portal using their Common Access Cards, but initial volume and associated technical issues prompted a change in authentication to date of birth and last five digits of a Marine's social security number.³⁹ Although the change could have reduced the level of perceived anonymity for survey respondents, it also allowed for broader survey distribution (which could now be accessed from any computer or mobile device). The additional access this change afforded was viewed as critical to ensuring maximum participation.⁴⁰

Survey support

The survey communications discussed earlier contained contact information for participants who experienced technical difficulties with the survey or who had general questions about the survey. MI set up a dedicated help desk email address to track and respond to all technical inquiries. CNA also set up a dedicated email address to respond to survey-related questions and comments.⁴¹

Additional demographic data and data transfer

After the survey was closed, MI linked the survey data to certain demographic information (e.g., PMOS) held in the Operation Data Store Enterprise (ODSE) maintained by MI. MI matched the two datasets and stripped the resulting merged dataset of all personally identifiable information (PII) before securely transmitting it to CNA. CNA then saved and analyzed these data on its secure server.

39. This change occurred on Jun. 4, 2012.

40. MI received several initial complaints about the availability of CACs and CAC-enabled computers.

41. CNA received about 140 email inquiries during the survey period.

Survey disposition

We coded completed surveys as those for which the participant completed at least one question beyond the introductory demographic questions and clicked the submit button at the end of the survey.

Surveys that were not included in the data file were those that did not have data entered beyond the demographic questions, yielding no usable content data for analysis. Surveys that were accessed (that is, a respondent opened the survey and may have started answering survey questions) but for which the submit button was not clicked also were excluded from the final data file.⁴²

Table 4 shows the breakdown of these categories of survey completions.

Table 4. Disposition of survey responses

Disposition	Men	Women	Total
Completed	48,558	4,907	53,465
Partial Completed	303	83	386
Total Included	48,861	4,990	53,851
Non-Content	46	0	46
Non-Submittal	1,346	327	1,673
Total Not Included	1,392	327	1,719
Grand Total	50,253	5,317	55,570

Response rates

Our final data file included 53,851 survey responses from participants. This results in a response rate of 23 percent, which exceeded the anticipated overall response rate of 20 percent.

According to [4], response rates to military surveys have fallen over time, regardless of survey mode. In addition, service members in E-1 to E-3 paygrades often have particularly low response rates. Navy Personnel Research, Studies, and Technology (NPRST) staff have previ-

42. We interpreted a participant not clicking the submit button as a withdrawal of their consent to participate in the survey.

ously suggested that, in contrast to the 27-percent average response rate for Navy-wide surveys, response rates for E-1s to E-3s are often closer to 15 percent [5].

Furthermore, web-based surveys have lower response rates than other survey modes, such as mail surveys. As two points of comparison, the 2010 DOD Comprehensive Review Survey of Uniformed Duty and Reserve Service Members or “Don’t Ask, Don’t Tell” (DADT) survey reported an unweighted response rate for servicemembers of 29.1 percent [6], and the Survey of Workplace and Gender Relations had a 30-percent response rate for active-duty members in 2006 [7].

Table 1 in the main text provides a more specific breakdown of response rates by active or reserve status, gender, rank, and PMOS grouping.

Self-selection/nonresponse bias

As discussed in the main text, the survey’s response rate reflects the percentage of Marines who chose to participate in the survey relative to the population of Marines invited to participate (in this case, all active component and Selected Reserve Marines). As such, the nonresponse rate refers to the percentage of invited Marines who chose *not* to complete the survey. If those who participated (responders) differ systematically from those who did not participate (nonresponders), the results could be subject to nonresponse bias.

Regarding nonresponse and other types of biases, we offer a few considerations. First, we note that the response rate for this survey—including the low response rate for E-1s to E-3s—is consistent with response rates for most other military (and Marine Corps) surveys. Although not conclusive, this suggests that the low response rate is not due to the topic of the survey.

Second, as [4] notes, recent reviews and meta-analyses have determined that a survey’s nonresponse rate is a poor predictor of nonresponse bias; that is, low response rates are not tantamount to bias. Reference [4] also notes that there seems to be less nonresponse bias in self-administered surveys and surveys administered to members of a specific organization, as was the case with this survey. Furthermore, [4] presents evidence from past military surveys that suggests that nonparticipation reasons may not be specific to the survey’s focus.

For example, in a study in which those not responding to a Navy Equal Opportunity Sexual Harassment (NEOSH) survey were asked why they had not responded, top reasons cited included that Navy personnel were too busy to participate, they thought that responding to surveys was unimportant and inconsequential, or that they found surveys too time consuming. The NEOSH survey's focus—views about sexual harassment and equal opportunity—was in fact the least frequently selected reason for nonresponse [8].

Finally, we compared several demographic and service-related characteristics among respondents and the total Marine Corps population. Thus far, it appears to us that, other than underrepresentation based on a few characteristics (namely gender and paygrade), the respondents look similar to the rest of the population across many of the characteristics we observe in our data. That is, when we compare male E-1s to E-3s who submitted a survey to male E-1s to E-3s in the population, for example, the two groups look similar on many dimensions including occupation field, race, ethnicity, and physical fitness and combat fitness test scores. Likewise, the same is true for female E-6s to E-9s who submitted a survey compared to female E-6s to E-9s in the population, and so on.⁴³ While this does not prove that the respondent population is representative of the Marine Corps as a whole (because we are not able to observe in our data all dimensions on which the two could differ), it does eliminate several potential indications of non-representativeness (e.g., if the Marine Corps population typically had notably higher or lower physical fitness scores than respondents). Another comparison that may be important is the deployment experience of respondents and the Marine Corps population. However, we were unable to obtain the data to do this comparison.

Weighting

A common solution to overrepresentation of some known subpopulations and underrepresentation of others is to “weight” responses. That is, when aggregating survey responses, the responses of un-

⁴³ Tables showing the full comparison of characteristics between the respondent population and the Marine Corps population are available in appendix C.

derrepresented populations can be weighted more heavily, and the responses of overrepresented populations can be weighted less heavily. A concern with using this approach, however, is that it is inappropriate when there is a significant likelihood that respondents are not representative of their respective subpopulations (owing to self-selection bias, for example).

During our analysis, we examined how weighting the results by gender, paygrade, component, and occupational field might affect what we learn from the survey responses. We found that for most questions, the weighted results were only slightly different than the unweighted results.⁴⁴ Because we continue to be concerned about the validity of presenting weighted results due to self-selection bias, we present only unweighted results in this report, showing the actual responses of Marines who completed the survey. Based on our initial observations of the similarity between weighted and unweighted results, however, we do not consider this decision to be of much consequence.

⁴⁴ The weighted results were often about one to two percentage points more favorable to lifting gender restrictions than the unweighted results. This appears to be due, in large part, to the underrepresentation of male E-1s to E-3s, who were generally more in favor of lifting gender restrictions than men in other paygrades.

Appendix C: Comparison of survey respondents with the Marine Corps population

Characteristic	Male E-1s-E-3s			Male E-4s-E-5s			Male E-6s-E-9s		
	Respondent population	Marine Corps population	t-statistic on the difference	Respondent population	Marine Corps population	t-statistic on the difference	Respondent population	Marine Corps population	t-statistic on the difference
Active and reserve Marines									
Active component	83.9%	77.1%	15.62	88.5%	83.7%	-5.09	92.8%	88.3%	-16.83
Occupation field									
Infantry	29.4%	26.3%	2.84	19.7%	18.7%	-0.54	13.9%	12.5%	-0.85
Artillery	4.5%	3.1%	0.30	3.8%	3.3%	0.44	3.1%	2.7%	-1.28
Armor	1.3%	2.0%	0.49	1.4%	1.9%	-0.42	2.0%	1.7%	-0.41
Other	64.8%	68.6%	-2.97	75.1%	76.2%	0.46	80.9%	83.1%	1.42
Age									
17-19	21.4%	20.7%	1.74	0.2%	0.1%	0.76	0.0%	0.0%	0.00
20-24	68.7%	70.1%	-3.22	43.7%	51.5%	-19.47	0.1%	0.1%	1.53
25-29	9.3%	8.5%	2.58	46.8%	40.5%	14.38	18.4%	19.8%	-6.31
30-34	0.6%	0.5%	0.66	8.1%	6.9%	6.55	34.1%	35.0%	-2.57
35-39	0.0%	0.0%	-0.45	1.1%	0.9%	3.15	29.3%	28.3%	1.10
40-44	0.0%	0.0%	-3.16	0.2%	0.1%	3.24	13.3%	12.5%	4.81
>44	0.0%	0.0%	-2.83	0.0%	0.0%	0.18	4.9%	4.4%	4.82
Race									
White	86.3%	85.3%	2.69	81.0%	80.0%	2.48	72.7%	69.8%	5.36

Characteristic	Male E-1s-E-3s			Male E-4s-E-5s			Male E-6s-E-9s				
	Respondent population	Marine Corps population	t-statistic on the difference	Respondent population	Marine Corps population	t-statistic on the difference	Respondent population	Marine Corps population	t-statistic on the difference		
Active and reserve Marines											
Ethnicity	Black	7.4%	9.0%	-5.07	8.4%	9.7%	-5.64	14.4%	16.4%	-5.25	
	Other	4.8%	4.6%	0.79	4.7%	4.8%	-0.54	4.3%	4.5%	-1.02	
	Unknown	1.4%	1.2%	2.25	5.9%	5.5%	2.84	8.6%	9.3%	-1.24	
	Hispanic	13.6%	14.5%	-2.47	13.5%	14.1%	-1.79	17.3%	18.4%	-2.42	
	Non-Hispanic	68.9%	69.6%	-1.42	60.9%	58.7%	1.02	60.4%	57.0%	-0.87	
	Unknown	17.5%	16.0%	3.97	25.6%	27.2%	0.24	22.3%	24.6%	2.92	
	Years of service	0-1	61.6%	59.3%	4.50	1.3%	1.7%	-4.37	0.0%	0.0%	-1.77
2-3		35.2%	35.5%	-0.71	28.4%	33.6%	-16.92	0.0%	0.2%	-8.67	
4-5		2.9%	4.5%	-8.50	27.5%	30.4%	-5.67	0.0%	0.5%	-11.61	
6-7		0.3%	0.6%	-4.65	26.2%	21.4%	12.81	2.9%	3.2%	-3.59	
8-9		0.0%	0.1%	-1.32	11.1%	9.7%	6.39	11.5%	13.2%	-6.71	
10-11		0.0%	0.0%	-4.47	4.0%	2.7%	8.41	15.0%	17.1%	-5.36	
12-13		0.0%	0.0%	-2.24	1.2%	0.6%	6.77	14.5%	15.2%	-1.51	
14-15		0.0%	0.0%	-2.24	0.2%	0.1%	2.76	15.6%	14.5%	1.82	
16-17		0.0%	0.0%	-2.24	0.0%	0.0%	1.59	12.8%	11.9%	3.36	
18-19		0.0%	0.0%	-1.41	0.0%	0.0%	2.30	11.2%	10.7%	1.29	
20+		0.0%	0.0%	-3.74	0.0%	0.0%	2.10	16.4%	13.5%	8.93	
Married		Yes	20.5%	19.8%	1.84	61.1%	56.2%	8.02	84.5%	82.4%	2.57
		No	79.5%	80.2%	-1.84	38.9%	43.8%	-8.02	15.5%	17.6%	-2.57
Number of dependents	0	79.7%	80.1%	-1.12	39.4%	44.0%	-8.15	13.5%	14.5%	-1.46	

Characteristic	Male E-1s-E-3s			Male E-4s-E-5s			Male E-6s-E-9s		
	Respondent population	Marine Corps population	t-statistic on the difference	Respondent population	Marine Corps population	t-statistic on the difference	Respondent population	Marine Corps population	t-statistic on the difference
Active and reserve Marines									
1	14.3%	14.1%	0.54	28.9%	28.6%	-0.80	16.2%	16.3%	-0.67
2	4.8%	4.5%	1.32	17.2%	15.7%	3.58	19.1%	19.1%	0.01
3	0.9%	1.1%	-1.06	10.3%	8.4%	6.86	28.4%	27.6%	1.37
4+	0.3%	0.3%	1.35	4.1%	3.3%	4.87	22.9%	22.4%	0.37
Unknown	0.0%	0.0%	0.53	0.1%	0.0%	0.94	0.0%	0.0%	-1.80
Education									
High school degree	93.2%	94.0%	-2.72	90.5%	91.2%	-4.57	79.3%	79.4%	-6.87
Associates degree	1.0%	0.9%	1.33	2.2%	1.7%	4.10	6.9%	6.4%	3.01
Bachelors degree	1.4%	0.9%	3.78	2.0%	1.5%	5.57	6.6%	6.6%	5.95
Masters or higher	0.1%	0.0%	1.92	0.1%	0.1%	1.56	1.0%	1.1%	3.12
Other	4.3%	4.2%	0.33	5.3%	5.5%	-0.83	6.3%	6.4%	-0.51
Size of population	10,224	85,698		14,909	76,866		13,047	33,961	
Active Marines only									
AFQT score	65.6	62.6	13.74	65.0	61.8	17.72	63.0	61.6	7.59
AFQT >= 50	78.3%	73.4%	9.77	76.6%	71.2%	13.02	75.0%	72.4%	5.76
Religion									
Roman Catholic	17.5%	17.2%	0.66	18.6%	18.5%	0.19	26.3%	26.0%	0.50
Protestant	47.9%	47.1%	1.56	51.7%	48.6%	6.25	51.6%	52.6%	-1.74
Other	3.2%	2.4%	3.67	3.1%	2.7%	2.58	2.2%	2.3%	-0.49
No preference	16.9%	17.7%	-2.00	16.0%	16.9%	-2.65	13.0%	13.0%	-0.19
Unknown	14.6%	15.5%	-2.59	10.7%	13.2%	-8.48	7.0%	6.1%	3.15
Combat tour in past year									
Yes	10.2%	10.9%	-1.76	16.8%	20.5%	-10.43	12.2%	12.6%	-1.37
No	5.3%	4.5%	3.10	46.1%	38.9%	15.09	72.9%	70.0%	5.63

Characteristic	Male E-1s-E-3s			Male E-4s-E-5s			Male E-6s-E-9s			
	Respondent population	Marine Corps population	t-statistic on the difference	Respondent population	Marine Corps population	t-statistic on the difference	Respondent population	Marine Corps population	t-statistic on the difference	
Active and reserve Marines										
PFT score	Unknown	84.5%	84.6%	-0.39	37.2%	40.6%	-7.31	14.9%	17.4%	-5.70
	<130	5.6%	6.1%	-1.73	6.2%	6.9%	-2.81	4.2%	4.9%	-3.59
	130-149	0.3%	0.3%	0.10	0.3%	0.3%	0.77	1.0%	0.8%	2.28
	150-169	1.3%	1.1%	1.04	1.3%	1.2%	1.08	2.4%	2.3%	1.21
	170-189	3.8%	3.3%	2.55	3.2%	3.3%	-0.13	4.7%	4.5%	1.37
	190-209	8.4%	7.6%	2.57	7.1%	6.9%	1.03	9.5%	9.0%	1.90
	210-229	13.7%	13.7%	-0.17	11.6%	11.2%	1.17	13.1%	13.2%	-0.19
	230-249	20.9%	20.5%	1.01	17.3%	17.5%	-0.42	16.5%	17.1%	-1.58
	250-269	22.4%	22.8%	-0.98	23.1%	23.0%	0.46	20.1%	20.5%	-1.07
	270-289	21.3%	22.1%	-1.86	25.0%	25.4%	-1.23	18.3%	19.5%	-3.21
	>=290	0.0%	0.0%	0.60	0.0%	0.0%	0.89	0.4%	0.3%	0.59
PFT class	Unknown	2.3%	2.5%	-0.67	4.7%	4.3%	1.79	9.8%	7.9%	6.09
	1	67.7%	69.0%	-2.17	72.4%	68.6%	8.96	74.6%	75.6%	-2.28
	2	18.4%	17.4%	2.11	12.8%	12.7%	0.24	8.3%	8.0%	1.46
	9	9.8%	9.6%	0.38	8.7%	13.0%	-15.65	6.6%	8.0%	-5.46
	Other	4.0%	3.6%	1.80	6.1%	5.7%	1.77	7.6%	8.0%	-1.34
CFT score	Unknown	0.1%	0.4%	-7.65	0.0%	0.0%	0.94	2.9%	0.3%	16.13
	<130	39.9%	39.9%	0.54	45.0%	45.1%	-0.26	41.7%	41.8%	-0.72
	130-149	0.0%	0.0%	-3.00	0.0%	0.0%	-1.73	0.0%	0.0%	-1.00
	150-169	0.0%	0.0%	0.55	0.1%	0.0%	1.93	0.0%	0.0%	-1.73
	170-189	0.1%	0.1%	-0.01	0.0%	0.0%	-2.23	0.0%	0.0%	-0.98

Characteristic	Male E-1s-E-3s			Male E-4s-E-5s			Male E-6s-E-9s		
	Respondent population	Marine Corps population	t-statistic on the difference	Respondent population	Marine Corps population	t-statistic on the difference	Respondent population	Marine Corps population	t-statistic on the difference
Active and reserve Marines									
190-209	0.1%	0.1%	0.32	0.0%	0.0%	-1.51	0.0%	0.0%	-1.21
210-229	0.3%	0.2%	1.06	0.3%	0.3%	-0.50	0.2%	0.3%	-0.54
230-249	2.2%	2.0%	1.45	1.9%	1.8%	1.01	2.1%	2.0%	1.28
250-269	11.6%	11.1%	1.23	10.0%	9.9%	0.27	9.6%	9.7%	-0.31
270-289	44.7%	45.3%	-1.59	40.6%	40.4%	0.46	39.2%	40.3%	-1.81
>=290	0.0%	0.0%	-2.65	0.0%	0.0%	-1.73	0.0%	0.0%	0.00
Unknown	1.1%	1.2%	-1.42	2.1%	2.4%	-1.90	7.1%	5.8%	4.84
CFT class									
1	76.8%	76.4%	0.64	73.0%	68.6%	10.43	71.4%	71.4%	-0.09
2	12.0%	11.3%	1.87	10.3%	9.5%	2.96	10.3%	10.2%	0.33
9	10.5%	11.3%	-1.87	14.5%	19.7%	-15.22	11.5%	12.7%	-4.05
Other	0.4%	0.5%	-1.52	2.0%	2.0%	-0.43	3.9%	5.0%	-4.94
Unknown	0.3%	0.5%	-3.46	0.1%	0.2%	-0.65	3.0%	0.6%	15.00
Size of population	8,583	66,111		13,188	64,347		12,104	29,975	

Characteristic	Male O-1s-O-3s			Male O-4s-O-5s			Male O-6s-O-9s		
	Respondent population	Marine Corps population	t-statistic on the difference	Respondent population	Marine Corps population	t-statistic on the difference	Respondent population	Marine Corps population	t-statistic on the difference
Active and reserve Marines									
Active component	94.3%	90.1%	1.61	81.9%	71.2%	-0.96	93.0%	88.8%	-0.54
Occupation field									
Infantry	19.5%	15.2%	0.08	17.4%	14.9%	-0.09	33.3%	41.8%	-0.10
Artillery	8.7%	6.5%	0.02	7.0%	5.8%	0.01	3.5%	2.0%	-0.05
Armor	3.0%	2.4%	0.05	2.7%	2.6%	-0.06	0.0%	0.0%	0.00
Other	68.8%	75.9%	-0.10	72.9%	76.8%	0.10	63.2%	56.1%	0.11
Age									
17-19	0.0%	0.0%	0.00	0.0%	0.0%	0.00	0.0%	0.0%	0.00
20-24	10.8%	12.7%	-5.08	0.0%	0.0%	0.00	0.0%	0.0%	0.00
25-29	45.5%	44.6%	0.19	0.0%	0.0%	0.00	0.0%	0.0%	0.00
30-34	31.2%	31.0%	1.36	6.9%	6.4%	1.24	0.0%	0.0%	0.00
35-39	10.0%	9.4%	2.11	31.2%	29.5%	0.88	0.0%	0.0%	0.00
40-44	2.2%	2.2%	0.83	39.8%	40.2%	-0.86	0.0%	0.0%	0.00
>44	0.2%	0.2%	1.13	22.1%	23.9%	-0.69	100.0%	100.0%	0.00
Race									
White	86.8%	86.0%	0.70	87.1%	86.7%	0.51	89.5%	90.8%	-0.24
Black	4.0%	4.4%	-0.68	5.6%	6.1%	-1.68	7.0%	6.1%	0.19
Other	4.3%	4.7%	-0.63	3.5%	3.5%	0.42	0.0%	1.0%	-1.00
Unknown	4.9%	4.9%	0.14	3.8%	3.7%	0.65	3.5%	2.0%	0.50
Ethnicity									
Hispanic	6.8%	7.1%	-0.44	5.8%	6.2%	-0.99	3.5%	2.0%	0.50
Non-Hispanic	77.0%	75.0%	1.67	65.3%	60.2%	2.84	63.2%	61.2%	0.22
Unknown	16.2%	17.8%	-1.59	28.9%	33.6%	-2.45	33.3%	36.7%	-0.40

Characteristic	Male O-1s-O-3s			Male O-4s-O-5s			Male O-6s-O-9s		
	Respondent population	Marine Corps population	t-statistic on the difference	Respondent population	Marine Corps population	t-statistic on the difference	Respondent population	Marine Corps population	t-statistic on the difference
Active and reserve Marines									
Years of service									
0-1	6.3%	13.8%	-16.79	0.0%	0.0%	0.00	0.0%	0.0%	0.00
2-3	16.2%	19.9%	-7.20	0.0%	0.0%	-1.41	0.0%	0.0%	0.00
4-5	19.9%	18.5%	1.30	0.0%	0.2%	-3.74	0.0%	0.0%	0.00
6-7	16.0%	14.1%	2.99	0.0%	0.6%	-7.64	0.0%	0.0%	0.00
8-9	12.7%	12.8%	0.10	0.1%	1.1%	-8.06	0.0%	0.0%	0.00
10-11	10.2%	7.4%	6.69	4.1%	6.5%	-5.00	0.0%	0.0%	0.00
12-13	5.9%	3.6%	6.75	9.2%	11.5%	-3.83	0.0%	1.0%	-1.00
14-15	4.4%	3.1%	4.36	9.5%	12.5%	-5.43	0.0%	0.0%	0.00
16-17	4.0%	2.8%	4.16	11.4%	13.6%	-3.79	0.0%	0.0%	0.00
18-19	2.4%	2.1%	1.74	16.3%	15.3%	0.63	0.0%	0.0%	0.00
20+	2.2%	1.9%	1.61	49.4%	38.6%	11.67	100.0%	99.0%	1.00
Married									
Yes	60.2%	57.5%	4.15	90.2%	88.8%	0.54	94.7%	95.9%	-0.39
No	39.8%	42.5%	-4.15	9.8%	11.2%	-0.54	5.3%	4.1%	0.39
Number of dependents									
0	38.2%	40.9%	-3.92	8.7%	9.8%	-0.65	7.0%	5.1%	0.28
1	25.5%	25.3%	0.55	12.6%	12.4%	0.65	38.6%	51.0%	-1.49
2	12.8%	12.3%	1.17	15.0%	15.6%	-0.93	29.8%	19.4%	1.38
3	13.0%	11.8%	2.50	34.5%	33.6%	0.32	15.8%	16.3%	-0.45
4+	7.4%	7.0%	1.54	29.0%	28.3%	0.45	8.8%	8.2%	0.61
Unknown	3.1%	2.8%	0.23	0.2%	0.3%	-0.87	0.0%	0.0%	0.00
Education									
High school degree	5.6%	7.3%	-3.49	1.7%	4.9%	-10.90	0.0%	0.0%	0.00

Characteristic	Male O-1s-O-3s			Male O-4s-O-5s			Male O-6s-O-9s		
	Respondent population	Marine Corps population	t-statistic on the difference	Respondent population	Marine Corps population	t-statistic on the difference	Respondent population	Marine Corps population	t-statistic on the difference
Active and reserve Marines									
Associates degree	0.3%	0.4%	-1.04	0.4%	0.4%	-0.26	0.0%	0.0%	0.00
Bachelors degree	87.7%	87.0%	-0.06	56.9%	56.4%	0.88	15.8%	18.4%	0.41
Masters or higher	5.5%	4.5%	3.46	39.1%	36.3%	2.60	84.2%	81.6%	-0.41
Other	1.0%	0.8%	1.47	1.8%	2.0%	-0.22	0.0%	0.0%	0.00
Size of population	5,653	13,379		3,906	8,999		57	98	
Active Marines only									
Religion									
Roman Catholic	25.8%	25.6%	-0.19	36.7%	36.8%	-0.44	47.2%	41.4%	0.60
Protestant	49.3%	49.7%	-0.31	38.3%	51.5%	-12.19	32.1%	50.6%	-2.04
Other	2.4%	2.6%	-0.62	1.9%	2.0%	-0.03	0.0%	1.1%	-1.00
No preference	8.7%	9.4%	-1.42	6.6%	6.6%	0.05	1.9%	3.4%	-0.73
Unknown	13.9%	12.8%	2.15	16.4%	3.0%	19.36	18.9%	3.4%	2.61
Combat tour in past year									
Yes	16.6%	15.0%	1.69	9.8%	9.8%	0.00	3.8%	6.9%	-1.04
No	42.3%	36.0%	7.30	78.7%	77.1%	0.00	77.4%	77.0%	0.03
Unknown	41.1%	49.0%	-8.43	11.6%	13.0%	0.00	18.9%	16.1%	0.50
PFT score									
<130	18.5%	18.2%	-0.47	7.9%	7.8%	0.02	0.0%	2.3%	-1.42
130-149	0.1%	0.1%	1.04	0.5%	0.5%	0.00	0.0%	0.0%	0.00
150-169	0.1%	0.1%	0.88	1.7%	1.3%	1.28	0.0%	5.7%	-2.29
170-189	0.3%	0.4%	-0.49	3.4%	3.3%	0.19	13.2%	9.2%	0.46
190-209	1.1%	1.1%	0.25	5.3%	5.9%	-1.09	9.4%	12.6%	-0.34
210-229	3.5%	3.4%	1.15	9.9%	10.8%	-1.06	15.1%	13.8%	0.13
230-249	9.0%	8.8%	1.14	14.4%	15.1%	-0.66	22.6%	17.2%	0.98

Characteristic	Male O-1s-O-3s			Male O-4s-O-5s			Male O-6s-O-9s		
	Respondent population	Marine Corps population	t-statistic on the difference	Respondent population	Marine Corps population	t-statistic on the difference	Respondent population	Marine Corps population	t-statistic on the difference
Active and reserve Marines									
250-269	20.6%	21.0%	0.15	21.1%	21.5%	-0.49	11.3%	10.3%	0.19
270-289	43.9%	42.1%	1.39	27.4%	26.3%	0.94	17.0%	16.1%	-0.13
>=290	0.0%	0.0%	0.56	0.1%	0.1%	-0.37	0.0%	0.0%	0.00
Unknown	2.9%	4.9%	-6.45	8.2%	7.4%	1.49	11.3%	12.6%	-0.14
PFT class									
1	84.4%	83.2%	2.68	83.1%	83.0%	0.12	81.1%	79.3%	0.09
2	0.8%	0.8%	0.03	2.9%	2.6%	1.08	0.0%	0.0%	0.00
9	12.0%	11.1%	0.65	5.9%	7.3%	-2.76	7.5%	10.3%	-0.42
Other	2.5%	2.2%	1.33	6.3%	7.1%	-1.42	11.3%	10.3%	0.26
Unknown	0.4%	2.7%	-13.53	1.8%	0.0%	7.36	0.0%	0.0%	0.00
CFT score									
<130	72.8%	70.6%	1.90	52.3%	52.5%	-0.38	34.0%	31.0%	0.32
130-149	0.0%	0.0%	0.00	0.0%	0.0%	0.00	0.0%	0.0%	0.00
150-169	0.0%	0.0%	0.00	0.0%	0.0%	0.00	0.0%	0.0%	0.00
170-189	0.0%	0.0%	0.00	0.0%	0.0%	0.00	0.0%	0.0%	0.00
190-209	0.0%	0.0%	-0.16	0.0%	0.0%	0.00	1.9%	1.1%	0.23
210-229	0.0%	0.0%	0.18	0.1%	0.1%	0.06	0.0%	0.0%	0.00
230-249	0.1%	0.1%	-0.06	0.6%	0.7%	-0.57	0.0%	2.3%	-1.42
250-269	1.9%	1.9%	0.37	4.9%	5.5%	-1.08	5.7%	11.5%	-1.67
270-289	22.4%	22.2%	1.26	34.5%	34.1%	0.46	37.7%	29.9%	0.99
>=290	0.0%	0.0%	0.00	0.0%	0.0%	0.00	0.0%	0.0%	0.00
Unknown	2.6%	5.1%	-7.95	7.6%	7.1%	0.97	20.8%	24.1%	-0.27
CFT class									
1	79.6%	78.2%	2.40	76.7%	76.7%	-0.04	71.7%	58.6%	1.61

Characteristic	Male O-1s-O-3s			Male O-4s-O-5s			Male O-6s-O-9s		
	Respondent population	Marine Corps population	t-statistic on the difference	Respondent population	Marine Corps population	t-statistic on the difference	Respondent population	Marine Corps population	t-statistic on the difference
Active and reserve Marines									
2	1.6%	1.7%	-0.03	4.7%	5.3%	-1.25	5.7%	12.6%	-1.89
9	16.8%	15.6%	1.38	11.5%	11.5%	-0.17	3.8%	6.9%	-0.70
Other	1.3%	1.5%	-0.75	5.1%	5.9%	-1.63	17.0%	16.1%	0.15
Unknown	0.6%	2.9%	-11.96	2.0%	0.5%	5.80	1.9%	5.7%	-0.92
Size of population	5,329	12,054		3,200	6,407		53	87	

Characteristic	Female E-1s-E-3s			Female E-4s-E-5s			Female E-6s-E-9s		
	Respondent population	Marine Corps population	t-statistic on the difference	Respondent population	Marine Corps population	t-statistic on the difference	Respondent population	Marine Corps population	t-statistic on the difference
Active and reserve Marines									
Active component	94.6%	89.2%	4.98	91.6%	87.0%	-1.26	90.9%	85.8%	-3.39
Age									
17-19	26.2%	26.5%	-0.30	0.7%	0.4%	1.07	0.0%	0.0%	0.00
20-24	66.3%	65.8%	0.32	52.3%	56.2%	-3.50	0.1%	0.1%	-0.42
25-29	7.0%	7.1%	0.05	40.2%	37.6%	2.17	26.1%	23.3%	1.24
30-34	0.5%	0.6%	-0.39	6.2%	5.2%	2.06	38.6%	40.0%	-0.98
35-39	0.0%	0.0%	0.00	0.5%	0.5%	0.71	22.5%	22.6%	-0.52
40-44	0.0%	0.0%	0.00	0.1%	0.0%	0.61	8.9%	9.7%	-0.01
>44	0.0%	0.0%	0.00	0.0%	0.0%	0.00	3.8%	4.3%	0.70
Race									
White	76.2%	75.8%	0.26	68.1%	66.9%	0.87	58.4%	55.8%	1.45
Black	13.4%	15.3%	-1.72	14.2%	16.1%	-2.20	19.8%	23.4%	-2.69
Other	6.9%	6.4%	0.63	7.2%	7.2%	-0.11	7.1%	6.9%	-0.48
Unknown	3.5%	2.5%	1.81	10.4%	9.7%	1.25	14.7%	13.8%	1.25
Ethnicity									
Hispanic	20.2%	18.7%	1.22	21.3%	20.8%	0.60	26.1%	25.7%	0.50
Non-Hispanic	58.5%	63.0%	-3.00	49.0%	49.4%	-1.22	52.5%	52.0%	-1.12
Unknown	21.3%	18.3%	2.43	29.7%	29.8%	0.77	21.4%	22.3%	0.76
Years of service									
0-1	66.9%	65.5%	0.85	2.1%	2.5%	-1.23	0.0%	0.1%	-1.73
2-3	31.1%	30.8%	0.25	35.5%	38.6%	-3.79	0.0%	0.2%	-2.24
4-5	1.8%	3.2%	-2.91	26.8%	27.3%	0.26	0.3%	0.5%	-1.12
6-7	0.2%	0.5%	-1.38	22.4%	20.2%	2.12	3.4%	3.3%	-0.65

Characteristic	Female E-1s-E-3s			Female E-4s-E-5s			Female E-6s-E-9s		
	Respondent population	Marine Corps population	t-statistic on the difference	Respondent population	Marine Corps population	t-statistic on the difference	Respondent population	Marine Corps population	t-statistic on the difference
Active and reserve Marines									
8-9	0.0%	0.0%	-1.73	9.4%	8.4%	1.56	16.3%	15.7%	-0.13
10-11	0.0%	0.0%	0.00	3.2%	2.5%	2.16	19.4%	19.3%	0.10
12-13	0.0%	0.0%	0.00	0.6%	0.5%	0.92	17.8%	17.0%	0.49
14-15	0.0%	0.0%	0.00	0.1%	0.1%	-0.31	14.9%	15.2%	-0.34
16-17	0.0%	0.0%	0.00	0.0%	0.0%	0.00	9.8%	10.0%	0.10
18-19	0.0%	0.0%	0.00	0.0%	0.0%	0.00	8.0%	8.2%	-0.31
20+	0.0%	0.0%	0.00	0.0%	0.0%	0.00	10.1%	10.4%	0.73
Married									
Yes	25.3%	23.5%	1.21	50.5%	49.2%	0.59	57.2%	56.7%	0.34
No	74.7%	76.5%	-1.21	49.5%	50.8%	-0.59	42.8%	43.3%	-0.34
Number of dependents									
0	84.8%	85.7%	-0.76	57.2%	57.4%	0.03	35.8%	35.2%	0.11
1	12.3%	11.4%	0.72	27.1%	26.9%	-0.12	26.2%	24.9%	0.78
2	2.4%	2.3%	0.25	11.6%	11.2%	0.39	19.9%	21.2%	-0.86
3	0.3%	0.4%	-0.62	2.7%	3.4%	-1.09	12.0%	12.5%	-0.17
4+	0.2%	0.1%	0.83	1.3%	1.0%	1.03	6.1%	6.1%	0.16
Unknown	0.0%	0.0%	0.00	0.1%	0.1%	-0.31	0.0%	0.1%	-1.73
Education									
High school degree	93.5%	93.7%	-0.41	88.9%	90.6%	-2.83	69.3%	67.7%	-0.02
Associates degree	1.2%	1.3%	0.01	4.1%	3.7%	0.93	13.6%	12.3%	1.39
Bachelors degree	1.7%	1.4%	0.88	3.6%	2.9%	2.13	10.8%	11.8%	-0.34
Masters or higher	0.0%	0.1%	-2.65	0.4%	0.2%	1.50	3.2%	4.3%	-0.67
Other	3.6%	3.6%	0.13	3.0%	2.6%	1.08	3.0%	3.9%	-1.35
Size of population	1,310	6,134		1,821	5,674		985	2,164	

Characteristic	Female E-1s-E-3s			Female E-4s-E-5s			Female E-6s-E-9s		
	Respondent population	Marine Corps population	t-statistic on the difference	Respondent population	Marine Corps population	t-statistic on the difference	Respondent population	Marine Corps population	t-statistic on the difference
Active and reserve Marines									
Active Marines only									
AFQT score	61.2	59.7	2.66	62.6	60.1	5.13	63.7	62.8	1.27
AFQT >= 50	71.8%	69.1%	1.93	75.1%	69.8%	4.23	82.4%	79.3%	1.97
Religion									
Roman Catholic	18.5%	17.4%	0.85	21.3%	21.2%	0.06	27.4%	26.7%	0.40
Protestant	49.2%	45.4%	2.41	52.5%	48.3%	2.95	53.7%	53.6%	0.08
Other	1.8%	2.2%	-1.07	3.1%	2.5%	1.39	2.1%	2.0%	0.22
No preference	16.9%	18.0%	-0.98	13.1%	13.7%	-0.65	10.8%	10.6%	0.22
Unknown	13.7%	16.9%	-2.92	10.1%	14.4%	-4.82	5.9%	7.2%	-1.30
Combat tour in past year									
Yes	3.3%	3.6%	-0.58	9.4%	11.6%	-2.54	8.0%	7.8%	0.21
No	1.7%	1.1%	1.57	31.4%	26.0%	4.18	58.7%	55.1%	1.75
Unknown	95.0%	95.3%	-0.42	59.2%	62.4%	-2.35	33.3%	37.0%	-1.94
PFT score									
<130	6.0%	5.8%	0.24	8.3%	8.9%	-0.74	8.4%	7.8%	0.56
130-149	1.0%	0.9%	0.24	1.0%	0.6%	1.37	0.3%	0.3%	0.29
150-169	2.3%	2.2%	0.35	1.8%	1.4%	1.21	1.5%	1.0%	0.93
170-189	4.8%	4.7%	0.27	2.9%	3.0%	-0.17	2.6%	2.3%	0.49
190-209	7.5%	7.3%	0.25	5.0%	4.8%	0.28	4.7%	5.0%	-0.36
210-229	9.4%	10.5%	-1.13	8.2%	8.9%	-0.92	9.1%	7.9%	0.99
230-249	16.4%	15.2%	1.01	14.6%	14.8%	-0.22	12.2%	13.1%	-0.71
250-269	25.4%	23.8%	1.20	22.1%	23.6%	-1.32	20.4%	21.4%	-0.56
270-289	22.1%	24.2%	-1.61	25.1%	25.5%	-0.31	24.0%	22.6%	0.84
>=290	0.1%	0.0%	0.75	0.2%	0.1%	1.09	0.1%	0.2%	-0.67

Characteristic	Female E-1s-E-3s			Female E-4s-E-5s			Female E-6s-E-9s			
	Respondent population	Marine Corps population	t-statistic on the difference	Respondent population	Marine Corps population	t-statistic on the difference	Respondent population	Marine Corps population	t-statistic on the difference	
Active and reserve Marines										
PFT class	Unknown	4.9%	5.4%	-0.74	11.0%	8.5%	2.83	16.8%	18.5%	-1.11
	1	71.4%	69.9%	1.06	70.0%	69.9%	0.02	73.9%	71.2%	1.45
	2	16.9%	17.1%	-0.16	10.8%	11.3%	-0.58	4.7%	4.0%	0.78
	9	2.8%	3.9%	-1.99	5.7%	8.5%	-4.03	4.4%	6.1%	-1.96
	Other	8.5%	7.6%	1.06	13.5%	10.3%	3.48	15.1%	16.3%	-0.84
CFT score	Unknown	0.4%	1.6%	-4.74	0.0%	0.0%	0.00	2.0%	2.3%	-0.52
	<130	35.3%	37.4%	-1.38	40.9%	41.4%	-0.36	40.1%	37.0%	1.57
	130-149	0.1%	0.1%	0.09	0.1%	0.0%	0.89	0.0%	0.0%	0.00
	150-169	0.1%	0.1%	0.30	0.0%	0.0%	0.00	0.0%	0.0%	0.00
	170-189	0.0%	0.0%	-1.41	0.1%	0.1%	-0.01	0.0%	0.0%	0.00
	190-209	0.0%	0.1%	-1.73	0.1%	0.1%	0.41	0.0%	0.0%	0.00
	210-229	0.6%	0.5%	0.47	0.4%	0.6%	-0.77	0.6%	0.5%	0.07
	230-249	3.3%	2.9%	0.75	1.9%	2.1%	-0.38	3.0%	2.9%	0.24
	250-269	14.0%	13.6%	0.33	10.1%	10.1%	-0.02	8.7%	9.6%	-0.75
	270-289	43.9%	41.9%	1.30	39.3%	39.2%	0.02	33.2%	33.6%	-0.22
	>=290	0.0%	0.0%	-1.00	0.0%	0.0%	-1.00	0.0%	0.0%	0.00
	Unknown	2.8%	3.6%	-1.42	7.1%	6.4%	0.96	14.4%	16.4%	-1.38
CFT class	1	76.0%	75.0%	0.76	72.5%	69.6%	2.32	66.5%	63.4%	1.57
	2	16.8%	15.9%	0.72	10.8%	11.0%	-0.19	10.8%	11.4%	-0.45
	9	4.3%	5.5%	-1.85	9.7%	13.3%	-4.11	8.8%	9.2%	-0.33
	Other	1.0%	1.2%	-0.54	6.1%	5.5%	0.96	11.7%	13.4%	-1.22

Characteristic	Female E-1s-E-3s			Female E-4s-E-5s			Female E-6s-E-9s		
	Respondent population	Marine Corps population	t-statistic on the difference	Respondent population	Marine Corps population	t-statistic on the difference	Respondent population	Marine Corps population	t-statistic on the difference
Active and reserve Marines									
Unknown	1.9%	2.3%	-1.11	0.8%	0.7%	0.60	2.1%	2.6%	-0.76
Size of population	1,239	5,456		1,668	4,936		894	1,852	

Characteristic	Female O-1s-O-3s			Female O-4s-O-5s		
	Respondent population	Marine Corps population	t-statistic on the difference	Respondent population	Marine Corps population	t-statistic on the difference
Active and reserve Marines						
Active component	92.9%	89.0%	0.42	69.5%	59.0%	-0.17
Age						
17-19	0.0%	0.0%	0.00	0.0%	0.0%	0.00
20-24	13.8%	17.0%	-2.01	0.0%	0.0%	0.00
25-29	49.6%	46.6%	0.83	0.0%	0.0%	0.00
30-34	28.2%	28.0%	0.55	15.9%	14.0%	0.63
35-39	7.1%	6.9%	0.30	38.2%	36.8%	0.45
40-44	1.2%	1.3%	-0.23	33.5%	33.9%	-0.10
>44	0.0%	0.1%	-1.00	12.4%	15.3%	-1.19
Race						
White	80.7%	79.6%	0.57	74.2%	75.4%	-0.30
Black	4.6%	6.0%	-1.28	11.2%	9.3%	0.74
Other	6.7%	6.2%	0.38	6.4%	6.4%	0.05
Unknown	8.0%	8.2%	-0.15	8.2%	8.9%	-0.40
Ethnicity						
Hispanic	10.3%	10.1%	0.17	7.3%	7.5%	-0.24
Non-Hispanic	73.0%	72.4%	0.12	58.4%	55.4%	0.08
Unknown	16.7%	17.5%	-0.28	34.3%	37.0%	0.04
Years of service						
0-1	9.8%	16.3%	-3.97	0.0%	0.0%	0.00
2-3	17.4%	21.4%	-2.11	0.0%	0.0%	0.00
4-5	23.9%	19.3%	1.99	0.0%	0.2%	-1.00
6-7	16.8%	14.0%	1.42	0.4%	1.1%	-0.68

Characteristic	Female O-1s-O-3s			Female O-4s-O-5s		
	Respondent population	Marine Corps population	t-statistic on the difference	Respondent population	Marine Corps population	t-statistic on the difference
Active and reserve Marines						
8-9	12.2%	11.7%	0.46	0.4%	2.0%	-1.60
10-11	6.7%	6.8%	0.13	10.7%	10.2%	0.15
12-13	4.8%	4.0%	0.99	18.9%	18.4%	-0.03
14-15	3.4%	2.8%	0.72	16.7%	16.9%	0.03
16-17	2.8%	1.9%	1.20	8.6%	13.3%	-1.48
18-19	1.2%	0.9%	0.64	17.6%	15.1%	0.91
20+	0.9%	1.0%	-0.39	26.6%	22.7%	0.81
Married						
Yes	41.7%	39.0%	1.07	60.5%	61.0%	-0.17
No	58.3%	61.0%	-1.07	39.5%	39.0%	0.17
Number of dependents						
0	71.1%	71.9%	-0.37	51.5%	47.2%	1.17
1	13.5%	13.3%	-0.03	18.0%	16.6%	0.32
2	6.0%	5.1%	0.77	10.3%	12.9%	-1.02
3	2.1%	2.3%	-0.07	15.0%	16.4%	-0.44
4+	0.4%	0.6%	-0.68	3.9%	5.8%	-1.25
Unknown	6.9%	6.8%	0.20	1.3%	1.1%	0.22
Education						
High school degree	6.4%	8.5%	-1.29	1.3%	4.4%	-2.91
Associates degree	0.5%	0.6%	0.07	0.9%	0.7%	0.09
Bachelors degree	82.6%	82.5%	-0.23	48.5%	49.7%	0.02
Masters or higher	8.7%	7.7%	0.81	48.9%	44.6%	0.85
Other	1.8%	0.8%	1.65	0.4%	0.7%	-0.58
Size of population	564	1,051		233	451	

Characteristic	Female O-1s-O-3s			Female O-4s-O-5s		
	Respondent population	Marine Corps population	t-statistic on the difference	Respondent population	Marine Corps population	t-statistic on the difference
Active and reserve Marines						
Active Marines only						
Religion						
Roman Catholic	29.0%	27.5%	0.62	36.4%	38.3%	-0.40
Protestant	47.1%	47.8%	-0.25	37.0%	44.0%	-1.43
Other	1.7%	2.8%	-1.36	5.6%	4.1%	0.65
No preference	8.6%	8.9%	-0.19	7.4%	7.5%	-0.04
Unknown	13.5%	13.0%	0.27	13.6%	6.0%	2.47
Combat tour in past year						
Yes	12.2%	11.3%	0.50	6.2%	9.0%	-1.10
No	37.0%	31.9%	1.98	74.1%	72.2%	0.43
Unknown	50.8%	56.8%	-2.22	19.8%	18.8%	0.24
PFT score						
<130	28.1%	29.8%	-0.72	11.7%	12.4%	-0.21
130-149	0.0%	0.0%	0.00	0.6%	0.4%	0.33
150-169	0.0%	0.0%	0.00	3.7%	2.3%	0.83
170-189	0.4%	0.4%	-0.13	1.9%	4.1%	-1.41
190-209	0.8%	0.5%	0.51	0.6%	2.3%	-1.49
210-229	2.3%	2.2%	0.05	7.4%	9.0%	-0.60
230-249	7.8%	6.3%	1.07	11.7%	12.8%	-0.32
250-269	16.2%	14.3%	0.96	19.8%	17.3%	0.63
270-289	34.5%	35.6%	-0.41	24.7%	24.4%	0.06
>=290	0.0%	0.0%	0.00	0.0%	0.0%	0.00
Unknown	9.9%	10.7%	-0.47	17.9%	15.0%	0.77
PFT class						

Characteristic	Female O-1s-O-3s			Female O-4s-O-5s		
	Respondent population	Marine Corps population	t-statistic on the difference	Respondent population	Marine Corps population	t-statistic on the difference
Active and reserve Marines						
1	82.8%	81.1%	0.84	72.8%	77.4%	-1.06
2	0.6%	0.5%	0.09	3.1%	2.6%	0.27
9	6.9%	7.7%	-0.59	6.8%	5.6%	0.47
Other	9.0%	7.0%	1.34	16.7%	14.3%	0.65
Unknown	0.8%	3.7%	-4.09	0.6%	0.0%	1.00
CFT score						
<130	74.8%	73.6%	0.51	48.8%	45.5%	0.66
130-149	0.0%	0.0%	0.00	0.0%	0.0%	0.00
150-169	0.0%	0.1%	-1.00	0.0%	0.0%	0.00
170-189	0.0%	0.0%	0.00	0.0%	0.0%	0.00
190-209	0.0%	0.0%	0.00	0.0%	0.0%	0.00
210-229	0.0%	0.0%	0.00	0.0%	0.4%	-1.00
230-249	0.2%	0.3%	-0.49	0.6%	1.1%	-0.57
250-269	1.3%	1.2%	0.26	4.9%	6.4%	-0.64
270-289	16.0%	15.3%	0.37	32.1%	29.3%	0.60
>=290	0.0%	0.0%	0.00	0.0%	0.0%	0.00
Unknown	7.6%	9.5%	-1.25	13.6%	17.3%	-1.04
CFT class						
1	80.0%	78.4%	0.71	69.1%	65.0%	0.88
2	1.3%	1.2%	0.26	4.9%	7.1%	-0.95
9	11.3%	11.1%	0.08	13.0%	11.3%	0.51
Other	6.3%	5.3%	0.74	11.7%	15.8%	-1.20
Unknown	1.1%	4.0%	-3.56	1.2%	0.8%	0.47
Size of population	524	935		162	266	

Characteristic	Male WOs-CWOs			Female WOs-CWOs		
	Respondent population	Marine Corps population	t-statistic on the difference	Respondent population	Marine Corps population	t-statistic on the difference
Active and reserve Marines						
Active component	91.1%	86.5%	0.00	88.2%	81.8%	0.00
Occupation field						
Infantry	6.3%	4.6%	0.00			
Artillery	2.1%	1.6%	0.09			
Armor	0.0%	0.0%	-1.00			
Other	91.5%	93.7%	0.00			
Age						
17-19	0.0%	0.0%	0.00	0.0%	0.0%	0.00
20-24	0.0%	0.0%	0.00	0.0%	0.0%	0.00
25-29	3.7%	2.9%	1.30	8.8%	6.6%	0.42
30-34	31.3%	28.7%	1.35	23.5%	27.0%	-0.67
35-39	32.6%	34.4%	-1.32	41.2%	36.5%	0.72
40-44	20.1%	21.7%	-0.80	13.2%	19.0%	-0.87
>44	12.2%	12.3%	0.27	13.2%	10.9%	0.45
Race						
White	78.2%	76.6%	0.68	66.2%	64.2%	0.36
Black	9.8%	12.0%	-1.60	16.2%	19.7%	-0.67
Other	5.5%	4.9%	0.87	4.4%	2.9%	0.43
Unknown	6.5%	6.5%	0.06	13.2%	13.1%	0.01
Ethnicity						
Hispanic	11.9%	12.1%	-0.12	16.2%	19.7%	-0.67
Non-Hispanic	69.3%	65.8%	1.03	64.7%	59.1%	0.61
Unknown	18.8%	22.1%	-1.08	19.1%	21.2%	-0.11

Characteristic	Male WOs-CWOs			Female WOs-CWOs		
	Respondent population	Marine Corps population	t-statistic on the difference	Respondent population	Marine Corps population	t-statistic on the difference
Active and reserve Marines						
Years of service						
0-1	0.0%	0.0%	0.00	0.0%	0.0%	0.00
2-3	0.0%	0.3%	-2.65	0.0%	0.0%	0.00
4-5	0.0%	0.1%	-1.73	0.0%	0.0%	0.00
6-7	0.0%	0.4%	-3.00	0.0%	0.0%	0.00
8-9	1.9%	1.9%	-0.24	2.9%	5.1%	-0.89
10-11	6.4%	5.6%	0.85	10.3%	6.6%	0.73
12-13	14.1%	12.5%	1.14	13.2%	12.4%	0.15
14-15	17.9%	18.2%	-0.21	11.8%	16.1%	-0.83
16-17	14.5%	15.6%	-1.06	16.2%	13.1%	0.80
18-19	12.1%	13.2%	-1.16	13.2%	11.7%	0.12
20+	33.1%	32.1%	1.02	32.4%	35.0%	-0.32
Married						
Yes	91.0%	89.2%	1.19	63.2%	62.0%	-0.09
No	9.0%	10.8%	-1.19	36.8%	38.0%	0.09
Number of dependents						
0	7.6%	8.9%	-0.90	33.8%	28.5%	1.04
1	12.8%	12.9%	0.10	17.6%	20.4%	-0.55
2	17.8%	18.6%	-0.48	20.6%	21.2%	-0.36
3	37.0%	33.6%	1.80	14.7%	19.7%	-1.15
4+	24.7%	26.1%	-1.06	13.2%	10.2%	0.75
Unknown	0.0%	0.0%	0.00	0.0%	0.0%	0.00
Education						
High school degree	63.9%	62.5%	-0.18	48.5%	48.2%	-0.18

Characteristic	Male WOs-CWOs			Female WOs-CWOs		
	Respondent population	Marine Corps population	t-statistic on the difference	Respondent population	Marine Corps population	t-statistic on the difference
Active and reserve Marines						
Associates degree	11.8%	12.1%	-0.03	14.7%	15.3%	-0.15
Bachelors degree	14.4%	15.4%	-0.09	27.9%	25.5%	0.46
Masters or higher	4.3%	4.9%	0.20	5.9%	8.0%	-0.42
Other	5.6%	5.2%	0.39	2.9%	2.9%	0.24
Size of population	1,072	2,381		68	137	
Active Marines only						
AFQT score	73.4	72.6	1.47	77.9	75.0	1.56
AFQT >= 50	93.9%	93.3%	0.74	100.0%	98.2%	1.42
Religion						
Roman Catholic	26.7%	26.1%	0.22	26.7%	32.1%	-0.75
Protestant	52.3%	56.2%	-1.83	53.3%	49.1%	0.53
Other	1.5%	1.8%	-0.66	0.0%	2.7%	-1.75
No preference	11.4%	12.2%	-0.68	13.3%	10.7%	0.49
Unknown	8.1%	3.7%	4.51	6.7%	5.4%	0.34
Combat tour in past year						
Yes	12.6%	12.7%	-0.23	5.0%	5.4%	-0.10
No	73.5%	71.6%	1.05	55.0%	50.9%	0.51
Unknown	13.9%	15.7%	-1.11	40.0%	43.8%	-0.47
PFT score						
<130	4.1%	4.1%	-0.08	5.0%	9.8%	-1.20
130-149	1.1%	1.1%	0.21	0.0%	0.0%	0.00
150-169	1.3%	1.4%	-0.05	3.3%	1.8%	0.58
170-189	4.1%	4.4%	-0.50	6.7%	3.6%	0.84
190-209	9.0%	8.0%	0.92	5.0%	4.5%	0.16

Characteristic	Male WOs-CWOs			Female WOs-CWOs		
	Respondent population	Marine Corps population	t-statistic on the difference	Respondent population	Marine Corps population	t-statistic on the difference
Active and reserve Marines						
210-229	14.1%	13.0%	0.85	6.7%	6.3%	0.10
230-249	17.7%	18.3%	-0.37	10.0%	11.6%	-0.33
250-269	20.7%	22.1%	-0.97	23.3%	17.9%	0.83
270-289	18.5%	20.3%	-1.08	23.3%	29.5%	-0.88
>=290	0.3%	0.4%	-0.72	0.0%	0.0%	0.00
Unknown	9.0%	6.8%	1.99	16.7%	15.2%	0.25
PFT class						
1	79.2%	79.6%	-0.14	76.7%	79.5%	-0.42
2	4.8%	5.0%	-0.32	3.3%	2.7%	0.23
9	7.1%	8.4%	-1.41	3.3%	2.7%	0.23
Other	6.4%	6.9%	-0.55	15.0%	15.2%	-0.03
Unknown	2.5%	0.0%	4.94	1.7%	0.0%	1.00
CFT score						
<130	41.0%	43.5%	-1.24	46.7%	45.5%	0.14
130-149	0.0%	0.0%	0.00	0.0%	0.0%	0.00
150-169	0.0%	0.0%	0.00	0.0%	0.0%	0.00
170-189	0.0%	0.0%	0.00	0.0%	0.0%	0.00
190-209	0.0%	0.0%	0.00	0.0%	0.0%	0.00
210-229	0.1%	0.1%	0.06	0.0%	0.0%	0.00
230-249	1.5%	1.7%	-0.23	0.0%	0.0%	0.00
250-269	7.6%	7.1%	0.29	10.0%	10.7%	-0.15
270-289	42.2%	40.2%	1.05	28.3%	31.3%	-0.40
>=290	0.0%	0.0%	0.00	0.0%	0.0%	0.00
Unknown	7.6%	7.4%	0.17	15.0%	12.5%	0.45

Characteristic	Male WOs-CWOs			Female WOs-CWOs		
	Respondent population	Marine Corps population	t-statistic on the difference	Respondent population	Marine Corps population	t-statistic on the difference
Active and reserve Marines						
CFT class						
1	72.1%	71.8%	0.30	68.3%	71.4%	-0.42
2	7.6%	7.2%	0.32	10.0%	9.8%	0.04
9	13.2%	14.5%	-1.18	8.3%	8.0%	0.07
Other	4.4%	6.1%	-2.05	11.7%	10.7%	0.19
Unknown	2.8%	0.3%	4.48	1.7%	0.0%	1.00
Size of population	954	2,019		59	111	

Appendix D: Survey question responses

Responses of women

Your Occupation and Assignments

Question 1: (Women) Are you an active-duty or reserve Marine?

Rank	Active duty	Reservist currently serving on active duty	Drilling reservist not currently serving on active duty	Other	Total
E1-E3	1,236 94.28%	26 1.98%	45 3.43%	4 0.31%	1,311 100%
E4-E5	1,689 92.80%	52 2.86%	74 4.07%	5 0.27%	1,820 100%
E6-E9	918 93.10%	36 3.65%	30 3.04%	2 0.20%	986 100%
O1-O3	524 93.07%	10 1.78%	29 5.15%	0 0%	563 100%
O4+	169 71.61%	21 8.90%	44 18.64%	2 0.85%	236 100%
W1-W5	62 91.18%	2 2.94%	4 5.88%	0 0%	68 100%
Total	4,598 92.26%	147 2.95%	226 4.53%	13 0.26%	4,984 100%

Question 2: (Women) What is your current paygrade?

Rank	Total
E1-E3	1,309 26.26%
E4-E5	1,821 36.53%
E6-E9	985 19.76%
O1-O3	565 11.33%
O4+	237 4.75%
W1-W5	68 1.36%
Total	4,985 100%

Question 3: (Women) How old are you?

Rank	18-25	26-34	35-44	45 and older	Total
E1-E3	1,242 95.03%	65 4.97%	0 0%	0 0%	1,307 100%
E4-E5	1,181 65.10%	622 34.29%	11 0.61%	0 0%	1,814 100%
E6-E9	8 0.81%	627 63.85%	313 31.87%	34 3.46%	982 100%
O1-O3	139 24.65%	379 67.20%	46 8.16%	0 0%	564 100%
O4+	0 0%	37 15.68%	169 71.61%	30 12.71%	236 100%
W1-W5	0 0%	22 32.35%	37 54.41%	9 13.24%	68 100%
Total	2,570 51.70%	1,752 35.24%	576 11.59%	73 1.47%	4,971 100%

Question 4: (Women and Men) What is your gender?

Rank	Male	Female	Total
E1-E3	10,166 88.65%	1,302 11.35%	11,468 100%
E4-E5	14,835 89.12%	1,812 10.88%	16,647 100%
E6-E9	12,962 92.94%	985 7.06%	13,947 100%
O1-O3	5,623 90.93%	561 9.07%	6,184 100%
O4+	3,943 94.33%	237 5.67%	4,180 100%
W1-W5	1,062 94.07%	67 5.93%	1,129 100%
Total	48,591 90.73%	4,964 9.27%	53,555 100%

Question 5: (Women) Do you currently plan to remain in the Marine Corps beyond your current contract or service obligation?

Rank	Yes, until retirement	Yes, for at least one more tour or enlistment	No	Unsure	Total
E1-E3	185 14.18%	265 20.31%	397 30.42%	458 35.10%	1,305 100%
E4-E5	496 27.27%	392 21.55%	527 28.97%	404 22.21%	1,819 100%
E6-E9	766 77.85%	68 6.91%	73 7.42%	77 7.83%	984 100%
O1-O3	211 37.35%	145 25.66%	70 12.39%	139 24.60%	565 100%
O4+	207 88.46%	6 2.56%	7 2.99%	14 5.98%	234 100%
W1-W5	64 94.12%	2 2.94%	1 1.47%	1 1.47%	68 100%
Total	1,929 38.77%	878 17.65%	1,075 21.61%	1,093 21.97%	4,975 100%

Question 6: (Women) What types of deployments have you done? Check all that apply.

Rank	OEF (Afghanistan, CJTF-HOA, Philippines, etc.	OIF (Iraq 2001-Aug. 31, 2010)	MEU	Humanitarian Assistance/Disaster Relief	Unit Deployment Program (UDP)	Other	I have not deployed yet	Total
E1-E3	128 9.79%	10 0.77%	41 3.14%	24 1.84%	29 2.22%	59 4.51%	1058 80.95%	1,349 103.21%
E4-E5	640 35.22%	462 25.43%	180 9.91%	108 5.94%	66 3.63%	157 8.64%	668 36.76%	2,281 125.54%
E6-E9	389 39.65%	584 59.53%	101 10.30%	87 8.87%	99 10.09%	173 17.64%	158 16.11%	1,591 162.18%
O1-O3	224 39.65%	196 34.69%	68 12.04%	52 9.20%	17 3.01%	72 12.74%	150 26.55%	779 137.88%
O4+	111 46.84%	167 70.46%	45 18.99%	37 15.61%	20 8.44%	64 27.00%	16 6.75%	460 194.09%
W1-W5	22 32.35%	41 60.29%	7 10.29%	5 7.35%	3 4.41%	9 13.24%	16 23.53%	103 151.47%
Total	1,514 30.43%	1,460 29.35%	442 8.88%	313 6.29%	234 4.70%	534 10.73%	2,066 41.53%	6,563 131.92%

Note: Since respondents can choose multiple answers, the total number of answers chosen will be greater than the number of respondents. Similarly, the percent of respondents who choose each answer will sum to greater than 100%.

Question 7: (Women) In which of the four Marine Air Ground Task Force (MAGTF) elements have you ever served (include all current and past assignments)? Check all that apply.

Rank	Command Element/ MEF	Ground Combat Element/ Division	Aviation Combat Element/ Wing	Logistics Combat Element/ Marine Logistics Group (MLG)	None of the above	Not sure	Total
E1-E3	163 12.51%	42 3.22%	332 25.48%	239 18.34%	463 35.53%	153 11.74%	1,392 106.83%
E4-E5	518 28.62%	239 13.20%	694 38.34%	593 32.76%	300 16.57%	97 5.36%	2,441 134.86%
E6-E9	371 37.82%	213 21.71%	550 56.07%	455 46.38%	74 7.54%	21 2.14%	1,684 171.66%
O1-O3	129 22.87%	70 12.41%	282 50.00%	225 39.89%	59 10.46%	4 0.71%	769 136.35%
O4+	136 57.87%	55 23.40%	147 62.55%	127 54.04%	8 3.40%	0 0.00%	473 201.28%
W1-W5	33 48.53%	19 27.94%	40 58.82%	33 48.53%	6 8.82%	1 1.47%	132 194.12%
Total	1,350 27.21%	638 12.86%	2,045 41.22%	1,672 33.70%	910 18.34%	276 5.56%	6,891 138.90%

Note: Since respondents can choose multiple answers, the total number of answers chosen will be greater than the number of respondents. Similarly, the percent of respondents who choose each answer will sum to greater than 100%.

Question 8: (Women) In which of the following ground combat element units have you ever served? Check all that apply.

Rank	I have not served in an infantry, artillery, armor, or combat engineer unit	I served in an infantry unit	I served in an artillery unit	I served in an armor (tank/assault amphibious vehicle) unit	I served in a combat engineer unit	I was assigned to a unit providing direct or general support to an infantry, artillery, armor, or combat engineer unit	I was an individual augmentee attached to an infantry, artillery, armor, or combat engineer unit	Not sure	Total
E1-E3	1076 82.83%	9 0.69%	5 0.38%	2 0.15%	18 1.39%	66 5.08%	11 0.85%	143 11.01%	1,330 102.39%
E4-E5	1294 71.93%	34 1.89%	27 1.50%	4 0.22%	46 2.56%	326 18.12%	113 6.28%	115 6.39%	1,959 108.89%
E6-E9	663 68.21%	24 2.47%	37 3.81%	18 1.85%	40 4.12%	205 21.09%	48 4.94%	40 4.12%	1,075 110.60%
O1-O3	415 74.51%	7 1.26%	10 1.80%	4 0.72%	22 3.95%	138 24.78%	22 3.95%	6 1.08%	624 112.03%
O4+	172 73.82%	8 3.43%	11 4.72%	1 0.43%	2 0.86%	68 29.18%	14 6.01%	2 0.86%	278 119.31%
W1-W5	48 71.64%	2 2.99%	2 2.99%	0 0%	2 2.99%	13 19.40%	3 4.48%	3 4.48%	73 108.96%
Total	3,668 74.45%	84 1.70%	92 1.87%	29 0.59%	130 2.64%	816 16.56%	211 4.28%	309 6.27%	5,339 108.36%

Note: Since respondents can choose multiple answers, the total number of answers chosen will be greater than the number of respondents. Similarly, the percent of respondents who choose each answer will sum to greater than 100%.

Your Experiences and Thoughts About Serving with Female Marines

Question 9: (Women) Have you ever been assigned to a unit in which you worked on a regular basis with both male and female Marines?

Rank	Yes	No	Total
E1-E3	1,256 96.17%	50 3.83%	1,306 100%
E4-E5	1,812 99.56%	8 0.44%	1,820 100%
E6-E9	982 99.90%	1 0.10%	983 100%
O1-O3	562 99.65%	2 0.35%	564 100%
O4+	234 100%	0 0%	234 100%
W1-W5	68 100%	0 0%	68 100%
Total	4,914 98.77%	61 1.23%	4,975 100%

Question 10: (Women) If you have been assigned to a unit in which you worked on a regular basis with both male and female Marines, how would you describe that aspect of the experience?

Rank	I have not been assigned to a unit that in which I worked on a regular basis with both male and female Marines	Very negative	Some-what negative	Neu-tral	Somewhat positive	Very positive	Total
E1-E3	41 3.14%	31 2.37%	152 11.64%	609 46.63%	228 17.46%	245 18.76%	1,306 100%
E4-E5	6 0.33%	34 1.87%	234 12.86%	874 48.02%	318 17.47%	354 19.45%	1,820 100%
E6-E9	0 0%	7 0.71%	93 9.43%	389 39.45%	179 18.15%	318 32.25%	986 100%
O1-O3	2 0.36%	1 0.18%	22 3.91%	142 25.22%	112 19.89%	284 50.44%	563 100%
O4+	1 0.43%	0 0%	3 1.28%	38 16.24%	37 15.81%	155 66.24%	234 100%
W1-W5	0 0%	0 0%	5 7.35%	24 35.29%	13 19.12%	26 38.24%	68 100%
Total	50 1.00%	73 1.47%	509 10.23%	2,076 41.71%	887 17.82%	1,382 27.77%	4,977 100%

Ground Combat PMOSs

Question 11: (Women) I support women in the Marine Corps being able to serve in all PMOSs, including the ground combat PMOSs (infantry, artillery, tank/amphibious vehicle).

Rank	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Total
E1-E3	294 22.49%	321 24.56%	317 24.25%	203 15.53%	172 13.16%	1,307 100%
E4-E5	335 18.42%	411 22.59%	377 20.73%	373 20.51%	323 17.76%	1,819 100%
E6-E9	147 14.92%	222 22.54%	208 21.12%	217 22.03%	191 19.39%	985 100%
O1-O3	117 20.78%	173 30.73%	80 14.21%	102 18.12%	91 16.16%	563 100%
O4+	67 28.51%	57 24.26%	41 17.45%	37 15.74%	33 14.04%	235 100%
W1-W5	11 16.18%	19 27.94%	10 14.71%	14 20.59%	14 20.59%	68 100%
Total	971 19.51%	1,203 24.17%	1,033 20.76%	946 19.01%	824 16.56%	4,977 100%

Question 12: (Women) Women in the Marine Corps should be eligible to serve in infantry, artillery, and tank/amphibious vehicle PMOSs, but only if they volunteer for these PMOSs.

Rank	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Total
E1-E3	408 31.31%	368 28.24%	254 19.49%	151 11.59%	122 9.36%	1,303 100%
E4-E5	533 29.30%	547 30.07%	243 13.36%	245 13.47%	251 13.80%	1,819 100%
E6-E9	275 27.95%	305 31.00%	125 12.70%	136 13.82%	143 14.53%	984 100%
O1-O3	141 25.04%	156 27.71%	82 14.56%	106 18.83%	78 13.85%	563 100%
O4+	44 18.72%	68 28.94%	39 16.60%	54 22.98%	30 12.77%	235 100%
W1-W5	20 29.41%	20 29.41%	7 10.29%	13 19.12%	8 11.76%	68 100%
Total	1,421 28.58%	1,464 29.44%	750 15.08%	705 14.18%	632 12.71%	4,972 100%

Question 13: (Women) Women in the Marine Corps should be eligible to serve in infantry, artillery, and tank/amphibious vehicle PMOSs, regardless of whether or not they volunteer for these PMOSs.

Rank	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Total
E1-E3	134 10.28%	125 9.59%	301 23.10%	385 29.55%	358 27.48%	1,303 100%
E4-E5	138 7.59%	159 8.74%	300 16.49%	533 29.30%	689 37.88%	1,819 100%
E6-E9	46 4.68%	70 7.12%	156 15.87%	313 31.84%	398 40.49%	983 100%
O1-O3	43 7.64%	74 13.14%	94 16.70%	175 31.08%	177 31.44%	563 100%
O4+	21 8.97%	28 11.97%	51 21.79%	76 32.48%	58 24.79%	234 100%
W1-W5	3 4.41%	6 8.82%	12 17.65%	19 27.94%	28 41.18%	68 100%
Total	385 7.75%	462 9.30%	914 18.39%	1,501 30.20%	1,708 34.37%	4,970 100%

Question 14: (Women) If women could have volunteered to serve in infantry, armor, and artillery PMOSs when I joined the Marine Corps, I still would have joined.

Rank	Definitely	Probably	Not Sure	Probably not	Definitely not	This would not have been a factor in my decision to join	Total
E1-E3	690 52.83%	228 17.46%	83 6.36%	39 2.99%	38 2.91%	228 17.46%	1,306 100%
E4-E5	1,014 55.74%	265 14.57%	84 4.62%	50 2.75%	45 2.47%	361 19.85%	1,819 100%
E6-E9	528 53.60%	131 13.30%	47 4.77%	38 3.86%	26 2.64%	215 21.83%	985 100%
O1-O3	350 62.17%	64 11.37%	5 0.89%	9 1.60%	8 1.42%	127 22.56%	563 100%
O4+	156 66.10%	31 13.14%	5 2.12%	5 2.12%	5 2.12%	34 14.41%	236 100%
W1-W5	39 57.35%	7 10.29%	2 2.94%	2 2.94%	3 4.41%	15 22.06%	68 100%
Total	2,777 55.80%	726 14.59%	226 4.54%	143 2.87%	125 2.51%	980 19.69%	4,977 100%

Question 15: (Women) If women could have been involuntarily assigned to infantry, armor, and artillery PMOSs when I joined the Marine Corps, I still would have joined.

Rank	Definitely	Probably	Not Sure	Probably not	Definitely not	This would not have been a factor in my decision to join	Total
E1-E3	403 30.83%	261 19.97%	185 14.15%	155 11.86%	159 12.17%	144 11.02%	1,307 100%
E4-E5	594 32.76%	345 19.03%	214 11.80%	189 10.42%	241 13.29%	230 12.69%	1,813 100%
E6-E9	282 28.66%	171 17.38%	150 15.24%	124 12.60%	133 13.52%	124 12.60%	984 100%
O1-O3	244 43.34%	90 15.99%	54 9.59%	51 9.06%	30 5.33%	94 16.70%	563 100%
O4+	101 42.98%	43 18.30%	31 13.19%	23 9.79%	14 5.96%	23 9.79%	235 100%
W1-W5	20 29.41%	15 22.06%	6 8.82%	14 20.59%	6 8.82%	7 10.29%	68 100%
Total	1,644 33.08%	925 18.61%	640 12.88%	556 11.19%	583 11.73%	622 12.52%	4,970 100%

Question 16: (Women) If the current policy changes and women can volunteer to serve in any PMOS, including infantry, armor, and artillery PMOSs, this change will cause me to leave the Marine Corps at my first opportunity.

Rank	Strongly agree	Agree	Not Sure	Disagree	Strongly disagree	This would not be a factor in my decision	Total
E1-E3	53 4.06%	45 3.45%	134 10.28%	249 19.10%	314 24.08%	509 39.03%	1,304 100%
E4-E5	62 3.43%	45 2.49%	143 7.91%	330 18.25%	371 20.52%	857 47.40%	1,808 100%
E6-E9	21 2.13%	21 2.13%	55 5.59%	197 20.02%	231 23.48%	459 46.65%	984 100%
O1-O3	2 0.36%	6 1.07%	15 2.67%	67 11.94%	184 32.80%	287 51.16%	561 100%
O4+	0 0%	2 0.85%	7 2.97%	28 11.86%	95 40.25%	104 44.07%	236 100%
W1-W5	1 1.47%	1 1.47%	2 2.94%	8 11.76%	17 25.00%	39 57.35%	68 100%
Total	139 2.80%	120 2.42%	356 7.18%	879 17.72%	1,212 24.43%	2,255 45.45%	4,961 100%

Question 17: (Women) If the current policy changes and women can be involuntarily assigned to any PMOS, including infantry, armor, and artillery PMOSs, this change will cause me to leave the Marine Corps at my first opportunity.

Rank	Strongly agree	Agree	Not Sure	Disagree	Strongly disagree	This would not be a factor in my decision	Total
E1-E3	166 12.68%	155 11.84%	257 19.63%	181 13.83%	203 15.51%	347 26.51%	1,309 100%
E4-E5	217 11.94%	193 10.62%	308 16.95%	226 12.44%	239 13.15%	634 34.89%	1,817 100%
E6-E9	111 11.29%	81 8.24%	165 16.79%	130 13.22%	156 15.87%	340 34.59%	983 100%
O1-O3	18 3.20%	38 6.76%	62 11.03%	70 12.46%	139 24.73%	235 41.81%	562 100%
O4+	5 2.12%	9 3.81%	21 8.90%	32 13.56%	73 30.93%	96 40.68%	236 100%
W1-W5	3 4.41%	4 5.88%	9 13.24%	11 16.18%	8 11.76%	33 48.53%	68 100%
Total	520 10.45%	480 9.65%	822 16.52%	650 13.07%	818 16.44%	1,685 33.87%	4,975 100%

Question 18: (Women) In your opinion, would the following outcomes increase or decrease if women could serve in ground combat PMOSs?

Subquestion A: The best Marine for a job filling it

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	174 13.43%	383 29.55%	437 33.72%	208 16.05%	94 7.25%	1,296 100%
E4-E5	238 13.13%	451 24.89%	605 33.39%	352 19.43%	166 9.16%	1,812 100%
E6-E9	101 10.33%	230 23.52%	372 38.04%	206 21.06%	69 7.06%	978 100%
O1-O3	86 15.33%	147 26.20%	169 30.12%	106 18.89%	53 9.45%	561 100%
O4+	38 16.24%	59 25.21%	88 37.61%	37 15.81%	12 5.13%	234 100%
W1-W5	4 5.97%	19 28.36%	27 40.30%	10 14.93%	7 10.45%	67 100%
Total	641 12.95%	1,289 26.05%	1,698 34.32%	919 18.57%	401 8.10%	4,948 100%

Question 18: (Women) In your opinion, would the following outcomes increase or decrease if women could serve in ground combat PMOSs?

Subquestion B: Intimate relationships among a unit's Marines (or Sailors) causing problems

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	478 36.77%	475 36.54%	274 21.08%	44 3.38%	29 2.23%	1,300 100%
E4-E5	801 44.11%	625 34.42%	327 18.01%	32 1.76%	31 1.71%	1,816 100%
E6-E9	408 41.68%	325 33.20%	213 21.76%	18 1.84%	15 1.53%	979 100%
O1-O3	215 38.26%	207 36.83%	127 22.60%	7 1.25%	6 1.07%	562 100%
O4+	51 21.79%	101 43.16%	78 33.33%	2 0.85%	2 0.85%	234 100%
W1-W5	23 33.82%	26 38.24%	17 25.00%	2 2.94%	0 0%	68 100%
Total	1,976 39.85%	1,759 35.47%	1,036 20.89%	105 2.12%	83 1.67%	4,959 100%

Question 18: (Women) In your opinion, would the following outcomes increase or decrease if women could serve in ground combat PMOSs?

Subquestion C: Enemies targeting women as POWs

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	505 38.88%	515 39.65%	232 17.86%	23 1.77%	24 1.85%	1,299 100%
E4-E5	740 40.82%	706 38.94%	328 18.09%	22 1.21%	17 0.94%	1,813 100%
E6-E9	400 40.86%	395 40.35%	165 16.85%	10 1.02%	9 0.92%	979 100%
O1-O3	124 22.06%	252 44.84%	180 32.03%	4 0.71%	2 0.36%	562 100%
O4+	44 18.80%	96 41.03%	91 38.89%	3 1.28%	0 0%	234 100%
W1-W5	31 45.59%	21 30.88%	14 20.59%	2 2.94%	0 0%	68 100%
Total	1,844 37.21%	1,985 40.06%	1,010 20.38%	64 1.29%	52 1.05%	4,955 100%

Question 18: (Women) In your opinion, would the following outcomes increase or decrease if women could serve in ground combat PMOSs?

Subquestion D: Unit combat effectiveness

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	111 8.58%	317 24.52%	396 30.63%	346 26.76%	123 9.51%	1,293 100%
E4-E5	144 7.96%	365 20.19%	580 32.08%	499 27.60%	220 12.17%	1,808 100%
E6-E9	54 5.52%	162 16.55%	376 38.41%	293 29.93%	94 9.60%	979 100%
O1-O3	31 5.54%	83 14.82%	224 40%	161 28.75%	61 10.89%	560 100%
O4+	9 3.85%	54 23.08%	106 45.30%	48 20.51%	17 7.26%	234 100%
W1-W5	3 4.48%	8 11.94%	26 38.81%	26 38.81%	4 5.97%	67 100%
Total	352 7.12%	989 20.02%	1,708 34.57%	1,373 27.79%	519 10.50%	4,941 100%

Question 18: (Women) In your opinion, would the following outcomes increase or decrease if women could serve in ground combat PMOSs?

Subquestion E: A unit's Marines being in danger

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	164 12.70%	354 27.42%	716 55.46%	44 3.41%	13 1.01%	1,291 100%
E4-E5	243 13.46%	495 27.42%	993 55.01%	48 2.66%	26 1.44%	1,805 100%
E6-E9	110 11.25%	265 27.10%	567 57.98%	29 2.97%	7 0.72%	978 100%
O1-O3	31 5.58%	105 18.88%	405 72.84%	14 2.52%	1 0.18%	556 100%
O4+	11 4.70%	34 14.53%	181 77.35%	8 3.42%	0 0%	234 100%
W1-W5	4 5.88%	20 29.41%	43 63.24%	1 1.47%	0 0%	68 100%
Total	563 11.42%	1,273 25.81%	2,905 58.90%	144 2.92%	47 0.95%	4,932 100%

Question 18: (Women) In your opinion, would the following outcomes increase or decrease if women could serve in ground combat PMOSs?

Subquestion F: Male Marines feeling obligated to protect female Marines

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	509 39.31%	462 35.68%	263 20.31%	35 2.70%	26 2.01%	1,295 100%
E4-E5	679 37.56%	712 39.38%	351 19.41%	41 2.27%	25 1.38%	1,808 100%
E6-E9	341 34.87%	434 44.38%	172 17.59%	21 2.15%	10 1.02%	978 100%
O1-O3	119 21.33%	222 39.78%	178 31.90%	26 4.66%	13 2.33%	558 100%
O4+	36 15.38%	102 43.59%	83 35.47%	9 3.85%	4 1.71%	234 100%
W1-W5	25 37.31%	27 40.30%	13 19.40%	2 2.99%	0 0%	67 100%
Total	1,709 34.60%	1,959 39.66%	1,060 21.46%	134 2.71%	78 1.58%	4,940 100%

Question 18: (Women) In your opinion, would the following outcomes increase or decrease if women could serve in ground combat PMOSs?

Subquestion G: Unit cohesion

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	117 9.08%	304 23.60%	439 34.08%	341 26.48%	87 6.75%	1,288 100%
E4-E5	113 6.30%	330 18.40%	583 32.52%	578 32.24%	189 10.54%	1,793 100%
E6-E9	25 2.58%	141 14.57%	306 31.61%	424 43.80%	72 7.44%	968 100%
O1-O3	13 2.34%	58 10.45%	234 42.16%	201 36.22%	49 8.83%	555 100%
O4+	4 1.74%	37 16.09%	118 51.30%	59 25.65%	12 5.22%	230 100%
W1-W5	0 0%	9 13.43%	21 31.34%	32 47.76%	5 7.46%	67 100%
Total	272 5.55%	879 17.94%	1,701 34.71%	1,635 33.36%	414 8.45%	4,901 100%

Question 18: (Women) In your opinion, would the following outcomes increase or decrease if women could serve in ground combat PMOSs?

Subquestion H: Male Marines being distracted from their jobs

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	336 25.89%	482 37.13%	411 31.66%	43 3.31%	26 2.00%	1,298 100%
E4-E5	523 28.99%	690 38.25%	506 28.05%	52 2.88%	33 1.83%	1,804 100%
E6-E9	242 24.95%	397 40.93%	271 27.94%	47 4.85%	13 1.34%	970 100%
O1-O3	82 14.70%	199 35.66%	239 42.83%	22 3.94%	16 2.87%	558 100%
O4+	24 10.34%	83 35.78%	116 50%	8 3.45%	1 0.43%	232 100%
W1-W5	12 17.91%	32 47.76%	19 28.36%	4 5.97%	0 0%	67 100%
Total	1,219 24.73%	1,883 38.20%	1,562 31.69%	176 3.57%	89 1.81%	4,929 100%

Question 18: (Women) In your opinion, would the following outcomes increase or decrease if women could serve in ground combat PMOSs?

Subquestion I: The number of female Marines not having the physical capabilities required for their jobs

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	277 21.42%	412 31.86%	394 30.47%	154 11.91%	56 4.33%	1,293 100%
E4-E5	473 26.20%	607 33.63%	518 28.70%	153 8.48%	54 2.99%	1,805 100%
E6-E9	230 23.49%	350 35.75%	307 31.36%	68 6.95%	24 2.45%	979 100%
O1-O3	123 21.96%	185 33.04%	203 36.25%	37 6.61%	12 2.14%	560 100%
O4+	41 17.60%	78 33.48%	99 42.49%	12 5.15%	3 1.29%	233 100%
W1-W5	17 25.37%	28 41.79%	19 28.36%	2 2.99%	1 1.49%	67 100%
Total	1,161 23.52%	1,660 33.62%	1,540 31.19%	426 8.63%	150 3.04%	4,937 100%

Question 18: (Women) In your opinion, would the following outcomes increase or decrease if women could serve in ground combat PMOSs?

Subquestion J: Female Marines being treated equally

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	118 9.13%	224 17.32%	345 26.68%	364 28.15%	242 18.72%	1,293 100%
E4-E5	121 6.70%	283 15.68%	465 25.76%	533 29.53%	403 22.33%	1,805 100%
E6-E9	38 3.92%	116 11.96%	246 25.36%	350 36.08%	220 22.68%	970 100%
O1-O3	40 7.16%	102 18.25%	154 27.55%	188 33.63%	75 13.42%	559 100%
O4+	18 7.69%	38 16.24%	70 29.91%	87 37.18%	21 8.97%	234 100%
W1-W5	2 3.03%	8 12.12%	14 21.21%	29 43.94%	13 19.70%	66 100%
Total	337 6.84%	771 15.65%	1,294 26.26%	1,551 31.48%	974 19.77%	4,927 100%

Question 18: (Women) In your opinion, would the following outcomes increase or decrease if women could serve in ground combat PMOSs?

Subquestion K: Limited duty (due to pregnancy, personal issues, or injury) before deployments affecting unit readiness

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	386 29.83%	466 36.01%	375 28.98%	52 4.02%	15 1.16%	1,294 100%
E4-E5	661 36.54%	599 33.11%	485 26.81%	34 1.88%	30 1.66%	1,809 100%
E6-E9	350 36.01%	323 33.23%	262 26.95%	21 2.16%	16 1.65%	972 100%
O1-O3	144 25.67%	169 30.12%	231 41.18%	16 2.85%	1 0.18%	561 100%
O4+	45 19.31%	77 33.05%	106 45.49%	3 1.29%	2 0.86%	233 100%
W1-W5	24 35.29%	22 32.35%	19 27.94%	3 4.41%	0 0%	68 100%
Total	1,610 32.61%	1,656 33.54%	1,478 29.94%	129 2.61%	64 1.30%	4,937 100%

Question 18: (Women) In your opinion, would the following outcomes increase or decrease if women could serve in ground combat PMOSs?

Subquestion L: A double standard in expectations based on gender

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	392 30.39%	488 37.83%	319 24.73%	59 4.57%	32 2.48%	1,290 100%
E4-E5	607 33.82%	683 38.05%	381 21.23%	82 4.57%	42 2.34%	1,795 100%
E6-E9	325 33.37%	417 42.81%	185 18.99%	39 4.00%	8 0.82%	974 100%
O1-O3	126 22.58%	199 35.66%	161 28.85%	45 8.06%	27 4.84%	558 100%
O4+	32 13.79%	94 40.52%	75 32.33%	26 11.21%	5 2.16%	232 100%
W1-W5	23 34.85%	29 43.94%	10 15.15%	3 4.55%	1 1.52%	66 100%
Total	1,505 30.62%	1,910 38.86%	1,131 23.01%	254 5.17%	115 2.34%	4,915 100%

Question 18: (Women) In your opinion, would the following outcomes increase or decrease if women could serve in ground combat PMOSs?

Subquestion M: Female Marines getting closer to the action

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	491 37.97%	550 42.54%	180 13.92%	44 3.40%	28 2.17%	1,293 100%
E4-E5	779 43.21%	757 41.99%	194 10.76%	39 2.16%	34 1.89%	1,803 100%
E6-E9	418 42.96%	401 41.21%	113 11.61%	31 3.19%	10 1.03%	973 100%
O1-O3	296 53.53%	198 35.80%	56 10.13%	3 0.54%	0 0%	553 100%
O4+	109 47.19%	86 37.23%	34 14.72%	1 0.43%	1 0.43%	231 100%
W1-W5	29 42.65%	30 44.12%	8 11.76%	1 1.47%	0 0%	68 100%
Total	2,122 43.12%	2,022 41.09%	585 11.89%	119 2.42%	73 1.48%	4,921 100%

Question 18: (Women) In your opinion, would the following outcomes increase or decrease if women could serve in ground combat PMOSs?

Subquestion N: Female Marines being at risk of sexual harassment or assault

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	547 42.08%	439 33.77%	279 21.46%	22 1.69%	13 1.00%	1,300 100%
E4-E5	835 46.13%	628 34.70%	325 17.96%	12 0.66%	10 0.55%	1,810 100%
E6-E9	420 42.94%	352 35.99%	197 20.14%	8 0.82%	1 0.10%	978 100%
O1-O3	159 28.55%	206 36.98%	181 32.50%	9 1.62%	2 0.36%	557 100%
O4+	48 20.51%	89 38.03%	93 39.74%	2 0.85%	2 0.85%	234 100%
W1-W5	28 41.18%	26 38.24%	13 19.12%	1 1.47%	0 0%	68 100%
Total	2,037 41.18%	1,740 35.17%	1,088 21.99%	54 1.09%	28 0.57%	4,947 100%

Question 18: (Women) In your opinion, would the following outcomes increase or decrease if women could serve in ground combat PMOSs?

Subquestion O: Female Marine career opportunities

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	535 41.34%	458 35.39%	231 17.85%	47 3.63%	23 1.78%	1,294 100%
E4-E5	672 37.25%	648 35.92%	370 20.51%	75 4.16%	39 2.16%	1,804 100%
E6-E9	261 26.69%	420 42.94%	222 22.70%	59 6.03%	16 1.64%	978 100%
O1-O3	267 48.02%	181 32.55%	87 15.65%	13 2.34%	8 1.44%	556 100%
O4+	103 44.40%	85 36.64%	36 15.52%	7 3.02%	1 0.43%	232 100%
W1-W5	19 27.94%	26 38.24%	20 29.41%	2 2.94%	1 1.47%	68 100%
Total	1,857 37.65%	1,818 36.86%	966 19.59%	203 4.12%	88 1.78%	4,932 100%

Question 18: (Women) In your opinion, would the following outcomes increase or decrease if women could serve in ground combat PMOSs?

Subquestion P: Enemies viewing us as vulnerable

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	287 22.15%	485 37.42%	457 35.26%	40 3.09%	27 2.08%	1,296 100%
E4-E5	428 23.67%	669 37.00%	626 34.62%	52 2.88%	33 1.83%	1,808 100%
E6-E9	195 19.92%	366 37.39%	396 40.45%	18 1.84%	4 0.41%	979 100%
O1-O3	43 7.72%	164 29.44%	337 60.50%	11 1.97%	2 0.36%	557 100%
O4+	17 7.39%	50 21.74%	150 65.22%	11 4.78%	2 0.87%	230 100%
W1-W5	14 20.59%	22 32.35%	29 42.65%	3 4.41%	0 0%	68 100%
Total	984 19.93%	1,756 35.56%	1,995 40.40%	135 2.73%	68 1.38%	4,938 100%

Question 18: (Women) In your opinion, would the following outcomes increase or decrease if women could serve in ground combat PMOSs?

Subquestion Q: The Marine Corps' requirements for billeting and hygiene facilities

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	415 32.02%	530 40.90%	318 24.54%	21 1.62%	12 0.93%	1,296 100%
E4-E5	727 40.34%	629 34.91%	395 21.92%	31 1.72%	20 1.11%	1,802 100%
E6-E9	439 45.03%	336 34.46%	184 18.87%	9 0.92%	7 0.72%	975 100%
O1-O3	215 38.39%	200 35.71%	140 25.00%	5 0.89%	0 0%	560 100%
O4+	82 35.81%	82 35.81%	63 27.51%	2 0.87%	0 0%	229 100%
W1-W5	36 53.73%	21 31.34%	7 10.45%	2 2.99%	1 1.49%	67 100%
Total	1,914 38.83%	1,798 36.48%	1,107 22.46%	70 1.42%	40 0.81%	4,929 100%

Question 18: (Women) In your opinion, would the following outcomes increase or decrease if women could serve in ground combat PMOSs?

Subquestion R: Female Marine promotion opportunities

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	310 23.92%	483 37.27%	415 32.02%	69 5.32%	19 1.47%	1,296 100%
E4-E5	349 19.38%	609 33.81%	694 38.53%	116 6.44%	33 1.83%	1,801 100%
E6-E9	154 15.89%	329 33.95%	411 42.41%	62 6.40%	13 1.34%	969 100%
O1-O3	176 31.43%	202 36.07%	158 28.21%	21 3.75%	3 0.54%	560 100%
O4+	69 29.87%	82 35.50%	69 29.87%	10 4.33%	1 0.43%	231 100%
W1-W5	15 22.06%	17 25.00%	30 44.12%	4 5.88%	2 2.94%	68 100%
Total	1,073 21.79%	1,722 34.96%	1,777 36.08%	282 5.73%	71 1.44%	4,925 100%

Question 18: (Women) In your opinion, would the following outcomes increase or decrease if women could serve in ground combat PMOSs?

Subquestion S: Fraternization/Some Marines getting preferential treatment

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	383 29.58%	492 37.99%	391 30.19%	21 1.62%	8 0.62%	1,295 100%
E4-E5	596 33.04%	689 38.19%	497 27.55%	9 0.50%	13 0.72%	1,804 100%
E6-E9	296 30.33%	398 40.78%	272 27.87%	10 1.02%	0 0%	976 100%
O1-O3	100 17.89%	198 35.42%	252 45.08%	8 1.43%	1 0.18%	559 100%
O4+	16 6.87%	77 33.05%	136 58.37%	3 1.29%	1 0.43%	233 100%
W1-W5	15 22.39%	33 49.25%	18 26.87%	1 1.49%	0 0%	67 100%
Total	1,406 28.50%	1,887 38.24%	1,566 31.74%	52 1.05%	23 0.47%	4,934 100%

Question 18: (Women) In your opinion, would the following outcomes increase or decrease if women could serve in ground combat PMOSs?

Subquestion T: Marines fearing false sexual harassment or assault allegations

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	401 30.97%	472 36.45%	383 29.58%	28 2.16%	11 0.85%	1,295 100%
E4-E5	625 34.74%	656 36.46%	489 27.18%	15 0.83%	14 0.78%	1,799 100%
E6-E9	332 33.91%	364 37.18%	272 27.78%	7 0.72%	4 0.41%	979 100%
O1-O3	115 20.61%	211 37.81%	225 40.32%	6 1.08%	1 0.18%	558 100%
O4+	36 15.38%	88 37.61%	106 45.30%	4 1.71%	0 0%	234 100%
W1-W5	18 26.87%	33 49.25%	15 22.39%	1 1.49%	0 0%	67 100%
Total	1,527 30.96%	1,824 36.98%	1,490 30.21%	61 1.24%	30 0.61%	4,932 100%

Question 18: (Women) In your opinion, would the following outcomes increase or decrease if women could serve in ground combat PMOSs?

Subquestion U: Female Marines getting the PMOSs that they want

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	283 21.85%	523 40.39%	387 29.88%	78 6.02%	24 1.85%	1,295 100%
E4-E5	335 18.52%	776 42.90%	567 31.34%	92 5.09%	39 2.16%	1,809 100%
E6-E9	132 13.52%	409 41.91%	348 35.66%	78 7.99%	9 0.92%	976 100%
O1-O3	110 19.75%	230 41.29%	188 33.75%	24 4.31%	5 0.90%	557 100%
O4+	41 17.52%	85 36.32%	91 38.89%	16 6.84%	1 0.43%	234 100%
W1-W5	7 10.29%	28 41.18%	27 39.71%	6 8.82%	0 0%	68 100%
Total	908 18.38%	2,051 41.53%	1,608 32.56%	294 5.95%	78 1.58%	4,939 100%

Question 20: (Women) If you were qualified and it were allowed, would you consider a lateral move to a ground combat PMOS? Check all that apply.

Rank	I am currently in one of these PMOSs	Yes – an Infantry PMOS (03XX)	Yes – an Artillery PMOS (08XX)	Yes – a Tank and Assault Amphibious Vehicle PMOS (18XX)	No – I would not consider a lateral move of this type	No – I would not consider a lateral move of any type	Total
E1-E3	12 0.93%	274 21.24%	286 22.17%	296 22.95%	496 38.45%	335 25.97%	1,699 131.71%
E4-E5	7 0.39%	342 19.00%	365 20.28%	356 19.78%	724 40.22%	546 30.33%	2,340 130.00%
E6-E9	5 0.51%	93 9.52%	98 10.03%	128 13.10%	416 42.58%	415 42.48%	1,155 118.22%
O1-O3	6 1.08%	94 16.85%	123 22.04%	101 18.10%	209 37.46%	197 35.30%	730 130.82%
O4+	3 1.30%	25 10.82%	25 10.82%	18 7.79%	96 41.56%	102 44.16%	269 116.45%
W1-W5	0 0.00%	5 7.35%	9 13.24%	2 2.94%	27 39.71%	33 48.53%	76 111.76%
Total	33 0.67%	833 16.92%	906 18.40%	901 18.30%	1,968 39.97%	1,628 33.06%	6,269 127.32%

Note: Since respondents can choose multiple answers, the total number of answers chosen will be greater than the number of respondents. Similarly, the percent of respondents who choose each answer will sum to greater than 100 percent.

Ground Combat Element Assignments

Question 21: (Women) How much do you agree or disagree with the following statement regarding closed units? I support allowing female Marines in PMOSs currently open to them to serve in all GCE units, including those at the Regiment level and below.

Rank	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Total
E1-E3	286 22.03%	399 30.74%	443 34.13%	86 6.63%	84 6.47%	1,298 100%
E4-E5	426 23.69%	573 31.87%	513 28.53%	161 8.95%	125 6.95%	1,798 100%
E6-E9	240 24.62%	327 33.54%	242 24.82%	102 10.46%	64 6.56%	975 100%
O1-O3	241 43.11%	195 34.88%	65 11.63%	45 8.05%	13 2.33%	559 100%
O4+	125 53.65%	68 29.18%	18 7.73%	13 5.58%	9 3.86%	233 100%
W1-W5	22 32.35%	23 33.82%	15 22.06%	3 4.41%	5 7.35%	68 100%
Total	1,340 27.18%	1,585 32.14%	1,296 26.28%	410 8.31%	300 6.08%	4,931 100%

Question 22: (Women) What is the LOWEST command level in which you feel female Marines should be able to serve within the ground combat element?

Rank	Division	Regiment	Battalion	Company	Platoon	Squad	Not sure	Total
E1-E3	218 16.76%	64 4.92%	82 6.30%	88 6.76%	99 7.61%	134 10.30%	616 47.35%	1,301 100%
E4-E5	277 15.36%	116 6.43%	160 8.87%	153 8.49%	163 9.04%	307 17.03%	627 34.78%	1,803 100%
E6-E9	130 13.29%	100 10.22%	136 13.91%	114 11.66%	89 9.10%	162 16.56%	247 25.26%	978 100%
O1-O3	48 8.59%	51 9.12%	94 16.82%	50 8.94%	62 11.09%	177 31.66%	77 13.77%	559 100%
O4+	14 6.03%	21 9.05%	47 20.26%	20 8.62%	22 9.48%	93 40.09%	15 6.47%	232 100%
W1-W5	12 17.65%	7 10.29%	8 11.76%	8 11.76%	7 10.29%	13 19.12%	13 19.12%	68 100%
Total	699 14.15%	359 7.27%	527 10.67%	433 8.76%	442 8.95%	886 17.93%	1,595 32.28%	4,941 100%

Question 23: (Women) If female Marines in PMOSs currently open to them could have volunteered for assignment to GCE units at the Regiment level and below (for example, a female administrator or communicator could volunteer to serve in an infantry battalion) when I joined the Marine Corps, I still would have joined.

Rank	Definitely	Probably	Not sure	Probably not	Definitely not	This would not be a factor in my decision to join	Total
E1-E3	562 43.67%	227 17.64%	188 14.61%	29 2.25%	25 1.94%	256 19.89%	1,287 100%
E4-E5	837 46.47%	302 16.77%	152 8.44%	39 2.17%	22 1.22%	449 24.93%	1,801 100%
E6-E9	443 45.20%	168 17.14%	81 8.27%	26 2.65%	7 0.71%	255 26.02%	980 100%
O1-O3	351 63.02%	60 10.77%	8 1.44%	5 0.90%	1 0.18%	132 23.70%	557 100%
O4+	156 66.67%	23 9.83%	9 3.85%	3 1.28%	3 1.28%	40 17.09%	234 100%
W1-W5	33 49.25%	13 19.40%	3 4.48%	1 1.49%	2 2.99%	15 22.39%	67 100%
Total	2,382 48.36%	793 16.10%	441 8.95%	103 2.09%	60 1.22%	1,147 23.28%	4,926 100%

Question 24: (Women) If female Marines in PMOSs currently open to them could have been involuntarily assigned to GCE units at the Regiment level and below (for example, a female administrator or communicator could be involuntarily assigned to serve in an infantry battalion) when I joined the Marine Corps, I still would have joined.

Rank	Definitely	Probably	Not sure	Probably not	Definitely not	This would not be a factor in my decision to join	Total
E1-E3	357 27.65%	214 16.58%	261 20.22%	139 10.77%	119 9.22%	201 15.57%	1,291 100%
E4-E5	575 31.86%	283 15.68%	279 15.46%	162 8.98%	132 7.31%	374 20.72%	1,805 100%
E6-E9	320 32.62%	165 16.82%	124 12.64%	92 9.38%	82 8.36%	198 20.18%	981 100%
O1-O3	287 51.43%	68 12.19%	37 6.63%	23 4.12%	17 3.05%	126 22.58%	558 100%
O4+	135 57.69%	34 14.53%	16 6.84%	10 4.27%	7 2.99%	32 13.68%	234 100%
W1-W5	24 35.82%	15 22.39%	6 8.96%	8 11.94%	5 7.46%	9 13.43%	67 100%
Total	1,698 34.40%	779 15.78%	723 14.65%	434 8.79%	362 7.33%	940 19.04%	4,936 100%

Question 25: (Women) If the current policy changes and female Marines in PMOSs currently open to them can volunteer for assignments to GCE units at the Regiment level and below (for example, a female administrator or communicator can volunteer to serve in an infantry battalion), this change will cause me to leave the Marine Corps at my first opportunity.

Rank	Strongly agree	Agree	Not Sure	Disagree	Strongly disagree	This would not be a factor in my decision	Total
E1-E3	66 5.14%	74 5.76%	224 17.43%	207 16.11%	261 20.31%	453 35.25%	1,285 100%
E4-E5	57 3.16%	73 4.05%	208 11.54%	280 15.54%	357 19.81%	827 45.89%	1,802 100%
E6-E9	24 2.45%	29 2.97%	72 7.36%	186 19.02%	213 21.78%	454 46.42%	978 100%
O1-O3	8 1.43%	8 1.43%	12 2.15%	62 11.11%	195 34.95%	273 48.92%	558 100%
O4+	6 2.58%	0 0%	6 2.58%	25 10.73%	99 42.49%	97 41.63%	233 100%
W1-W5	1 1.52%	1 1.52%	1 1.52%	7 10.61%	16 24.24%	40 60.61%	66 100%
Total	162 3.29%	185 3.76%	523 10.63%	767 15.58%	1,141 23.18%	2,144 43.56%	4,922 100%

Question 26: (Women) If the current policy changes and female Marines in PMOSs currently open to them are involuntarily assigned to GCE units at the Regiment level and below (for example, a female administrator or communicator can be involuntarily assigned to serve in an infantry battalion), this change will cause me to leave the Marine Corps at my first opportunity.

Rank	Strongly agree	Agree	Not Sure	Disagree	Strongly disagree	This would not be a factor in my decision	Total
E1-E3	146 11.29%	130 10.05%	297 22.97%	145 11.21%	194 15.00%	381 29.47%	1,293 100%
E4-E5	151 8.37%	157 8.70%	338 18.73%	202 11.19%	253 14.02%	704 39.00%	1,805 100%
E6-E9	68 6.93%	77 7.85%	142 14.48%	131 13.35%	162 16.51%	401 40.88%	981 100%
O1-O3	21 3.76%	21 3.76%	46 8.23%	60 10.73%	157 28.09%	254 45.44%	559 100%
O4+	5 2.15%	4 1.72%	18 7.73%	25 10.73%	88 37.77%	93 39.91%	233 100%
W1-W5	2 3.03%	2 3.03%	8 12.12%	10 15.15%	11 16.67%	33 50%	66 100%
Total	393 7.96%	391 7.92%	849 17.20%	573 11.61%	865 17.52%	1,866 37.80%	4,937 100%

Question 27: (Women) In your opinion, which of the following outcomes would result if female Marines serving in currently open PMOSs could be assigned to GCE units at the Regiment level or below?

Subquestion A: The best Marine for a job filling it

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	207 16.21%	422 33.05%	483 37.82%	114 8.93%	51 3.99%	1,277 100%
E4-E5	273 15.30%	531 29.76%	668 37.44%	202 11.32%	110 6.17%	1,784 100%
E6-E9	131 13.44%	286 29.33%	393 40.31%	124 12.72%	41 4.21%	975 100%
O1-O3	136 24.55%	174 31.41%	161 29.06%	61 11.01%	22 3.97%	554 100%
O4+	55 24.02%	76 33.19%	74 32.31%	18 7.86%	6 2.62%	229 100%
W1-W5	8 12.31%	19 29.23%	27 41.54%	8 12.31%	3 4.62%	65 100%
Total	810 16.58%	1,508 30.88%	1,806 36.98%	527 10.79%	233 4.77%	4,884 100%

Question 27: (Women) In your opinion, which of the following outcomes would result if female Marines serving in currently open PMOSs could be assigned to GCE units at the Regiment level or below?

Subquestion B: Intimate relationships among a unit's Marines (or Sailors) causing problems

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	375 29.57%	492 38.80%	370 29.18%	21 1.66%	10 0.79%	1,268 100%
E4-E5	567 32.00%	735 41.48%	442 24.94%	15 0.85%	13 0.73%	1,772 100%
E6-E9	277 28.56%	415 42.78%	269 27.73%	5 0.52%	4 0.41%	970 100%
O1-O3	107 19.38%	243 44.02%	199 36.05%	1 0.18%	2 0.36%	552 100%
O4+	32 13.97%	101 44.10%	94 41.05%	1 0.44%	1 0.44%	229 100%
W1-W5	18 27.69%	31 47.69%	16 24.62%	0 0%	0 0%	65 100%
Total	1,376 28.34%	2,017 41.54%	1,390 28.62%	43 0.89%	30 0.62%	4,856 100%

Question 27: (Women) In your opinion, which of the following outcomes would result if female Marines serving in currently open PMOSs could be assigned to GCE units at the Regiment level or below?

Subquestion C: Enemies targeting women as POWs

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	334 26.28%	552 43.43%	352 27.69%	16 1.26%	17 1.34%	1,271 100%
E4-E5	495 27.90%	764 43.07%	491 27.68%	11 0.62%	13 0.73%	1,774 100%
E6-E9	274 28.19%	418 43.00%	270 27.78%	6 0.62%	4 0.41%	972 100%
O1-O3	60 10.85%	233 42.13%	258 46.65%	2 0.36%	0 0%	553 100%
O4+	26 11.30%	83 36.09%	120 52.17%	1 0.43%	0 0%	230 100%
W1-W5	16 24.62%	28 43.08%	21 32.31%	0 0%	0 0%	65 100%
Total	1,205 24.77%	2,078 42.71%	1,512 31.08%	36 0.74%	34 0.70%	4,865 100%

Question 27: (Women) In your opinion, which of the following outcomes would result if female Marines serving in currently open PMOSs could be assigned to GCE units at the Regiment level or below?

Subquestion D: Unit combat effectiveness

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	108 8.54%	322 25.45%	494 39.05%	243 19.21%	98 7.75%	1,265 100%
E4-E5	146 8.23%	427 24.07%	650 36.64%	397 22.38%	154 8.68%	1,774 100%
E6-E9	54 5.60%	197 20.41%	389 40.31%	261 27.05%	64 6.63%	965 100%
O1-O3	31 5.62%	119 21.56%	257 46.56%	116 21.01%	29 5.25%	552 100%
O4+	14 6.11%	54 23.58%	113 49.34%	37 16.16%	11 4.80%	229 100%
W1-W5	5 7.69%	11 16.92%	30 46.15%	15 23.08%	4 6.15%	65 100%
Total	358 7.38%	1,130 23.30%	1,933 39.86%	1,069 22.04%	360 7.42%	4,850 100%

Question 27: (Women) In your opinion, which of the following outcomes would result if female Marines serving in currently open PMOSs could be assigned to GCE units at the Regiment level or below?

Subquestion E: A unit's Marines being in danger

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	166 13.12%	355 28.06%	694 54.86%	40 3.16%	10 0.79%	1,265 100%
E4-E5	258 14.55%	490 27.64%	972 54.82%	32 1.80%	21 1.18%	1,773 100%
E6-E9	124 12.80%	282 29.10%	548 56.55%	14 1.44%	1 0.10%	969 100%
O1-O3	24 4.39%	89 16.27%	430 78.61%	3 0.55%	1 0.18%	547 100%
O4+	6 2.61%	30 13.04%	190 82.61%	3 1.30%	1 0.43%	230 100%
W1-W5	7 10.94%	17 26.56%	40 62.50%	0 0%	0 0%	64 100%
Total	585 12.07%	1,263 26.05%	2,874 59.28%	92 1.90%	34 0.70%	4,848 100%

Question 27: (Women) In your opinion, which of the following outcomes would result if female Marines serving in currently open PMOSs could be assigned to GCE units at the Regiment level or below?

Subquestion F: Male Marines feeling obligated to protect female Marines

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	389 30.65%	519 40.90%	316 24.90%	30 2.36%	15 1.18%	1,269 100%
E4-E5	531 29.97%	753 42.49%	437 24.66%	32 1.81%	19 1.07%	1,772 100%
E6-E9	283 29.39%	441 45.79%	217 22.53%	18 1.87%	4 0.42%	963 100%
O1-O3	80 14.47%	225 40.69%	222 40.14%	23 4.16%	3 0.54%	553 100%
O4+	29 12.78%	96 42.29%	90 39.65%	11 4.85%	1 0.44%	227 100%
W1-W5	18 27.69%	32 49.23%	13 20%	2 3.08%	0 0%	65 100%
Total	1,330 27.43%	2,066 42.61%	1,295 26.71%	116 2.39%	42 0.87%	4,849 100%

Question 27: (Women) In your opinion, which of the following outcomes would result if female Marines serving in currently open PMOSs could be assigned to GCE units at the Regiment level or below?

Subquestion G: Unit cohesion

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	116 9.16%	299 23.62%	473 37.36%	303 23.93%	75 5.92%	1,266 100%
E4-E5	106 5.99%	383 21.63%	627 35.40%	507 28.63%	148 8.36%	1,771 100%
E6-E9	29 3.00%	167 17.25%	363 37.50%	346 35.74%	63 6.51%	968 100%
O1-O3	18 3.27%	75 13.61%	263 47.73%	162 29.40%	33 5.99%	551 100%
O4+	6 2.64%	41 18.06%	122 53.74%	53 23.35%	5 2.20%	227 100%
W1-W5	1 1.54%	9 13.85%	30 46.15%	21 32.31%	4 6.15%	65 100%
Total	276 5.69%	974 20.09%	1,878 38.74%	1,392 28.71%	328 6.77%	4,848 100%

Question 27: (Women) In your opinion, which of the following outcomes would result if female Marines serving in currently open PMOSs could be assigned to GCE units at the Regiment level or below?

Subquestion H: Male Marines being distracted from their jobs

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	320 25.30%	477 37.71%	425 33.60%	26 2.06%	17 1.34%	1,265 100%
E4-E5	507 28.66%	693 39.17%	524 29.62%	29 1.64%	16 0.90%	1,769 100%
E6-E9	244 25.28%	408 42.28%	281 29.12%	26 2.69%	6 0.62%	965 100%
O1-O3	71 12.93%	207 37.70%	253 46.08%	13 2.37%	5 0.91%	549 100%
O4+	20 8.73%	84 36.68%	122 53.28%	3 1.31%	0 0%	229 100%
W1-W5	15 23.81%	26 41.27%	20 31.75%	2 3.17%	0 0%	63 100%
Total	1,177 24.32%	1,895 39.15%	1,625 33.57%	99 2.05%	44 0.91%	4,840 100%

Question 27: (Women) In your opinion, which of the following outcomes would result if female Marines serving in currently open PMOSs could be assigned to GCE units at the Regiment level or below?
 Subquestion I: The number of female Marines not having the physical capabilities required for their jobs

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	208 16.44%	414 32.73%	506 40%	109 8.62%	28 2.21%	1,265 100%
E4-E5	308 17.43%	622 35.20%	678 38.37%	111 6.28%	48 2.72%	1,767 100%
E6-E9	124 12.86%	353 36.62%	417 43.26%	60 6.22%	10 1.04%	964 100%
O1-O3	42 7.61%	164 29.71%	296 53.62%	45 8.15%	5 0.91%	552 100%
O4+	14 6.14%	58 25.44%	144 63.16%	9 3.95%	3 1.32%	228 100%
W1-W5	8 12.31%	33 50.77%	21 32.31%	3 4.62%	0 0%	65 100%
Total	704 14.54%	1,644 33.96%	2,062 42.59%	337 6.96%	94 1.94%	4,841 100%

Question 27: (Women) In your opinion, which of the following outcomes would result if female Marines serving in currently open PMOSs could be assigned to GCE units at the Regiment level or below?

Subquestion J: Female Marines being treated equally

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	91 7.22%	262 20.78%	424 33.62%	346 27.44%	138 10.94%	1,261 100%
E4-E5	102 5.76%	317 17.91%	539 30.45%	578 32.66%	234 13.22%	1,770 100%
E6-E9	40 4.14%	138 14.27%	294 30.40%	368 38.06%	127 13.13%	967 100%
O1-O3	48 8.73%	105 19.09%	191 34.73%	170 30.91%	36 6.55%	550 100%
O4+	16 7.02%	46 20.18%	89 39.04%	69 30.26%	8 3.51%	228 100%
W1-W5	1 1.56%	8 12.50%	20 31.25%	29 45.31%	6 9.38%	64 100%
Total	298 6.16%	876 18.10%	1,557 32.17%	1,560 32.23%	549 11.34%	4,840 100%

Question 27: (Women) In your opinion, which of the following outcomes would result if female Marines serving in currently open PMOSs could be assigned to GCE units at the Regiment level or below?
 Subquestion K: Limited duty (due to pregnancy, personal issues, or injury) before deployments affecting unit readiness

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	333 26.32%	448 35.42%	420 33.20%	44 3.48%	20 1.58%	1,265 100%
E4-E5	571 32.33%	597 33.81%	531 30.07%	48 2.72%	19 1.08%	1,766 100%
E6-E9	300 31.19%	343 35.65%	286 29.73%	27 2.81%	6 0.62%	962 100%
O1-O3	102 18.58%	200 36.43%	235 42.81%	11 2.00%	1 0.18%	549 100%
O4+	30 13.16%	83 36.40%	111 48.68%	4 1.75%	0 0%	228 100%
W1-W5	15 23.08%	27 41.54%	20 30.77%	3 4.62%	0 0%	65 100%
Total	1,351 27.94%	1,698 35.12%	1,603 33.15%	137 2.83%	46 0.95%	4,835 100%

Question 27: (Women) In your opinion, which of the following outcomes would result if female Marines serving in currently open PMOSs could be assigned to GCE units at the Regiment level or below?

Subquestion L: A double standard in expectations based on gender

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	299 23.67%	491 38.88%	386 30.56%	65 5.15%	22 1.74%	1,263 100%
E4-E5	468 26.46%	719 40.64%	480 27.13%	76 4.30%	26 1.47%	1,769 100%
E6-E9	245 25.36%	440 45.55%	237 24.53%	38 3.93%	6 0.62%	966 100%
O1-O3	75 13.71%	217 39.67%	196 35.83%	43 7.86%	16 2.93%	547 100%
O4+	25 11.11%	91 40.44%	87 38.67%	17 7.56%	5 2.22%	225 100%
W1-W5	12 18.46%	33 50.77%	14 21.54%	6 9.23%	0 0%	65 100%
Total	1,124 23.25%	1,991 41.18%	1,400 28.96%	245 5.07%	75 1.55%	4,835 100%

Question 27: (Women) In your opinion, which of the following outcomes would result if female Marines serving in currently open PMOSs could be assigned to GCE units at the Regiment level or below?

Subquestion M: Female Marines getting closer to the action

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	392 31.04%	567 44.89%	239 18.92%	46 3.64%	19 1.50%	1,263 100%
E4-E5	595 33.65%	824 46.61%	285 16.12%	37 2.09%	27 1.53%	1,768 100%
E6-E9	295 30.51%	488 50.47%	156 16.13%	22 2.28%	6 0.62%	967 100%
O1-O3	200 36.36%	257 46.73%	91 16.55%	2 0.36%	0 0%	550 100%
O4+	83 36.40%	105 46.05%	40 17.54%	0 0%	0 0%	228 100%
W1-W5	23 35.94%	32 50%	9 14.06%	0 0%	0 0%	64 100%
Total	1,588 32.81%	2,273 46.96%	820 16.94%	107 2.21%	52 1.07%	4,840 100%

Question 27: (Women) In your opinion, which of the following outcomes would result if female Marines serving in currently open PMOSs could be assigned to GCE units at the Regiment level or below?

Subquestion N: Female Marines being at risk of sexual harassment or assault

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	396 31.30%	473 37.39%	366 28.93%	22 1.74%	8 0.63%	1,265 100%
E4-E5	623 35.22%	679 38.38%	440 24.87%	12 0.68%	15 0.85%	1,769 100%
E6-E9	308 32.02%	401 41.68%	239 24.84%	10 1.04%	4 0.42%	962 100%
O1-O3	110 20.04%	214 38.98%	215 39.16%	6 1.09%	4 0.73%	549 100%
O4+	31 13.84%	96 42.86%	92 41.07%	4 1.79%	1 0.45%	224 100%
W1-W5	21 32.31%	26 40%	18 27.69%	0 0%	0 0%	65 100%
Total	1,489 30.80%	1,889 39.08%	1,370 28.34%	54 1.12%	32 0.66%	4,834 100%

Question 27: (Women) In your opinion, which of the following outcomes would result if female Marines serving in currently open PMOSs could be assigned to GCE units at the Regiment level or below?

Subquestion O: Female Marine career opportunities

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	376 29.82%	500 39.65%	322 25.54%	49 3.89%	14 1.11%	1,261 100%
E4-E5	493 27.77%	715 40.28%	478 26.93%	63 3.55%	26 1.46%	1,775 100%
E6-E9	194 20.17%	418 43.45%	299 31.08%	42 4.37%	9 0.94%	962 100%
O1-O3	227 41.12%	207 37.50%	108 19.57%	7 1.27%	3 0.54%	552 100%
O4+	88 39.11%	90 40%	44 19.56%	3 1.33%	0 0%	225 100%
W1-W5	16 25.00%	26 40.63%	20 31.25%	2 3.13%	0 0%	64 100%
Total	1,394 28.81%	1,956 40.42%	1,271 26.27%	166 3.43%	52 1.07%	4,839 100%

Question 27: (Women) In your opinion, which of the following outcomes would result if female Marines serving in currently open PMOSs could be assigned to GCE units at the Regiment level or below?

Subquestion P: Enemies viewing us as vulnerable

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	265 21.00%	432 34.23%	516 40.89%	40 3.17%	9 0.71%	1,262 100%
E4-E5	358 20.23%	621 35.08%	729 41.19%	40 2.26%	22 1.24%	1,770 100%
E6-E9	182 18.86%	347 35.96%	424 43.94%	10 1.04%	2 0.21%	965 100%
O1-O3	32 5.82%	145 26.36%	362 65.82%	8 1.45%	3 0.55%	550 100%
O4+	15 6.64%	47 20.80%	155 68.58%	9 3.98%	0 0%	226 100%
W1-W5	10 15.38%	22 33.85%	31 47.69%	2 3.08%	0 0%	65 100%
Total	862 17.82%	1,614 33.36%	2,217 45.82%	109 2.25%	36 0.74%	4,838 100%

Question 27: (Women) In your opinion, which of the following outcomes would result if female Marines serving in currently open PMOSs could be assigned to GCE units at the Regiment level or below?

Subquestion Q: The Marine Corps' requirements for billeting and hygiene facilities

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	339 26.82%	516 40.82%	374 29.59%	21 1.66%	14 1.11%	1,264 100%
E4-E5	620 35.11%	663 37.54%	434 24.58%	29 1.64%	20 1.13%	1,766 100%
E6-E9	369 38.28%	374 38.80%	205 21.27%	11 1.14%	5 0.52%	964 100%
O1-O3	177 32.30%	236 43.07%	133 24.27%	2 0.36%	0 0%	548 100%
O4+	69 30.40%	94 41.41%	63 27.75%	1 0.44%	0 0%	227 100%
W1-W5	28 43.08%	26 40%	8 12.31%	3 4.62%	0 0%	65 100%
Total	1,602 33.14%	1,909 39.49%	1,217 25.18%	67 1.39%	39 0.81%	4,834 100%

Question 27: (Women) In your opinion, which of the following outcomes would result if female Marines serving in currently open PMOSs could be assigned to GCE units at the Regiment level or below?

Subquestion R: Female Marine promotion opportunities

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	273 21.68%	487 38.68%	441 35.03%	45 3.57%	13 1.03%	1,259 100%
E4-E5	335 18.95%	659 37.27%	653 36.93%	92 5.20%	29 1.64%	1,768 100%
E6-E9	148 15.34%	353 36.58%	405 41.97%	50 5.18%	9 0.93%	965 100%
O1-O3	189 34.24%	208 37.68%	141 25.54%	14 2.54%	0 0%	552 100%
O4+	70 30.57%	91 39.74%	63 27.51%	5 2.18%	0 0%	229 100%
W1-W5	12 18.46%	23 35.38%	26 40%	3 4.62%	1 1.54%	65 100%
Total	1,027 21.23%	1,821 37.64%	1,729 35.74%	209 4.32%	52 1.07%	4,838 100%

Question 27: (Women) In your opinion, which of the following outcomes would result if female Marines serving in currently open PMOSs could be assigned to GCE units at the Regiment level or below?

Subquestion S: Fraternization/Some Marines getting preferential treatment

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	332 26.35%	464 36.83%	432 34.29%	24 1.90%	8 0.63%	1,260 100%
E4-E5	508 28.86%	687 39.03%	536 30.45%	12 0.68%	17 0.97%	1,760 100%
E6-E9	257 26.72%	400 41.58%	293 30.46%	10 1.04%	2 0.21%	962 100%
O1-O3	70 12.73%	212 38.55%	261 47.45%	5 0.91%	2 0.36%	550 100%
O4+	14 6.14%	86 37.72%	122 53.51%	6 2.63%	0 0%	228 100%
W1-W5	13 20.31%	33 51.56%	18 28.13%	0 0%	0 0%	64 100%
Total	1,194 24.75%	1,882 39.01%	1,662 34.45%	57 1.18%	29 0.60%	4,824 100%

Question 27: (Women) In your opinion, which of the following outcomes would result if female Marines serving in currently open PMOSs could be assigned to GCE units at the Regiment level or below?

Subquestion T: Marines fearing false sexual harassment or assault allegations

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	366 28.89%	440 34.73%	432 34.10%	20 1.58%	9 0.71%	1,267 100%
E4-E5	553 31.28%	673 38.07%	516 29.19%	13 0.74%	13 0.74%	1,768 100%
E6-E9	283 29.33%	394 40.83%	279 28.91%	6 0.62%	3 0.31%	965 100%
O1-O3	91 16.52%	217 39.38%	239 43.38%	3 0.54%	1 0.18%	551 100%
O4+	24 10.43%	90 39.13%	112 48.70%	3 1.30%	1 0.43%	230 100%
W1-W5	14 21.88%	32 50%	18 28.13%	0 0%	0 0%	64 100%
Total	1,331 27.47%	1,846 38.10%	1,596 32.94%	45 0.93%	27 0.56%	4,845 100%

Physical Demands of Service in Ground Combat

Question 29: (Women) Out of 10 average male Marines at your paygrade, how many do you think can currently meet the physical demands of service in the ground combat PMOSs (infantry, artillery, and tank/assault amphibious vehicle)? Please choose a number between 0 and 10.

Rank	0	1	2	3	4	5
E1-E3	10 0.79%	11 0.87%	25 1.97%	60 4.74%	121 9.55%	210 16.57%
E4-E5	5 0.45%	19 1.72%	47 4.26%	92 8.35%	191 17.33%	285 25.86%
E6-E9	4 1.12%	9 2.52%	19 5.32%	48 13.45%	81 22.69%	148 41.46%
O1-O3	1 1.11%	1 1.11%	3 3.33%	15 16.67%	32 35.56%	38 42.22%
O4+	0 0%	0 0%	1 2.33%	7 16.28%	13 30.23%	22 51.16%
W1-W5	0 0%	1 5.56%	3 16.67%	1 5.56%	5 27.78%	8 44.44%
Total	20 0.70%	41 1.43%	98 3.41%	223 7.75%	443 15.40%	711 24.71%

Question 29: (Women) Out of 10 average male Marines at your paygrade, how many do you think can currently meet the physical demands of service in the ground combat PMOSs (infantry, artillery, and tank/assault amphibious vehicle)? Please choose a number between 0 and 10.

Rank	6	7	8	9	10	Total
E1-E3	203 16.02%	244 19.26%	228 18.00%	100 7.89%	55 4.34%	1,267 100%
E4-E5	82 7.44%	131 11.89%	133 12.07%	90 8.17%	27 2.45%	1,102 100%
E6-E9	8 2.24%	20 5.60%	14 3.92%	6 1.68%	0 0%	357 100%
O1-O3	0 0%	0 0%	0 0%	0 0%	0 0%	90 100%
O4+	0 0%	0 0%	0 0%	0 0%	0 0%	43 100%
W1- W5	0 0%	0 0%	0 0%	0 0%	0 0%	18 100%
Total	293 10.18%	395 13.73%	375 13.03%	196 6.81%	82 2.85%	2,877 100%

Question 30: (Women) Out of 10 average female Marines at your paygrade, how many do you think can currently meet the physical demands of service in the ground combat PMOSs (infantry, artillery, and tank/assault amphibious vehicle)? Please choose a number between 0 and 10.

Rank	0	1	2	3	4	5
E1-E3	84 6.62%	192 15.13%	172 13.55%	197 15.52%	195 15.37%	194 15.29%
E4-E5	88 5.50%	300 18.75%	327 20.44%	354 22.13%	246 15.38%	195 12.19%
E6-E9	57 6.61%	151 17.52%	169 19.61%	206 23.90%	155 17.98%	113 13.11%
O1-O3	24 5.18%	105 22.68%	81 17.49%	117 25.27%	79 17.06%	57 12.31%
O4+	7 4.05%	32 18.50%	32 18.50%	35 20.23%	36 20.81%	31 17.92%
W1-W5	6 10.91%	9 16.36%	13 23.64%	12 21.82%	6 10.91%	9 16.36%
Total	266 6.02%	789 17.84%	794 17.96%	921 20.83%	717 16.21%	599 13.55%

Question 30: (Women) Out of 10 average female Marines at your paygrade, how many do you think can currently meet the physical demands of service in the ground combat PMOSs (infantry, artillery, and tank/assault amphibious vehicle)? Please choose a number between 0 and 10.

Rank	6	7	8	9	10	Total
E1-E3	109 8.59%	55 4.33%	42 3.31%	8 0.63%	21 1.65%	1,269 100%
E4-E5	39 2.44%	20 1.25%	19 1.19%	7 0.44%	5 0.31%	1,600 100%
E6-E9	7 0.81%	3 0.35%	0 0%	1 0.12%	0 0%	862 100%
O1-O3	0 0%	0 0%	0 0%	0 0%	0 0%	463 100%
O4+	0 0%	0 0%	0 0%	0 0%	0 0%	173 100%
W1-W5	0 0%	0 0%	0 0%	0 0%	0 0%	55 100%
Total	155 3.51%	78 1.76%	61 1.38%	16 0.36%	26 0.59%	4,422 100%

Question 31: (Women) For those female Marines who can meet the physical demands of service in the ground combat PMOSs (infantry, artillery, and tank/assault amphibious vehicle), how strongly would you support or oppose their service in a ground combat PMOS?

Rank	Strongly support	Somewhat support	Neither support nor oppose	Somewhat oppose	Strongly oppose	Not sure	Total
E1-E3	601 47.51%	197 15.57%	196 15.49%	83 6.56%	119 9.41%	69 5.45%	1,265 100%
E4-E5	832 46.72%	257 14.43%	264 14.82%	134 7.52%	248 13.92%	46 2.58%	1,781 100%
E6-E9	419 43.20%	137 14.12%	159 16.39%	84 8.66%	147 15.15%	24 2.47%	970 100%
O1-O3	283 51.27%	93 16.85%	50 9.06%	45 8.15%	78 14.13%	3 0.54%	552 100%
O4+	129 56.83%	37 16.30%	19 8.37%	20 8.81%	19 8.37%	3 1.32%	227 100%
W1-W5	28 42.42%	8 12.12%	8 12.12%	8 12.12%	11 16.67%	3 4.55%	66 100%
Total	2,292 47.15%	729 15.00%	696 14.32%	374 7.69%	622 12.80%	148 3.04%	4,861 100%

Question 32: (Women) Out of 10 average male Marines at your paygrade, how many do you think can currently meet the physical demands of service in the ground combat element (GCE), regardless of PMOS? Please choose a number between 0 and 10.

Rank	0	1	2	3	4	5
E1-E3	13 1.03%	10 0.79%	32 2.53%	75 5.92%	98 7.73%	207 16.34%
E4-E5	7 0.64%	17 1.57%	48 4.42%	92 8.47%	148 13.63%	293 26.98%
E6-E9	4 1.20%	7 2.11%	22 6.63%	42 12.65%	67 20.18%	142 42.77%
O1-O3	1 1.45%	1 1.45%	2 2.90%	9 13.04%	24 34.78%	32 46.38%
O4+	0 0%	0 0%	0 0%	4 13.79%	6 20.69%	19 65.52%
W1-W5	0 0%	2 11.11%	0 0%	4 22.22%	5 27.78%	7 38.89%
Total	25 0.89%	37 1.32%	104 3.71%	226 8.07%	348 12.42%	700 24.99%

Question 32: (Women) Out of 10 average male Marines at your paygrade, how many do you think can currently meet the physical demands of service in the ground combat element (GCE), regardless of PMOS? Please choose a number between 0 and 10.

Rank	6	7	8	9	10	Total
E1-E3	176 13.89%	210 16.57%	253 19.97%	132 10.42%	61 4.81%	1,267 100%
E4-E5	64 5.89%	93 8.56%	129 11.88%	133 12.25%	62 5.71%	1,086 100%
E6-E9	6 1.81%	20 6.02%	7 2.11%	9 2.71%	6 1.81%	332 100%
O1-O3	0 0%	0 0%	0 0%	0 0%	0 0%	69 100%
O4+	0 0%	0 0%	0 0%	0 0%	0 0%	29 100%
W1-W5	0 0%	0 0%	0 0%	0 0%	0 0%	18 100%
Total	246 8.78%	323 11.53%	389 13.89%	274 9.78%	129 4.61%	2,801 100%

Question 33: (Women) Out of 10 average female Marines at your paygrade, how many do you think can currently meet the physical demands of service in the ground combat element (GCE), regardless of PMOS? Please choose a number between 0 and 10.

Rank	0	1	2	3	4	5
E1-E3	87 6.87%	171 13.51%	178 14.06%	181 14.30%	180 14.22%	206 16.27%
E4-E5	83 5.11%	280 17.25%	282 17.38%	317 19.53%	237 14.60%	220 13.56%
E6-E9	49 6.23%	124 15.76%	152 19.31%	193 24.52%	153 19.44%	102 12.96%
O1-O3	13 3.77%	51 14.78%	54 15.65%	91 26.38%	60 17.39%	76 22.03%
O4+	3 2.27%	20 15.15%	18 13.64%	27 20.45%	33 25.00%	31 23.48%
W1-W5	5 9.62%	9 17.31%	11 21.15%	12 23.08%	6 11.54%	9 17.31%
Total	240 5.71%	655 15.58%	695 16.53%	821 19.52%	669 15.91%	644 15.32%

Question 33: (Women) Out of 10 average female Marines at your paygrade, how many do you think can currently meet the physical demands of service in the ground combat element (GCE), regardless of PMOS? Please choose a number between 0 and 10.

Rank	6	7	8	9	10	Total
E1-E3	106 8.37%	74 5.85%	43 3.40%	24 1.90%	16 1.26%	1,266 100%
E4-E5	61 3.76%	40 2.46%	47 2.90%	35 2.16%	21 1.29%	1,623 100%
E6-E9	3 0.38%	5 0.64%	2 0.25%	2 0.25%	2 0.25%	787 100%
O1-O3	0 0%	0 0%	0 0%	0 0%	0 0%	345 100%
O4+	0 0%	0 0%	0 0%	0 0%	0 0%	132 100%
W1-W5	0 0%	0 0%	0 0%	0 0%	0 0%	52 100%
Total	170 4.04%	119 2.83%	92 2.19%	61 1.45%	39 0.93%	4,205 100%

Question 34: (Women) How strongly would you support or oppose putting into place a screening test to determine whether a Marine (male or female) was physically qualified to serve in the ground combat element (GCE), regardless of PMOS?

Rank	Strongly support	Somewhat support	Neither support nor oppose	Somewhat oppose	Strongly oppose	Not sure	Total
E1-E3	732 57.55%	187 14.70%	206 16.19%	32 2.52%	40 3.14%	75 5.90%	1,272 100%
E4-E5	1,070 59.91%	269 15.06%	251 14.05%	48 2.69%	85 4.76%	63 3.53%	1,786 100%
E6-E9	541 55.54%	174 17.86%	150 15.40%	27 2.77%	69 7.08%	13 1.33%	974 100%
O1-O3	323 58.62%	115 20.87%	63 11.43%	21 3.81%	26 4.72%	3 0.54%	551 100%
O4+	144 62.88%	31 13.54%	19 8.30%	17 7.42%	18 7.86%	0 0%	229 100%
W1-W5	37 56.06%	17 25.76%	5 7.58%	2 3.03%	3 4.55%	2 3.03%	66 100%
Total	2,847 58.36%	793 16.26%	694 14.23%	147 3.01%	241 4.94%	156 3.20%	4,878 100%

Question 35: (Women) For those female Marines who could pass a GCE physical screening test, how strongly would you support or oppose their service in the GCE, regardless of PMOS?

Rank	Strongly support	Somewhat support	Neither support nor oppose	Somewhat oppose	Strongly oppose	Not sure	Total
E1-E3	614 48.54%	214 16.92%	210 16.60%	69 5.45%	88 6.96%	70 5.53%	1,265 100%
E4-E5	895 50.34%	269 15.13%	270 15.19%	98 5.51%	184 10.35%	62 3.49%	1,778 100%
E6-E9	474 48.92%	160 16.51%	148 15.27%	73 7.53%	98 10.11%	16 1.65%	969 100%
O1-O3	319 57.89%	97 17.60%	49 8.89%	43 7.80%	41 7.44%	2 0.36%	551 100%
O4+	151 66.23%	30 13.16%	21 9.21%	10 4.39%	13 5.70%	3 1.32%	228 100%
W1-W5	34 52.31%	10 15.38%	8 12.31%	7 10.77%	4 6.15%	2 3.08%	65 100%
Total	2,487 51.21%	780 16.06%	706 14.54%	300 6.18%	428 8.81%	155 3.19%	4,856 100%

Lioness Program/Female Engagement Teams/Cultural Support Teams

Question 36: (Women) Have you ever been involved with the Lioness Program, Female Engagement Teams, or Cultural Support Teams? Check all that apply.

Rank	I have no experience with any of these	I participated in the Lioness Program	I was on a FET	I was on a CST	My unit worked with the Lioness Program	My unit worked with a FET	My unit worked with a CST	Total
E1-E3	1213 95.89%	2 0.16%	20 1.58%	9 0.71%	5 0.40%	28 2.21%	5 0.40%	1,282 101.34%
E4-E5	1385 77.85%	132 7.42%	135 7.59%	25 1.41%	108 6.07%	138 7.76%	23 1.29%	1,946 109.39%
E6-E9	732 74.92%	68 6.96%	54 5.53%	21 2.15%	115 11.77%	84 8.60%	21 2.15%	1,095 112.08%
O1-O3	430 78.32%	25 4.55%	34 6.19%	13 2.37%	32 5.83%	42 7.65%	7 1.28%	583 106.19%
O4+	168 73.04%	5 2.17%	12 5.22%	4 1.74%	26 11.30%	38 16.52%	10 4.35%	263 114.35%
W1-W5	51 76.12%	0 0%	3 4.48%	3 4.48%	9 13.43%	7 10.45%	3 4.48%	76 113.43%
Total	3,979 81.75%	232 4.77%	258 5.30%	75 1.54%	295 6.06%	337 6.92%	69 1.42%	5,245 107.77%

Note: Since respondents can choose multiple answers, the total number of answers chosen will be greater than the number of respondents. Similarly, the percent of respondents who choose each answer will sum to greater than 100 percent.

Question 37: (Women) If you have been involved with the Lioness Program, Female Engagement Teams, or Cultural Support Teams, how would you describe your experience working with female Marines on that mission?

Rank	I have no experience with any of these	Very negative	Somewhat negative	Neutral	Somewhat positive	Very positive	Total
E1-E3	1,134 90%	7 0.56%	8 0.63%	67 5.32%	16 1.27%	28 2.22%	1,260 100%
E4-E5	1,335 76.24%	16 0.91%	35 2.00%	109 6.23%	73 4.17%	183 10.45%	1,751 100%
E6-E9	731 76.38%	5 0.52%	20 2.09%	40 4.18%	59 6.17%	102 10.66%	957 100%
O1-O3	420 78.50%	2 0.37%	10 1.87%	17 3.18%	27 5.05%	59 11.03%	535 100%
O4+	161 72.52%	0 0%	1 0.45%	10 4.50%	16 7.21%	34 15.32%	222 100%
W1-W5	50 78.13%	0 0%	2 3.13%	3 4.69%	2 3.13%	7 10.94%	64 100%
Total	3,831 80%	30 0.63%	76 1.59%	246 5.14%	193 4.03%	413 8.62%	4,789 100%

Question 38: (Women) How much do you agree or disagree with the following statement? The Lioness Program, Female Engagement Teams, and Cultural Support Teams are good indicators of female Marines' future suitability to serve in GCE units at or below the Regimental level.

Rank	I have no experience with any of these	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Total
E1-E3	670 53.01%	235 18.59%	150 11.87%	152 12.03%	36 2.85%	21 1.66%	1,264 100%
E4-E5	730 40.92%	364 20.40%	263 14.74%	251 14.07%	106 5.94%	70 3.92%	1,784 100%
E6-E9	397 40.89%	182 18.74%	160 16.48%	107 11.02%	85 8.75%	40 4.12%	971 100%
O1-O3	237 43.09%	90 16.36%	91 16.55%	53 9.64%	52 9.45%	27 4.91%	550 100%
O4+	98 42.79%	43 18.78%	40 17.47%	15 6.55%	24 10.48%	9 3.93%	229 100%
W1-W5	28 42.42%	12 18.18%	12 18.18%	2 3.03%	9 13.64%	3 4.55%	66 100%
Total	2,160 44.41%	926 19.04%	716 14.72%	580 11.92%	312 6.41%	170 3.50%	4,864 100%

Female Marines Only

Question 41: (Women Only) If you could have chosen to serve in a ground combat PMOS when you joined the Marine Corps, which occupational field would you have chosen? Check all that apply.

Rank	Infantry	Armor	Artillery	I would not have chosen a ground combat PMOS	Total
E1-E3	340 27.05%	149 11.85%	378 30.07%	641 50.99%	1,508 119.97%
E4-E5	403 22.83%	203 11.50%	500 28.33%	977 55.35%	2,083 118.02%
E6-E9	150 15.51%	83 8.58%	166 17.17%	658 68.05%	1057 109.31%
O1-O3	116 21.17%	59 10.77%	154 28.10%	307 56.02%	636 116.06%
O4+	45 19.65%	18 7.86%	59 25.76%	132 57.64%	254 110.92%
W1-W5	5 7.58%	7 10.61%	18 27.27%	42 63.64%	72 109.09%
Total	1059 21.92%	519 10.74%	1275 26.39%	2757 57.06%	5610 116.10%

Note: Since respondents can choose multiple answers, the total number of answers chosen will be greater than the number of respondents. Similarly, the percent of respondents who choose each answer will sum to greater than 100 percent.

Question 42: (Women Only) What additional outcomes would you anticipate if you personally could have been assigned to serve in a ground combat PMOSs?

Subquestion A: I would have the PMOS that I wanted

Rank	Definitely would happen	Might happen	Would not happen	Total
E1-E3	233 18.42%	642 50.75%	390 30.83%	1,265 100%
E4-E5	278 15.65%	895 50.39%	603 33.95%	1,776 100%
E6-E9	111 11.35%	499 51.02%	368 37.63%	978 100%
O1-O3	64 11.68%	321 58.58%	163 29.74%	548 100%
O4+	34 15.04%	100 44.25%	92 40.71%	226 100%
W1-W5	5 7.58%	36 54.55%	25 37.88%	66 100%
Total	725 14.92%	2,493 51.31%	1,641 33.77%	4,859 100%

Question 42: (Women Only) What additional outcomes would you anticipate if you personally could have been assigned to serve in a ground combat PMOSs?

Subquestion B: I would have more career opportunities

Rank	Definitely would happen	Might happen	Would not happen	Total
E1-E3	362 28.71%	612 48.53%	287 22.76%	1,261 100%
E4-E5	385 21.73%	898 50.68%	489 27.60%	1,772 100%
E6-E9	162 16.58%	491 50.26%	324 33.16%	977 100%
O1-O3	148 27.06%	292 53.38%	107 19.56%	547 100%
O4+	69 30.13%	110 48.03%	50 21.83%	229 100%
W1-W5	9 13.64%	35 53.03%	22 33.33%	66 100%
Total	1,135 23.39%	2,438 50.25%	1,279 26.36%	4,852 100%

Question 42: (Women Only) What additional outcomes would you anticipate if you personally could have been assigned to serve in a ground combat PMOSs?

Subquestion C: I would have more promotion opportunities

Rank	Definitely would happen	Might happen	Would not happen	Total
E1-E3	309 24.50%	631 50.04%	321 25.46%	1,261 100%
E4-E5	309 17.46%	911 51.47%	550 31.07%	1,770 100%
E6-E9	138 14.12%	481 49.23%	358 36.64%	977 100%
O1-O3	128 23.40%	282 51.55%	137 25.05%	547 100%
O4+	60 26.32%	102 44.74%	66 28.95%	228 100%
W1-W5	7 10.61%	33 50%	26 39.39%	66 100%
Total	951 19.61%	2,440 50.32%	1,458 30.07%	4,849 100%

Question 42: (Women Only) What additional outcomes would you anticipate if you personally could have been assigned to serve in a ground combat PMOSs?

Subquestion D: I would be treated equally

Rank	Definitely would happen	Might happen	Would not happen	Total
E1-E3	145 11.45%	604 47.71%	517 40.84%	1,266 100%
E4-E5	174 9.79%	789 44.40%	814 45.81%	1,777 100%
E6-E9	76 7.81%	435 44.71%	462 47.48%	973 100%
O1-O3	66 12.11%	294 53.94%	185 33.94%	545 100%
O4+	36 15.79%	112 49.12%	80 35.09%	228 100%
W1-W5	3 4.55%	30 45.45%	33 50%	66 100%
Total	500 10.30%	2,264 46.63%	2,091 43.07%	4,855 100%

Question 42: (Women Only) What additional outcomes would you anticipate if you personally could have been assigned to serve in a ground combat PMOSs?

Subquestion E: I would get a better understanding of the Marine Corps

Rank	Definitely would happen	Might happen	Would not happen	Total
E1-E3	500 39.62%	557 44.14%	205 16.24%	1,262 100%
E4-E5	578 32.64%	826 46.64%	367 20.72%	1,771 100%
E6-E9	263 27.03%	455 46.76%	255 26.21%	973 100%
O1-O3	199 36.38%	261 47.71%	87 15.90%	547 100%
O4+	65 28.38%	91 39.74%	73 31.88%	229 100%
W1-W5	13 20%	33 50.77%	19 29.23%	65 100%
Total	1,618 33.38%	2,223 45.86%	1,006 20.76%	4,847 100%

Question 42: (Women Only) What additional outcomes would you anticipate if you personally could have been assigned to serve in a ground combat PMOSs?

Subquestion F: I would get closer to the action

Rank	Definitely would happen	Might happen	Would not happen	Total
E1-E3	621 49.32%	522 41.46%	116 9.21%	1,259 100%
E4-E5	834 47.04%	774 43.65%	165 9.31%	1,773 100%
E6-E9	407 41.87%	488 50.21%	77 7.92%	972 100%
O1-O3	258 47.25%	261 47.80%	27 4.95%	546 100%
O4+	97 42.54%	117 51.32%	14 6.14%	228 100%
W1-W5	29 43.94%	31 46.97%	6 9.09%	66 100%
Total	2,246 46.37%	2,193 45.27%	405 8.36%	4,844 100%

Question 43: (Women Only) What additional concerns would you have if you personally could serve in a ground combat PMOSs?

Subquestion A: The deployment pace

Rank	Definitely a concern	Slight concern	Not a concern	Total
E1-E3	255 20.11%	446 35.17%	567 44.72%	1,268 100%
E4-E5	380 21.31%	539 30.23%	864 48.46%	1,783 100%
E6-E9	306 31.22%	287 29.29%	387 39.49%	980 100%
O1-O3	93 16.97%	151 27.55%	304 55.47%	548 100%
O4+	46 19.91%	66 28.57%	119 51.52%	231 100%
W1-W5	15 22.73%	19 28.79%	32 48.48%	66 100%
Total	1,095 22.46%	1,508 30.93%	2,273 46.62%	4,876 100%

Question 43: (Women Only) What additional concerns would you have if you personally could serve in a ground combat PMOSs?

Subquestion B: My family would not support me

Rank	Definitely a concern	Slight concern	Not a concern	Total
E1-E3	208 16.40%	237 18.69%	823 64.91%	1,268 100%
E4-E5	295 16.55%	366 20.54%	1,121 62.91%	1,782 100%
E6-E9	218 22.27%	175 17.88%	586 59.86%	979 100%
O1-O3	51 9.31%	76 13.87%	421 76.82%	548 100%
O4+	20 8.66%	32 13.85%	179 77.49%	231 100%
W1-W5	10 15.38%	12 18.46%	43 66.15%	65 100%
Total	802 16.46%	898 18.43%	3,173 65.11%	4,873 100%

Question 43: (Women Only) What additional concerns would you have if you personally could serve in a ground combat PMOSs?

Subquestion C: My friends would not support me

Rank	Definitely a concern	Slight concern	Not a concern	Total
E1-E3	135 10.67%	212 16.76%	918 72.57%	1,265 100%
E4-E5	153 8.60%	292 16.40%	1,335 75.00%	1,780 100%
E6-E9	78 8.01%	138 14.17%	758 77.82%	974 100%
O1-O3	22 4.02%	60 10.97%	465 85.01%	547 100%
O4+	6 2.62%	16 6.99%	207 90.39%	229 100%
W1-W5	2 3.03%	13 19.70%	51 77.27%	66 100%
Total	396 8.15%	731 15.04%	3,734 76.82%	4,861 100%

Question 43: (Women Only) What additional concerns would you have if you personally could serve in a ground combat PMOSs?

Subquestion D: The physical strength required

Rank	Definitely a concern	Slight concern	Not a concern	Total
E1-E3	443 35.08%	532 42.12%	288 22.80%	1,263 100%
E4-E5	614 34.48%	700 39.30%	467 26.22%	1,781 100%
E6-E9	375 38.27%	380 38.78%	225 22.96%	980 100%
O1-O3	189 34.43%	218 39.71%	142 25.87%	549 100%
O4+	78 33.91%	87 37.83%	65 28.26%	230 100%
W1-W5	22 33.33%	29 43.94%	15 22.73%	66 100%
Total	1,721 35.35%	1,946 39.97%	1,202 24.69%	4,869 100%

Question 43: (Women Only) What additional concerns would you have if you personally could serve in a ground combat PMOSs?

Subquestion E: Pressure to suppress my femininity

Rank	Definitely a concern	Slight concern	Not a concern	Total
E1-E3	311 24.60%	348 27.53%	605 47.86%	1,264 100%
E4-E5	439 24.62%	443 24.85%	901 50.53%	1,783 100%
E6-E9	297 30.31%	202 20.61%	481 49.08%	980 100%
O1-O3	98 17.85%	135 24.59%	316 57.56%	549 100%
O4+	32 13.85%	52 22.51%	147 63.64%	231 100%
W1-W5	15 22.73%	14 21.21%	37 56.06%	66 100%
Total	1,192 24.46%	1,194 24.50%	2,487 51.04%	4,873 100%

Question 43: (Women Only) What additional concerns would you have if you personally could serve in a ground combat PMOSs?

Subquestion F: Being viewed differently by my male peers

Rank	Definitely a concern	Slight concern	Not a concern	Total
E1-E3	400 31.72%	366 29.02%	495 39.25%	1,261 100%
E4-E5	604 33.99%	494 27.80%	679 38.21%	1,777 100%
E6-E9	347 35.37%	277 28.24%	357 36.39%	981 100%
O1-O3	180 32.79%	156 28.42%	213 38.80%	549 100%
O4+	50 21.65%	78 33.77%	103 44.59%	231 100%
W1-W5	19 28.79%	21 31.82%	26 39.39%	66 100%
Total	1,600 32.89%	1,392 28.61%	1,873 38.50%	4,865 100%

Question 43: (Women Only) What additional concerns would you have if you personally could serve in a ground combat PMOSs?

Subquestion G: Being viewed differently by my female peers

Rank	Definitely a concern	Slight concern	Not a concern	Total
E1-E3	192 15.14%	264 20.82%	812 64.04%	1,268 100%
E4-E5	266 14.94%	344 19.33%	1,170 65.73%	1,780 100%
E6-E9	172 17.59%	170 17.38%	636 65.03%	978 100%
O1-O3	54 9.87%	119 21.76%	374 68.37%	547 100%
O4+	21 9.09%	43 18.61%	167 72.29%	231 100%
W1-W5	9 13.64%	10 15.15%	47 71.21%	66 100%
Total	714 14.66%	950 19.51%	3,206 65.83%	4,870 100%

Question 43: (Women Only) What additional concerns would you have if you personally could serve in a ground combat PMOSs?

Subquestion H: Fitting into the unit

Rank	Definitely a concern	Slight concern	Not a concern	Total
E1-E3	403 31.78%	464 36.59%	401 31.62%	1,268 100%
E4-E5	639 35.92%	562 31.59%	578 32.49%	1,779 100%
E6-E9	385 39.33%	318 32.48%	276 28.19%	979 100%
O1-O3	187 34.19%	204 37.29%	156 28.52%	547 100%
O4+	64 27.83%	78 33.91%	88 38.26%	230 100%
W1-W5	25 37.88%	28 42.42%	13 19.70%	66 100%
Total	1,703 34.98%	1,654 33.97%	1,512 31.05%	4,869 100%

Question 43: (Women Only) What additional concerns would you have if you personally could serve in a ground combat PMOSs?

Subquestion I: It being hard if I was the only female Marine in a unit

Rank	Definitely a concern	Slight concern	Not a concern	Total
E1-E3	438 34.71%	377 29.87%	447 35.42%	1,262 100%
E4-E5	665 37.38%	441 24.79%	673 37.83%	1,779 100%
E6-E9	384 39.18%	253 25.82%	343 35.00%	980 100%
O1-O3	163 29.69%	140 25.50%	246 44.81%	549 100%
O4+	61 26.41%	64 27.71%	106 45.89%	231 100%
W1-W5	22 33.85%	15 23.08%	28 43.08%	65 100%
Total	1,733 35.61%	1,290 26.51%	1,843 37.88%	4,866 100%

Question 43: (Women Only) What additional concerns would you have if you personally could serve in a ground combat PMOSs?

Subquestion J: Personal sanitary/hygiene concerns

Rank	Definitely a concern	Slight concern	Not a concern	Total
E1-E3	478 37.82%	428 33.86%	358 28.32%	1,264 100%
E4-E5	645 36.26%	587 33.00%	547 30.75%	1,779 100%
E6-E9	445 45.41%	296 30.20%	239 24.39%	980 100%
O1-O3	143 26.14%	148 27.06%	256 46.80%	547 100%
O4+	46 20.09%	80 34.93%	103 44.98%	229 100%
W1-W5	24 36.36%	24 36.36%	18 27.27%	66 100%
Total	1,781 36.61%	1,563 32.13%	1,521 31.26%	4,865 100%

Question 43: (Women Only) What additional concerns would you have if you personally could serve in a ground combat PMOSs?

Subquestion K: Feeling less comfortable reporting sexual assault/harassment

Rank	Definitely a concern	Slight concern	Not a concern	Total
E1-E3	333 26.34%	266 21.04%	665 52.61%	1,264 100%
E4-E5	468 26.31%	328 18.44%	983 55.26%	1,779 100%
E6-E9	296 30.30%	173 17.71%	508 52.00%	977 100%
O1-O3	96 17.52%	106 19.34%	346 63.14%	548 100%
O4+	32 13.85%	54 23.38%	145 62.77%	231 100%
W1-W5	15 22.73%	11 16.67%	40 60.61%	66 100%
Total	1,240 25.49%	938 19.28%	2,687 55.23%	4,865 100%

Question 43: (Women Only) What additional concerns would you have if you personally could serve in a ground combat PMOSs?

Subquestion L: Personal privacy in the field

Rank	Definitely a concern	Slight concern	Not a concern	Total
E1-E3	336 26.54%	386 30.49%	544 42.97%	1,266 100%
E4-E5	469 26.35%	495 27.81%	816 45.84%	1,780 100%
E6-E9	315 32.18%	272 27.78%	392 40.04%	979 100%
O1-O3	81 14.84%	130 23.81%	335 61.36%	546 100%
O4+	29 12.72%	79 34.65%	120 52.63%	228 100%
W1-W5	12 18.18%	24 36.36%	30 45.45%	66 100%
Total	1,242 25.53%	1,386 28.49%	2,237 45.98%	4,865 100%

Question 43: (Women Only) What additional concerns would you have if you personally could serve in a ground combat PMOSs?

Subquestion M: Failing at the PMOS-producing school

Rank	Definitely a concern	Slight concern	Not a concern	Total
E1-E3	339 26.84%	470 37.21%	454 35.95%	1,263 100%
E4-E5	509 28.66%	554 31.19%	713 40.15%	1,776 100%
E6-E9	281 28.73%	272 27.81%	425 43.46%	978 100%
O1-O3	128 23.36%	177 32.30%	243 44.34%	548 100%
O4+	49 21.40%	71 31.00%	109 47.60%	229 100%
W1-W5	13 20%	17 26.15%	35 53.85%	65 100%
Total	1,319 27.15%	1,561 32.13%	1,979 40.73%	4,859 100%

Question 43: (Women Only) What additional concerns would you have if you personally could serve in a ground combat PMOSs?

Subquestion N: Not being able to do a good job

Rank	Definitely a concern	Slight concern	Not a concern	Total
E1-E3	402 31.75%	408 32.23%	456 36.02%	1,266 100%
E4-E5	561 31.64%	476 26.85%	736 41.51%	1,773 100%
E6-E9	289 29.64%	275 28.21%	411 42.15%	975 100%
O1-O3	147 26.78%	150 27.32%	252 45.90%	549 100%
O4+	54 23.48%	56 24.35%	120 52.17%	230 100%
W1-W5	15 22.73%	17 25.76%	34 51.52%	66 100%
Total	1,468 30.21%	1,382 28.44%	2,009 41.35%	4,859 100%

Question 45: (Women Only) If policy changes and female Marines in any PMOS are allowed to be assigned to GCE units at the Regiment level and below (for example, you could be assigned to an infantry battalion), I will volunteer for such an assignment.

Rank	Strongly agree	Agree	Not sure	Disagree	Strongly disagree	Total
E1-E3	237 18.71%	199 15.71%	472 37.25%	116 9.16%	243 19.18%	1,267 100%
E4-E5	302 17.04%	292 16.48%	533 30.08%	224 12.64%	421 23.76%	1,772 100%
E6-E9	99 10.15%	147 15.08%	279 28.62%	143 14.67%	307 31.49%	975 100%
O1-O3	139 25.32%	109 19.85%	134 24.41%	56 10.20%	111 20.22%	549 100%
O4+	46 20.09%	45 19.65%	56 24.45%	30 13.10%	52 22.71%	229 100%
W1-W5	12 18.18%	9 13.64%	15 22.73%	12 18.18%	18 27.27%	66 100%
Total	835 17.19%	801 16.49%	1,489 30.65%	581 11.96%	1,152 23.71%	4,858 100%

Question 46: (Women Only) What is the LOWEST command level at which you would volunteer for assignment to a GCE unit?

Rank	Division	Regiment	Battalion	Company	Platoon	Squad	Not sure	Total
E1-E3	114 9.02%	63 4.98%	77 6.09%	88 6.96%	79 6.25%	150 11.87%	693 54.83%	1,264 100%
E4-E5	189 10.66%	113 6.37%	145 8.18%	159 8.97%	119 6.71%	314 17.71%	734 41.40%	1,773 100%
E6-E9	134 13.76%	102 10.47%	148 15.20%	121 12.42%	70 7.19%	88 9.03%	311 31.93%	974 100%
O1-O3	40 7.31%	56 10.24%	117 21.39%	96 17.55%	63 11.52%	73 13.35%	102 18.65%	547 100%
O4+	28 12.44%	46 20.44%	74 32.89%	15 6.67%	7 3.11%	22 9.78%	33 14.67%	225 100%
W1-W5	13 19.70%	12 18.18%	14 21.21%	3 4.55%	8 12.12%	3 4.55%	13 19.70%	66 100%
Total	518 10.68%	392 8.08%	575 11.86%	482 9.94%	346 7.14%	650 13.40%	1,886 38.89%	4,849 100%

Question 47: (Women Only) What additional outcomes would you anticipate if, serving in your current PMOS, you personally could be assigned to a GCE unit at the Regiment level or below (for example you could be assigned to an infantry battalion)?

Subquestion A: I would have more career opportunities

Rank	Definitely would happen	Might happen	Would not happen	Total
E1-E3	354 28.14%	654 51.99%	250 19.87%	1,258 100%
E4-E5	406 23.00%	950 53.82%	409 23.17%	1,765 100%
E6-E9	161 16.63%	507 52.38%	300 30.99%	968 100%
O1-O3	205 37.68%	264 48.53%	75 13.79%	544 100%
O4+	77 33.62%	105 45.85%	47 20.52%	229 100%
W1-W5	12 18.18%	34 51.52%	20 30.30%	66 100%
Total	1,215 25.16%	2,514 52.05%	1,101 22.80%	4,830 100%

Question 47: (Women Only) What additional outcomes would you anticipate if, serving in your current PMOS, you personally could be assigned to a GCE unit at the Regiment level or below (for example you could be assigned to an infantry battalion)?

Subquestion B: I would have more promotion opportunities

Rank	Definitely would happen	Might happen	Would not happen	Total
E1-E3	306 24.31%	673 53.46%	280 22.24%	1,259 100%
E4-E5	327 18.54%	932 52.83%	505 28.63%	1,764 100%
E6-E9	134 13.91%	491 50.99%	338 35.10%	963 100%
O1-O3	164 30.09%	265 48.62%	116 21.28%	545 100%
O4+	61 26.75%	101 44.30%	66 28.95%	228 100%
W1-W5	8 12.12%	29 43.94%	29 43.94%	66 100%
Total	1,000 20.73%	2,491 51.63%	1,334 27.65%	4,825 100%

Question 47: (Women Only) What additional outcomes would you anticipate if, serving in your current PMOS, you personally could be assigned to a GCE unit at the Regiment level or below (for example you could be assigned to an infantry battalion)?

Subquestion C: I would be treated equally

Rank	Definitely would happen	Might happen	Would not happen	Total
E1-E3	128 10.20%	659 52.51%	468 37.29%	1,255 100%
E4-E5	157 8.88%	893 50.51%	718 40.61%	1,768 100%
E6-E9	79 8.20%	502 52.07%	383 39.73%	964 100%
O1-O3	83 15.23%	319 58.53%	143 26.24%	545 100%
O4+	42 18.58%	113 50%	71 31.42%	226 100%
W1-W5	5 7.69%	36 55.38%	24 36.92%	65 100%
Total	494 10.24%	2,522 52.29%	1,807 37.47%	4,823 100%

Question 47: (Women Only) What additional outcomes would you anticipate if, serving in your current PMOS, you personally could be assigned to a GCE unit at the Regiment level or below (for example you could be assigned to an infantry battalion)?

Subquestion D: I would get a better understanding of the Marine Corps

Rank	Definitely would happen	Might happen	Would not happen	Total
E1-E3	464 36.88%	592 47.06%	202 16.06%	1,258 100%
E4-E5	574 32.60%	849 48.21%	338 19.19%	1,761 100%
E6-E9	247 25.65%	459 47.66%	257 26.69%	963 100%
O1-O3	242 44.57%	234 43.09%	67 12.34%	543 100%
O4+	73 32.16%	92 40.53%	62 27.31%	227 100%
W1-W5	15 22.73%	36 54.55%	15 22.73%	66 100%
Total	1,615 33.52%	2,262 46.95%	941 19.53%	4,818 100%

Question 47: (Women Only) What additional outcomes would you anticipate if, serving in your current PMOS, you personally could be assigned to a GCE unit at the Regiment level or below (for example you could be assigned to an infantry battalion)?

Subquestion E: I could get closer to the action

Rank	Definitely would happen	Might happen	Would not happen	Total
E1-E3	558 44.39%	577 45.90%	122 9.71%	1,257 100%
E4-E5	745 42.16%	857 48.50%	165 9.34%	1,767 100%
E6-E9	354 36.72%	520 53.94%	90 9.34%	964 100%
O1-O3	234 43.17%	271 50%	37 6.83%	542 100%
O4+	87 38.33%	127 55.95%	13 5.73%	227 100%
W1-W5	26 39.39%	35 53.03%	5 7.58%	66 100%
Total	2,004 41.55%	2,387 49.49%	432 8.96%	4,823 100%

Question 48: (Women Only) What additional concerns would you have if you personally could be assigned to a GCE unit at the Regiment level or below (for example you could be assigned to an infantry battalion)?

Subquestion A: The deployment pace

Rank	Definitely a concern	Slight concern	Not a concern	Total
E1-E3	259 20.56%	421 33.41%	580 46.03%	1,260 100%
E4-E5	360 20.37%	525 29.71%	882 49.92%	1,767 100%
E6-E9	304 31.24%	276 28.37%	393 40.39%	973 100%
O1-O3	90 16.51%	137 25.14%	318 58.35%	545 100%
O4+	48 20.78%	60 25.97%	123 53.25%	231 100%
W1-W5	16 24.24%	17 25.76%	33 50%	66 100%
Total	1,077 22.24%	1,436 29.66%	2,329 48.10%	4,842 100%

Question 48: (Women Only) What additional concerns would you have if you personally could be assigned to a GCE unit at the Regiment level or below (for example you could be assigned to an infantry battalion)?

Subquestion B: My family would not support me

Rank	Definitely a concern	Slight concern	Not a concern	Total
E1-E3	194 15.37%	230 18.23%	838 66.40%	1,262 100%
E4-E5	275 15.52%	343 19.36%	1154 65.12%	1,772 100%
E6-E9	195 20.08%	176 18.13%	600 61.79%	971 100%
O1-O3	37 6.78%	66 12.09%	443 81.14%	546 100%
O4+	18 7.79%	24 10.39%	189 81.82%	231 100%
W1-W5	8 12.12%	13 19.70%	45 68.18%	66 100%
Total	727 15.00%	852 17.57%	3,269 67.43%	4,848 100%

Question 48: (Women Only) What additional concerns would you have if you personally could be assigned to a GCE unit at the Regiment level or below (for example you could be assigned to an infantry battalion)?

Subquestion C: My friends would not support me

Rank	Definitely a concern	Slight concern	Not a concern	Total
E1-E3	134 10.66%	195 15.51%	928 73.83%	1,257 100%
E4-E5	142 8.05%	287 16.26%	1336 75.69%	1,765 100%
E6-E9	91 9.38%	121 12.47%	758 78.14%	970 100%
O1-O3	13 2.40%	45 8.32%	483 89.28%	541 100%
O4+	8 3.52%	10 4.41%	209 92.07%	227 100%
W1-W5	1 1.52%	13 19.70%	52 78.79%	66 100%
Total	389 8.06%	671 13.90%	3,766 78.04%	4,826 100%

Question 48: (Women Only) What additional concerns would you have if you personally could be assigned to a GCE unit at the Regiment level or below (for example you could be assigned to an infantry battalion)?

Subquestion D: The physical strength required

Rank	Definitely a concern	Slight concern	Not a concern	Total
E1-E3	423 33.52%	514 40.73%	325 25.75%	1,262 100%
E4-E5	537 30.36%	727 41.10%	505 28.55%	1,769 100%
E6-E9	355 36.60%	355 36.60%	260 26.80%	970 100%
O1-O3	120 21.98%	211 38.64%	215 39.38%	546 100%
O4+	48 20.87%	87 37.83%	95 41.30%	230 100%
W1-W5	21 31.82%	26 39.39%	19 28.79%	66 100%
Total	1,504 31.06%	1,920 39.64%	1,419 29.30%	4,843 100%

Question 48: (Women Only) What additional concerns would you have if you personally could be assigned to a GCE unit at the Regiment level or below (for example you could be assigned to an infantry battalion)?

Subquestion E: Pressure to suppress my femininity

Rank	Definitely a concern	Slight concern	Not a concern	Total
E1-E3	288 22.77%	340 26.88%	637 50.36%	1,265 100%
E4-E5	383 21.58%	436 24.56%	956 53.86%	1,775 100%
E6-E9	260 26.75%	213 21.91%	499 51.34%	972 100%
O1-O3	71 13.10%	113 20.85%	358 66.05%	542 100%
O4+	22 9.57%	47 20.43%	161 70%	230 100%
W1-W5	11 16.67%	18 27.27%	37 56.06%	66 100%
Total	1,035 21.34%	1,167 24.06%	2,648 54.60%	4,850 100%

Question 48: (Women Only) What additional concerns would you have if you personally could be assigned to a GCE unit at the Regiment level or below (for example you could be assigned to an infantry battalion)?

Subquestion F: Being viewed differently by my male peers

Rank	Definitely a concern	Slight concern	Not a concern	Total
E1-E3	356 28.28%	377 29.94%	526 41.78%	1,259 100%
E4-E5	492 27.86%	527 29.84%	747 42.30%	1,766 100%
E6-E9	296 30.45%	288 29.63%	388 39.92%	972 100%
O1-O3	121 22.24%	177 32.54%	246 45.22%	544 100%
O4+	33 14.35%	73 31.74%	124 53.91%	230 100%
W1-W5	14 21.21%	23 34.85%	29 43.94%	66 100%
Total	1,312 27.12%	1,465 30.29%	2,060 42.59%	4,837 100%

Question 48: (Women Only) What additional concerns would you have if you personally could be assigned to a GCE unit at the Regiment level or below (for example you could be assigned to an infantry battalion)?

Subquestion G: Being viewed differently by my female peers

Rank	Definitely a concern	Slight concern	Not a concern	Total
E1-E3	188 14.89%	281 22.25%	794 62.87%	1,263 100%
E4-E5	251 14.16%	352 19.86%	1169 65.97%	1,772 100%
E6-E9	150 15.46%	172 17.73%	648 66.80%	970 100%
O1-O3	40 7.35%	93 17.10%	411 75.55%	544 100%
O4+	12 5.22%	30 13.04%	188 81.74%	230 100%
W1-W5	6 9.09%	16 24.24%	44 66.67%	66 100%
Total	647 13.35%	944 19.48%	3,254 67.16%	4,845 100%

Question 48: (Women Only) What additional concerns would you have if you personally could be assigned to a GCE unit at the Regiment level or below (for example you could be assigned to an infantry battalion)?

Subquestion H: Fitting into the unit

Rank	Definitely a concern	Slight concern	Not a concern	Total
E1-E3	381 30.26%	455 36.14%	423 33.60%	1,259 100%
E4-E5	525 29.63%	633 35.72%	614 34.65%	1,772 100%
E6-E9	326 33.54%	338 34.77%	308 31.69%	972 100%
O1-O3	139 25.46%	201 36.81%	206 37.73%	546 100%
O4+	44 19.05%	80 34.63%	107 46.32%	231 100%
W1-W5	24 36.36%	24 36.36%	18 27.27%	66 100%
Total	1,439 29.69%	1,731 35.72%	1,676 34.59%	4,846 100%

Question 48: (Women Only) What additional concerns would you have if you personally could be assigned to a GCE unit at the Regiment level or below (for example you could be assigned to an infantry battalion)?

Subquestion I: It being hard if I was the only female Marine in a unit

Rank	Definitely a concern	Slight concern	Not a concern	Total
E1-E3	417 33.15%	373 29.65%	468 37.20%	1,258 100%
E4-E5	599 33.88%	452 25.57%	717 40.55%	1,768 100%
E6-E9	352 36.25%	253 26.06%	366 37.69%	971 100%
O1-O3	129 23.63%	150 27.47%	267 48.90%	546 100%
O4+	50 21.74%	62 26.96%	118 51.30%	230 100%
W1-W5	21 31.82%	17 25.76%	28 42.42%	66 100%
Total	1,568 32.40%	1,307 27.01%	1,964 40.59%	4,839 100%

Question 48: (Women Only) What additional concerns would you have if you personally could be assigned to a GCE unit at the Regiment level or below (for example you could be assigned to an infantry battalion)?

Subquestion J: Personal sanitary/hygiene concerns

Rank	Definitely a concern	Slight concern	Not a concern	Total
E1-E3	449 35.52%	432 34.18%	383 30.30%	1,264 100%
E4-E5	573 32.43%	593 33.56%	601 34.01%	1,767 100%
E6-E9	404 41.61%	303 31.20%	264 27.19%	971 100%
O1-O3	123 22.61%	152 27.94%	269 49.45%	544 100%
O4+	40 17.39%	83 36.09%	107 46.52%	230 100%
W1-W5	18 27.69%	29 44.62%	18 27.69%	65 100%
Total	1,607 33.20%	1,592 32.89%	1,642 33.92%	4,841 100%

Question 48: (Women Only) What additional concerns would you have if you personally could be assigned to a GCE unit at the Regiment level or below (for example you could be assigned to an infantry battalion)?

Subquestion K: Feeling less comfortable reporting sexual assault/harassment

Rank	Definitely a concern	Slight concern	Not a concern	Total
E1-E3	315 24.96%	312 24.72%	635 50.32%	1,262 100%
E4-E5	444 25.07%	353 19.93%	974 55.00%	1,771 100%
E6-E9	279 28.76%	194 20%	497 51.24%	970 100%
O1-O3	75 13.79%	109 20.04%	360 66.18%	544 100%
O4+	27 11.79%	55 24.02%	147 64.19%	229 100%
W1-W5	14 21.21%	13 19.70%	39 59.09%	66 100%
Total	1,154 23.83%	1,036 21.40%	2,652 54.77%	4,842 100%

Question 48: (Women Only) What additional concerns would you have if you personally could be assigned to a GCE unit at the Regiment level or below (for example you could be assigned to an infantry battalion)?

Subquestion L: Personal privacy in the field

Rank	Definitely a concern	Slight concern	Not a concern	Total
E1-E3	329 26.11%	406 32.22%	525 41.67%	1,260 100%
E4-E5	441 25.04%	519 29.47%	801 45.49%	1,761 100%
E6-E9	302 31.10%	294 30.28%	375 38.62%	971 100%
O1-O3	79 14.52%	128 23.53%	337 61.95%	544 100%
O4+	33 14.35%	75 32.61%	122 53.04%	230 100%
W1-W5	12 18.46%	25 38.46%	28 43.08%	65 100%
Total	1,196 24.76%	1,447 29.95%	2,188 45.29%	4,831 100%

Question 48: (Women Only) What additional concerns would you have if you personally could be assigned to a GCE unit at the Regiment level or below (for example you could be assigned to an infantry battalion)?

Subquestion M: Not being able to do a good job

Rank	Definitely a concern	Slight concern	Not a concern	Total
E1-E3	382 30.27%	399 31.62%	481 38.11%	1,262 100%
E4-E5	498 28.10%	515 29.06%	759 42.83%	1,772 100%
E6-E9	279 28.76%	253 26.08%	438 45.15%	970 100%
O1-O3	107 19.63%	131 24.04%	307 56.33%	545 100%
O4+	37 16.23%	58 25.44%	133 58.33%	228 100%
W1-W5	14 21.21%	15 22.73%	37 56.06%	66 100%
Total	1,317 27.19%	1,371 28.31%	2,155 44.50%	4,843 100%

Responses of men

Your Occupation and Assignments

Question 1: (Men) Are you an active-duty or reserve Marine?

Rank	Active duty	Reservist currently serving on active duty	Drilling Reservist not currently serving on active duty	Other	Total
E1-E3	8,562 83.81%	337 3.30%	1,299 12.72%	18 0.18%	10,216 100%
E4-E5	13,322 89.45%	450 3.02%	1,068 7.17%	54 0.36%	14,894 100%
E6-E9	12,263 94.06%	333 2.55%	416 3.19%	25 0.19%	13,037 100%
O1-O3	5,324 94.35%	121 2.14%	193 3.42%	5 0.09%	5,643 100%
O4-O6	3,258 83.54%	200 5.13%	431 11.05%	11 0.28%	3,900 100%
O7+	54 94.74%	1 1.75%	2 3.51%	0 0%	57 100%
W1-W5	990 92.44%	20 1.87%	59 5.51%	2 0.19%	1,071 100%
Total	43,773 89.67%	1,462 2.99%	3,468 7.10%	115 0.24%	48,818 100%

Question 2: (Men) What is your current paygrade?

Rank	Total
E1-E3	10213 20.92%
E4-E5	14899 30.51%
E6-E9	13037 26.70%
O1-O3	5649 11.57%
O4-O6	3903 7.99%
O7+	57 0.12%
W1-W5	1072 2.20%
Total	48830 100%

Question 3: (Men) How old are you?

Rank	18-25	26-34	35-44	45 and older	Total
E1-E3	9,471 92.91%	714 7.00%	7 0.07%	2 0.02%	10,194 100%
E4-E5	8,247 55.45%	6,413 43.12%	211 1.42%	2 0.01%	14,873 100%
E6-E9	80 0.62%	6,649 51.15%	5,624 43.27%	645 4.96%	12,998 100%
O1-O3	1,057 18.75%	3,863 68.52%	702 12.45%	16 0.28%	5,638 100%
O4-O6	0 0%	256 6.58%	2,773 71.25%	863 22.17%	3,892 100%
O7+	0 0%	0 0%	0 0%	57 100%	57 100%
W1-W5	0 0%	363 33.99%	574 53.75%	131 12.27%	1,068 100%
Total	18,855 38.70%	18,258 37.48%	9,891 20.30%	1,716 3.52%	48,720 100%

Question 4: (Women and Men) What is your gender?

Rank	Male	Female	Total
E1-E3	10,166 88.65%	1,302 11.35%	11,468 100%
E4-E5	14,835 89.12%	1,812 10.88%	16,647 100%
E6-E9	12,962 92.94%	985 7.06%	13,947 100%
O1-O3	5,623 90.93%	561 9.07%	6,184 100%
O4+	3,943 94.33%	237 5.67%	4,180 100%
W1-W5	1,062 94.07%	67 5.93%	1,129 100%
Total	48,591 90.73%	4,964 9.27%	53,555 100%

Question 5: (Men) Do you currently plan to remain in the Marine Corps beyond your current contract or service obligation?

Rank	Yes, until retirement	Yes, for at least one more tour or enlistment	No	Unsure	Total
E1-E3	1,433 14.05%	1,869 18.33%	3,267 32.04%	3,629 35.59%	10,198 100%
E4-E5	5,788 38.93%	2,795 18.80%	3,631 24.42%	2,655 17.86%	14,869 100%
E6-E9	11,001 84.56%	670 5.15%	739 5.68%	599 4.60%	13,009 100%
O1-O3	2,826 50.04%	1,214 21.50%	519 9.19%	1,088 19.27%	5,647 100%
O4-O6	3,577 91.77%	128 3.28%	94 2.41%	99 2.54%	3,898 100%
O7+	54 94.74%	1 1.75%	1 1.75%	1 1.75%	57 100%
W1-W5	1,010 94.30%	25 2.33%	22 2.05%	14 1.31%	1,071 100%
Total	25,689 52.70%	6,702 13.75%	8,273 16.97%	8,085 16.58%	48,749 100%

Question 6: (Men) What types of deployments have you done? Check all that apply.

Rank	OEF (Afghanistan, CJTF-HOA, Philippines, etc.)	OIF (Iraq 2001-Aug. 31, 2010)	MEU	Humanitarian Assistance/ Disaster Relief	UDP	Other	I have not deployed yet	Total
E1-E3	2,553 25.11%	139 1.37%	953 9.37%	295 2.90%	335 3.29%	775 7.62%	6,037 59.37%	11,087 109.04%
E4-E5	7,904 53.20%	6,465 43.51%	3,805 25.61%	1,494 10.06%	1,273 8.57%	2,008 13.52%	2,067 13.91%	25,016 168.38%
E6-E9	7,382 56.71%	10,720 82.35%	6,230 47.86%	3,307 25.41%	4,286 32.93%	3,462 26.60%	347 2.67%	35,734 274.52%
O1-O3	3,023 53.59%	2,300 40.77%	1,540 27.30%	638 11.31%	623 11.04%	790 14.00%	1,079 19.13%	9,993 177.15%
O4-O6	2,274 58.29%	3,339 85.59%	2,190 56.14%	1,288 33.02%	1,539 39.45%	1,337 34.27%	24 0.62%	11,991 307.38%
O7+	30 52.63%	47 82.46%	40 70.18%	36 63.16%	32 56.14%	28 49.12%	0 0%	213 373.68%
W1-W5	640 59.70%	866 80.78%	501 46.74%	305 28.45%	355 33.12%	385 35.91%	27 2.52%	3,079 287.22%
Total	23,806 48.87%	23,876 49.01%	15,259 31.32%	7,363 15.12%	8,443 17.33%	8,785 18.03%	9,581 19.67%	97,113 199.36%

Note: Since respondents can choose multiple answers, the total number of answers chosen will be greater than the number of respondents. Similarly, the percent of respondents who choose each answer will sum to greater than 100 percent.

Question 7: (Men) In which of the four Marine Air Ground Task Force (MAGTF) elements have you ever served (include all current and past assignments)? Check all that apply.

Rank	Command Element/ MEF	Ground Combat Element/ Division	Aviation Combat Element/ Wing	Logistics Combat Element/ Marine Logistics Group (MLG)	None of the above	Not sure	Total
E1-E3	957 9.42%	3,100 30.52%	1,594 15.69%	1,132 11.14%	2,501 24.62%	1,457 14.34%	10,741 105.74%
E4-E5	3,163 21.28%	7,029 47.28%	4,451 29.94%	3,199 21.52%	1,264 8.50%	646 4.35%	19,752 132.87%
E6-E9	4,178 32.14%	8,049 61.92%	6,148 47.30%	4,214 32.42%	394 3.03%	90 0.69%	23,073 177.51%
O1-O3	1,138 20.20%	3,369 59.79%	2,032 36.06%	892 15.83%	331 5.87%	22 0.39%	7,784 138.14%
O4-O6	1,949 50.03%	2,659 68.25%	2,011 51.62%	942 24.18%	42 1.08%	0 0%	7,603 195.15%
O7+	40 71.43%	41 73.21%	28 50%	16 28.57%	0 0%	0 0%	125 223.21%
W1-W5	424 39.66%	643 60.15%	581 54.35%	456 42.66%	22 2.06%	3 0.28%	2,129 199.16%
Total	11,849 24.34%	24,890 51.13%	16,845 34.60%	10,851 22.29%	4,554 9.36%	2,218 4.56%	71,207 146.28%

Note: Since respondents can choose multiple answers, the total number of answers chosen will be greater than the number of respondents. Similarly, the percent of respondents who choose each answer will sum to greater than 100 percent.

Question 8: (Men) In which of the following ground combat element units have you ever served? Check all that apply.

Rank	I have not served in an infantry, artillery, armor, or combat engineer unit	I served in an infantry unit	I served in an artillery unit	I served in an armor (tank/assault amphibious vehicle) unit	I served in a combat engineer unit	I was assigned to a unit providing direct or general support to an infantry, artillery, armor, or combat engineer unit	I was an aug-mentee attached to an infantry, artillery, armor, or combat engineer unit	Not sure	Total
E1-E3	4,330 42.60%	3,208 31.56%	629 6.19%	286 2.81%	302 2.97%	639 6.29%	116 1.14%	1,086 10.68%	10,596 104.24%
E4-E5	5,027 33.93%	5,352 36.13%	1,291 8.71%	859 5.80%	1,012 6.83%	3,023 20.41%	982 6.63%	549 3.71%	18,095 122.15%
E6-E9	3,560 27.45%	5,668 43.70%	1,583 12.21%	1,496 11.53%	1,167 9.00%	4,116 31.73%	1,082 8.34%	151 1.16%	18,823 145.13%
O1-O3	1,845 32.96%	2,488 44.44%	638 11.40%	386 6.90%	326 5.82%	1,061 18.95%	372 6.65%	42 0.75%	7,158 127.87%
O4-O6	931 23.96%	2,094 53.89%	483 12.43%	381 9.80%	243 6.25%	1,250 32.17%	346 8.90%	8 0.21%	5,736 147.61%
O7+	8 14.04%	35 61.40%	6 10.53%	8 14.04%	3 5.26%	25 43.86%	2 3.51%	0 0%	87 152.63%
W1-W5	309 29.01%	397 37.28%	167 15.68%	129 12.11%	98 9.20%	422 39.62%	87 8.17%	7 0.66%	1,616 151.74%
Total	16,010 32.97%	19,242 39.63%	4,797 9.88%	3,545 7.30%	3,151 6.49%	10,536 21.70%	2,987 6.15%	1,843 3.80%	62,111 127.92%

Note: Since respondents can choose multiple answers, the total number of answers chosen will be greater than the number of respondents. Similarly, the percent of respondents who choose each answer will sum to greater than 100 percent.

Your Experiences and Thoughts About Serving with Female Marines

Question 9: (Men) Have you ever been assigned to a unit in which you worked on a regular basis with both male and female Marines?

Rank	Yes	No	Total
E1-E3	5,856 57.51%	4,326 42.49%	10,182 100%
E4-E5	11,659 78.53%	3,187 21.47%	14,846 100%
E6-E9	12,008 92.34%	996 7.66%	13,004 100%
O1-O3	4,791 84.90%	852 15.10%	5,643 100%
O4-O6	3,798 97.43%	100 2.57%	3,898 100%
O7+	57 100%	0 0%	57 100%
W1-W5	1,042 97.29%	29 2.71%	1,071 100%
Total	39,211 80.51%	9,490 19.49%	48,701 100%

Question 10: (Men) If you have been assigned to a unit in which you worked on a regular basis with both male and female Marines, how would you describe that aspect of the experience?

Rank	I have not been assigned to such a unit	Very negative	Somewhat negative	Neutral	Somewhat positive	Very positive	Total
E1-E3	3,499 35.22%	631 6.35%	1,348 13.57%	2,868 28.86%	857 8.63%	733 7.38%	9,936 100%
E4-E5	2,640 18.13%	1,368 9.39%	3,655 25.10%	4,626 31.77%	1,385 9.51%	888 6.10%	14,562 100%
E6-E9	867 6.70%	453 3.50%	2,332 18.03%	4,889 37.79%	2,277 17.60%	2,119 16.38%	12,937 100%
O1-O3	730 13.13%	227 4.08%	989 17.79%	1,934 34.79%	881 15.85%	798 14.36%	5,559 100%
O4-O6	75 1.93%	55 1.42%	441 11.37%	1,387 35.75%	782 20.15%	1,140 29.38%	3,880 100%
O7+	0 0%	0 0%	1 1.75%	8 14.04%	5 8.77%	43 75.44%	57 100%
W1-W5	22 2.07%	19 1.78%	137 12.86%	411 38.59%	203 19.06%	273 25.63%	1,065 100%
Total	7,833 16.32%	2,753 5.74%	8,903 18.55%	16,123 33.59%	6,390 13.31%	5,994 12.49%	47,996 100%

Ground Combat PMOSs

Question 11: (Men) I support women in the Marine Corps being able to serve in all PMOSs, including the ground combat PMOSs (infantry, artillery, tank/amphibious vehicle).

Rank	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Total
E1-E3	645 6.33%	1,165 11.43%	2,113 20.74%	2,219 21.78%	4,047 39.72%	10,189 100%
E4-E5	739 4.97%	1,407 9.46%	2,337 15.71%	3,386 22.76%	7,008 47.11%	14,877 100%
E6-E9	929 7.13%	1,913 14.69%	2,374 18.23%	3,429 26.33%	4,376 33.61%	13,021 100%
O1-O3	248 4.39%	654 11.58%	647 11.45%	1,400 24.78%	2,700 47.80%	5,649 100%
O4-O6	224 5.75%	545 13.99%	474 12.16%	997 25.58%	1,657 42.52%	3,897 100%
O7+	4 7.02%	11 19.30%	12 21.05%	16 28.07%	14 24.56%	57 100%
W1-W5	77 7.18%	179 16.70%	159 14.83%	293 27.33%	364 33.96%	1,072 100%
Total	2,866 5.88%	5,874 12.05%	8,116 16.64%	11,740 24.08%	20,166 41.36%	48,762 100%

Question 12: (Men) Women in the Marine Corps should be eligible to serve in infantry, artillery, and tank/amphibious vehicle PMOSs, but only if they volunteer for these PMOSs.

Rank	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Total
E1-E3	888 8.72%	1,555 15.27%	1,964 19.29%	1,953 19.18%	3,822 37.54%	10,182 100%
E4-E5	1,195 8.04%	2,020 13.59%	2,131 14.34%	3,044 20.48%	6,471 43.54%	14,861 100%
E6-E9	1,434 11.02%	2,479 19.06%	1,876 14.42%	3,114 23.94%	4,106 31.56%	13,009 100%
O1-O3	395 7.00%	752 13.34%	539 9.56%	1,399 24.81%	2,554 45.29%	5,639 100%
O4-O6	291 7.48%	547 14.07%	391 10.05%	1,027 26.41%	1,633 41.99%	3,889 100%
O7+	8 14.29%	13 23.21%	5 8.93%	15 26.79%	15 26.79%	56 100%
W1-W5	127 11.88%	198 18.52%	134 12.54%	266 24.88%	344 32.18%	1,069 100%
Total	4,338 8.91%	7,564 15.53%	7,040 14.45%	10,818 22.21%	18,945 38.90%	48,705 100%

Question 13: (Men) Women in the Marine Corps should be eligible to serve in infantry, artillery, and tank/amphibious vehicle PMOSs, regardless of whether or not they volunteer for these PMOSs.

Rank	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Total
E1-E3	432 4.24%	606 5.95%	1,834 18.00%	2,319 22.76%	5,000 49.06%	10,191 100%
E4-E5	505 3.40%	648 4.36%	1,797 12.09%	3,422 23.02%	8,496 57.14%	14,868 100%
E6-E9	567 4.36%	817 6.28%	1,692 13.00%	3,971 30.51%	5,968 45.85%	13,015 100%
O1-O3	150 2.66%	234 4.15%	422 7.48%	1,350 23.92%	3,487 61.79%	5,643 100%
O4-O6	144 3.70%	246 6.32%	349 8.97%	1,076 27.65%	2,076 53.35%	3,891 100%
O7+	0 0%	6 10.53%	5 8.77%	21 36.84%	25 43.86%	57 100%
W1-W5	48 4.49%	77 7.20%	106 9.91%	353 32.99%	486 45.42%	1,070 100%
Total	1,846 3.79%	2,634 5.40%	6,205 12.73%	12,512 25.67%	25,538 52.40%	48,735 100%

Question 14: (Men) If women could have volunteered to serve in infantry, armor, and artillery PMOSs when I joined the Marine Corps, I still would have joined.

Rank	Definitely	Probably	Not Sure	Probably not	Definitely not	This would not have been a factor in my decision to join	Total
E1-E3	2,628 25.82%	1,817 17.85%	1,367 13.43%	1,137 11.17%	1,050 10.31%	2,181 21.42%	10,180 100%
E4-E5	3,714 24.98%	2,663 17.91%	2,142 14.41%	1,805 12.14%	1,380 9.28%	3,165 21.29%	14,869 100%
E6-E9	4,958 38.04%	2,277 17.47%	1,555 11.93%	976 7.49%	542 4.16%	2,726 20.91%	13,034 100%
O1-O3	1,818 32.22%	1,216 21.55%	664 11.77%	475 8.42%	244 4.32%	1,226 21.73%	5,643 100%
O4-O6	1,399 35.91%	815 20.92%	446 11.45%	288 7.39%	132 3.39%	816 20.94%	3,896 100%
O7+	29 50.88%	8 14.04%	4 7.02%	3 5.26%	1 1.75%	12 21.05%	57 100%
W1-W5	436 40.67%	195 18.19%	111 10.35%	71 6.62%	23 2.15%	236 22.01%	1,072 100%
Total	14,982 30.73%	8,991 18.44%	6,289 12.90%	4,755 9.75%	3,372 6.92%	10,362 21.25%	48,751 100%

Question 15: (Men) If women could have been involuntarily assigned to infantry, armor, and artillery PMOSs when I joined the Marine Corps, I still would have joined.

Rank	Definitely	Probably	Not Sure	Probably not	Definitely not	This would not have been a factor in my decision to join	Total
E1-E3	1,914 18.78%	1,731 16.98%	1,597 15.67%	1,288 12.64%	1,551 15.22%	2,111 20.71%	10,192 100%
E4-E5	2,873 19.34%	2,447 16.47%	2,212 14.89%	2,139 14.40%	2,137 14.38%	3,049 20.52%	14,857 100%
E6-E9	4,084 31.35%	2,258 17.33%	1,833 14.07%	1,265 9.71%	893 6.86%	2,693 20.67%	13,026 100%
O1-O3	1,371 24.30%	1,136 20.14%	777 13.77%	623 11.04%	531 9.41%	1,203 21.33%	5,641 100%
O4-O6	1,141 29.30%	788 20.24%	537 13.79%	384 9.86%	254 6.52%	790 20.29%	3,894 100%
O7+	26 45.61%	8 14.04%	5 8.77%	5 8.77%	2 3.51%	11 19.30%	57 100%
W1-W5	353 32.99%	209 19.53%	144 13.46%	85 7.94%	46 4.30%	233 21.78%	1,070 100%
Total	11,762 24.13%	8,577 17.60%	7,105 14.58%	5,789 11.88%	5,414 11.11%	10,090 20.70%	48,737 100%

Question 16: (Men) If the current policy changes and women can volunteer to serve in any PMOS, including infantry, armor, and artillery PMOSs, this change will cause me to leave the Marine Corps at my first opportunity.

Rank	Strongly agree	Agree	Not Sure	Disagree	Strongly disagree	This would not be a factor in my decision	Total
E1-E3	1,602 15.76%	1,226 12.06%	2,070 20.36%	1,246 12.26%	722 7.10%	3,299 32.45%	10,165 100%
E4-E5	2,059 13.87%	1,829 12.32%	2,978 20.07%	1,889 12.73%	837 5.64%	5,248 35.36%	14,840 100%
E6-E9	630 4.84%	806 6.20%	1,791 13.77%	2,240 17.23%	1,360 10.46%	6,177 47.50%	13,004 100%
O1-O3	297 5.27%	573 10.18%	1,030 18.29%	981 17.42%	557 9.89%	2,193 38.95%	5,631 100%
O4-O6	147 3.78%	253 6.51%	490 12.62%	748 19.26%	514 13.23%	1,732 44.59%	3,884 100%
O7+	0 0%	2 3.51%	1 1.75%	15 26.32%	13 22.81%	26 45.61%	57 100%
W1-W5	28 2.61%	62 5.78%	109 10.17%	172 16.04%	138 12.87%	563 52.52%	1,072 100%
Total	4,763 9.79%	4,751 9.77%	8,469 17.41%	7,291 14.99%	4,141 8.51%	19,238 39.54%	48,653 100%

Question 17: (Men) If the current policy changes and women can be involuntarily assigned to any PMOS, including infantry, armor, and artillery PMOSs, this change will cause me to leave the Marine Corps at my first opportunity.

Rank	Strongly agree	Agree	Not Sure	Disagree	Strongly disagree	This would not be a factor in my decision	Total
E1-E3	1,957 19.19%	1,375 13.48%	2,119 20.78%	1,053 10.33%	573 5.62%	3,120 30.60%	10,197 100%
E4-E5	2,748 18.48%	2,029 13.65%	2,887 19.42%	1,563 10.51%	687 4.62%	4,955 33.32%	14,869 100%
E6-E9	931 7.15%	1,007 7.73%	1,982 15.21%	2,033 15.61%	1,180 9.06%	5,894 45.24%	13,027 100%
O1-O3	592 10.50%	670 11.88%	1,072 19.01%	840 14.89%	445 7.89%	2,021 35.83%	5,640 100%
O4-O6	260 6.68%	318 8.17%	508 13.05%	675 17.34%	448 11.51%	1,683 43.24%	3,892 100%
O7+	2 3.51%	3 5.26%	4 7.02%	10 17.54%	10 17.54%	28 49.12%	57 100%
W1-W5	61 5.70%	69 6.45%	123 11.50%	163 15.23%	118 11.03%	536 50.09%	1,070 100%
Total	6,551 13.44%	5,471 11.22%	8,695 17.84%	6,337 13.00%	3,461 7.10%	18,237 37.41%	48,752 100%

Question 18: (Men) In your opinion, would the following outcomes increase or decrease if women could serve in ground combat PMOSs?

Subquestion A: The best Marine for a job filling it

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	762 7.51%	1,403 13.82%	2,626 25.87%	2,462 24.26%	2,896 28.53%	10,149 100%
E4-E5	783 5.29%	1,491 10.07%	3,561 24.04%	4,093 27.63%	4,885 32.98%	14,813 100%
E6-E9	774 5.97%	1,452 11.19%	4,163 32.09%	3,799 29.28%	2,785 21.47%	12,973 100%
O1-O3	216 3.84%	534 9.50%	1,102 19.60%	1,739 30.93%	2,032 36.14%	5,623 100%
O4-O6	137 3.48%	422 10.73%	977 24.83%	1,219 30.99%	1,179 29.97%	3,934 100%
O7+	3 5.36%	10 17.86%	17 30.36%	14 25.00%	12 21.43%	56 100%
W1-W5	55 5.15%	99 9.28%	330 30.93%	357 33.46%	226 21.18%	1,067 100%
Total	2,730 5.62%	5,411 11.13%	12,776 26.28%	13,683 28.15%	14,015 28.83%	48,615 100%

Question 18: (Men) In your opinion, would the following outcomes increase or decrease if women could serve in ground combat PMOSs?
 Subquestion B: Intimate relationships among a unit's Marines (or Sailors) causing problems

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	6,108 60.05%	2,448 24.07%	1,072 10.54%	225 2.21%	318 3.13%	10,171 100%
E4-E5	10,413 70.13%	2,799 18.85%	1,108 7.46%	186 1.25%	343 2.31%	14,849 100%
E6-E9	7,867 60.40%	3,619 27.79%	1,108 8.51%	169 1.30%	261 2.00%	13,024 100%
O1-O3	4,026 71.48%	1,154 20.49%	292 5.18%	35 0.62%	125 2.22%	5,632 100%
O4-O6	2,532 64.22%	1,000 25.36%	302 7.66%	28 0.71%	81 2.05%	3,943 100%
O7+	23 41.07%	23 41.07%	9 16.07%	1 1.79%	0 0%	56 100%
W1-W5	603 56.30%	335 31.28%	103 9.62%	8 0.75%	22 2.05%	1,071 100%
Total	31,572 64.77%	11,378 23.34%	3,994 8.19%	652 1.34%	1,150 2.36%	48,746 100%

Question 18: (Men) In your opinion, would the following outcomes increase or decrease if women could serve in ground combat PMOSs?

Subquestion C: Enemies targeting women as POWs

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	5,808 57.20%	2,820 27.78%	1,160 11.43%	165 1.63%	200 1.97%	10,153 100%
E4-E5	8,471 57.11%	4,375 29.49%	1,652 11.14%	122 0.82%	214 1.44%	14,834 100%
E6-E9	6,410 49.31%	4,603 35.41%	1,716 13.20%	109 0.84%	162 1.25%	13,000 100%
O1-O3	2,563 45.56%	2,074 36.86%	888 15.78%	37 0.66%	64 1.14%	5,626 100%
O4-O6	1,698 43.24%	1,489 37.92%	677 17.24%	26 0.66%	37 0.94%	3,927 100%
O7+	20 35.09%	25 43.86%	11 19.30%	1 1.75%	0 0%	57 100%
W1-W5	517 48.41%	376 35.21%	153 14.33%	5 0.47%	17 1.59%	1,068 100%
Total	25,487 52.37%	15,762 32.39%	6,257 12.86%	465 0.96%	694 1.43%	48,665 100%

Question 18: (Men) In your opinion, would the following outcomes increase or decrease if women could serve in ground combat PMOSs?

Subquestion D: Unit combat effectiveness

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	455 4.50%	990 9.78%	2,091 20.66%	3,159 31.22%	3,425 33.84%	10,120 100%
E4-E5	493 3.33%	989 6.69%	2,739 18.52%	4,859 32.86%	5,709 38.60%	14,789 100%
E6-E9	307 2.37%	927 7.15%	3,482 26.86%	4,987 38.47%	3,259 25.14%	12,962 100%
O1-O3	56 1.00%	256 4.56%	1,056 18.82%	1,978 35.25%	2,265 40.37%	5,611 100%
O4-O6	47 1.20%	169 4.30%	885 22.54%	1,488 37.89%	1,338 34.07%	3,927 100%
O7+	1 1.75%	2 3.51%	15 26.32%	23 40.35%	16 28.07%	57 100%
W1-W5	19 1.78%	60 5.63%	302 28.36%	426 40%	258 24.23%	1,065 100%
Total	1,378 2.84%	3,393 6.99%	10,570 21.78%	16,920 34.86%	16,270 33.52%	48,531 100%

Question 18: (Men) In your opinion, would the following outcomes increase or decrease if women could serve in ground combat PMOSs?

Subquestion E: A unit's Marines being in danger

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	3,120 30.84%	3,026 29.91%	3,219 31.81%	412 4.07%	341 3.37%	10,118 100%
E4-E5	4,778 32.31%	4,630 31.31%	4,536 30.67%	475 3.21%	369 2.50%	14,788 100%
E6-E9	2,509 19.37%	3,984 30.76%	5,841 45.10%	407 3.14%	209 1.61%	12,950 100%
O1-O3	1,388 24.75%	1,675 29.86%	2,243 39.99%	191 3.41%	112 2.00%	5,609 100%
O4-O6	770 19.66%	1,230 31.41%	1,690 43.16%	129 3.29%	97 2.48%	3,916 100%
O7+	4 7.02%	20 35.09%	28 49.12%	3 5.26%	2 3.51%	57 100%
W1-W5	170 15.96%	339 31.83%	505 47.42%	34 3.19%	17 1.60%	1,065 100%
Total	12,739 26.26%	14,904 30.73%	18,062 37.24%	1,651 3.40%	1,147 2.36%	48,503 100%

Question 18: (Men) In your opinion, would the following outcomes increase or decrease if women could serve in ground combat PMOSs?
 Subquestion F: Male Marines feeling obligated to protect female Marines

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	5,891 58.02%	2,719 26.78%	1,153 11.36%	177 1.74%	213 2.10%	10,153 100%
E4-E5	9,012 60.81%	3,978 26.84%	1,451 9.79%	185 1.25%	194 1.31%	14,820 100%
E6-E9	6,984 53.86%	4,424 34.12%	1,353 10.43%	114 0.88%	91 0.70%	12,966 100%
O1-O3	2,962 52.69%	1,896 33.72%	687 12.22%	40 0.71%	37 0.66%	5,622 100%
O4-O6	1,763 44.87%	1,580 40.21%	519 13.21%	30 0.76%	37 0.94%	3,929 100%
O7+	18 31.58%	29 50.88%	9 15.79%	1 1.75%	0 0%	57 100%
W1-W5	573 53.60%	355 33.21%	122 11.41%	8 0.75%	11 1.03%	1,069 100%
Total	27,203 55.95%	14,981 30.81%	5,294 10.89%	555 1.14%	583 1.20%	48,616 100%

Question 18: (Men) In your opinion, would the following outcomes increase or decrease if women could serve in ground combat PMOSs?

Subquestion G: Unit cohesion

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	496 4.90%	1,386 13.69%	2,502 24.72%	3,155 31.17%	2,582 25.51%	10,121 100%
E4-E5	366 2.48%	1,363 9.23%	3,257 22.06%	5,270 35.70%	4,507 30.53%	14,763 100%
E6-E9	212 1.64%	1,062 8.23%	3,849 29.81%	5,206 40.32%	2,582 20%	12,911 100%
O1-O3	24 0.43%	223 4.00%	1,281 22.96%	2,225 39.88%	1,826 32.73%	5,579 100%
O4-O6	23 0.59%	158 4.06%	1,080 27.76%	1,607 41.31%	1,022 26.27%	3,890 100%
O7+	0 0%	3 5.36%	23 41.07%	20 35.71%	10 17.86%	56 100%
W1-W5	18 1.71%	73 6.92%	328 31.09%	450 42.65%	186 17.63%	1,055 100%
Total	1,139 2.35%	4,268 8.82%	12,320 25.47%	17,933 37.07%	12,715 26.28%	48,375 100%

Question 18: (Men) In your opinion, would the following outcomes increase or decrease if women could serve in ground combat PMOSs?

Subquestion H: Male Marines being distracted from their jobs

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	5,307 52.39%	2,916 28.79%	1,392 13.74%	225 2.22%	289 2.85%	10,129 100%
E4-E5	8,550 57.78%	3,970 26.83%	1,545 10.44%	283 1.91%	450 3.04%	14,798 100%
E6-E9	5,584 43.14%	4,703 36.34%	1,928 14.90%	368 2.84%	360 2.78%	12,943 100%
O1-O3	2,862 51.05%	1,693 30.20%	705 12.58%	136 2.43%	210 3.75%	5,606 100%
O4-O6	1,653 42.32%	1,380 35.33%	632 16.18%	125 3.20%	116 2.97%	3,906 100%
O7+	14 24.56%	27 47.37%	13 22.81%	2 3.51%	1 1.75%	57 100%
W1-W5	415 38.93%	415 38.93%	171 16.04%	40 3.75%	25 2.35%	1,066 100%
Total	24,385 50.27%	15,104 31.14%	6,386 13.17%	1,179 2.43%	1,451 2.99%	48,505 100%

Question 18: (Men) In your opinion, would the following outcomes increase or decrease if women could serve in ground combat PMOSs?
 Subquestion I: The number of female Marines not having the physical capabilities required for their jobs

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	4,678 46.14%	2,747 27.10%	1,884 18.58%	515 5.08%	314 3.10%	10,138 100%
E4-E5	7,837 53.02%	3,809 25.77%	2,262 15.30%	542 3.67%	330 2.23%	14,780 100%
E6-E9	5,442 42.02%	4,533 35.00%	2,287 17.66%	470 3.63%	220 1.70%	12,952 100%
O1-O3	3,056 54.45%	1,584 28.23%	783 13.95%	102 1.82%	87 1.55%	5,612 100%
O4-O6	1,928 49.00%	1,258 31.97%	631 16.04%	67 1.70%	51 1.30%	3,935 100%
O7+	23 40.35%	25 43.86%	8 14.04%	1 1.75%	0 0%	57 100%
W1-W5	442 41.54%	380 35.71%	201 18.89%	26 2.44%	15 1.41%	1,064 100%
Total	23,406 48.22%	14,336 29.54%	8,056 16.60%	1,723 3.55%	1,017 2.10%	48,538 100%

Question 18: (Men) In your opinion, would the following outcomes increase or decrease if women could serve in ground combat PMOSs?

Subquestion J: Female Marines being treated equally

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	531 5.24%	1,140 11.25%	3,084 30.44%	2,407 23.76%	2,968 29.30%	10,130 100%
E4-E5	468 3.17%	1,271 8.60%	4,125 27.90%	3,953 26.74%	4,968 33.60%	14,785 100%
E6-E9	326 2.52%	1,276 9.87%	4,260 32.95%	4,238 32.78%	2,829 21.88%	12,929 100%
O1-O3	114 2.03%	505 9.01%	1,729 30.86%	1,808 32.27%	1,447 25.83%	5,603 100%
O4-O6	85 2.17%	375 9.57%	1,529 39.03%	1,228 31.34%	701 17.89%	3,918 100%
O7+	0 0%	12 21.43%	21 37.50%	18 32.14%	5 8.93%	56 100%
W1-W5	22 2.06%	91 8.53%	376 35.24%	378 35.43%	200 18.74%	1,067 100%
Total	1,546 3.19%	4,670 9.63%	15,124 31.19%	14,030 28.93%	13,118 27.05%	48,488 100%

Question 18: (Men) In your opinion, would the following outcomes increase or decrease if women could serve in ground combat PMOSs?
 Subquestion K: Limited duty (due to pregnancy, personal issues, or injury) before deployments affecting unit readiness

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	5,961 58.76%	2,591 25.54%	1,166 11.49%	176 1.74%	250 2.46%	10,144 100%
E4-E5	10,049 67.92%	3,140 21.22%	1,177 7.95%	173 1.17%	257 1.74%	14,796 100%
E6-E9	7,266 56.06%	3,982 30.72%	1,283 9.90%	197 1.52%	234 1.81%	12,962 100%
O1-O3	3,457 61.57%	1,534 27.32%	505 8.99%	50 0.89%	69 1.23%	5,615 100%
O4-O6	2,150 54.72%	1,245 31.69%	445 11.33%	36 0.92%	53 1.35%	3,929 100%
O7+	22 38.60%	26 45.61%	8 14.04%	0 0%	1 1.75%	57 100%
W1-W5	535 50.47%	365 34.43%	119 11.23%	25 2.36%	16 1.51%	1,060 100%
Total	29,440 60.62%	12,883 26.53%	4,703 9.68%	657 1.35%	880 1.81%	48,563 100%

Question 18: (Men) In your opinion, would the following outcomes increase or decrease if women could serve in ground combat PMOSs?

Subquestion L: A double standard in expectations based on gender

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	5,130 50.71%	2,730 26.99%	1,727 17.07%	283 2.80%	246 2.43%	10,116 100%
E4-E5	9,152 61.90%	3,504 23.70%	1,679 11.36%	224 1.51%	227 1.54%	14,786 100%
E6-E9	6,488 50.10%	4,367 33.72%	1,782 13.76%	199 1.54%	114 0.88%	12,950 100%
O1-O3	3,362 59.94%	1,570 27.99%	534 9.52%	100 1.78%	43 0.77%	5,609 100%
O4-O6	1,921 49.04%	1,426 36.41%	466 11.90%	83 2.12%	21 0.54%	3,917 100%
O7+	17 29.82%	26 45.61%	11 19.30%	3 5.26%	0 0%	57 100%
W1-W5	498 46.89%	387 36.44%	152 14.31%	20 1.88%	5 0.47%	1,062 100%
Total	26,568 54.78%	14,010 28.89%	6,351 13.10%	912 1.88%	656 1.35%	48,497 100%

Question 18: (Men) In your opinion, would the following outcomes increase or decrease if women could serve in ground combat PMOSs?

Subquestion M: Female Marines getting closer to the action

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	3,376 33.38%	3,776 37.33%	1,837 18.16%	450 4.45%	676 6.68%	10,115 100%
E4-E5	5,311 35.93%	5,874 39.74%	2,302 15.57%	551 3.73%	744 5.03%	14,782 100%
E6-E9	5,358 41.34%	4,955 38.23%	1,908 14.72%	426 3.29%	314 2.42%	12,961 100%
O1-O3	2,813 50.13%	2,082 37.11%	629 11.21%	37 0.66%	50 0.89%	5,611 100%
O4-O6	2,181 55.64%	1,251 31.91%	427 10.89%	36 0.92%	25 0.64%	3,920 100%
O7+	34 59.65%	15 26.32%	6 10.53%	2 3.51%	0 0%	57 100%
W1-W5	510 48.02%	390 36.72%	135 12.71%	16 1.51%	11 1.04%	1,062 100%
Total	19,583 40.37%	18,343 37.81%	7,244 14.93%	1,518 3.13%	1,820 3.75%	48,508 100%

Question 18: (Men) In your opinion, would the following outcomes increase or decrease if women could serve in ground combat PMOSs?
 Subquestion N: Female Marines being at risk of sexual harassment or assault

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	5,845 57.71%	2,679 26.45%	1,323 13.06%	137 1.35%	145 1.43%	10,129 100%
E4-E5	9,401 63.55%	3,589 24.26%	1,586 10.72%	106 0.72%	110 0.74%	14,792 100%
E6-E9	6,255 48.30%	4,602 35.54%	1,940 14.98%	94 0.73%	58 0.45%	12,949 100%
O1-O3	2,981 53.11%	1,755 31.27%	842 15.00%	26 0.46%	9 0.16%	5,613 100%
O4-O6	1,419 36.24%	1,567 40.02%	896 22.88%	27 0.69%	7 0.18%	3,916 100%
O7+	12 21.43%	32 57.14%	11 19.64%	1 1.79%	0 0%	56 100%
W1-W5	442 41.58%	446 41.96%	169 15.90%	3 0.28%	3 0.28%	1,063 100%
Total	26,355 54.32%	14,670 30.24%	6,767 13.95%	394 0.81%	332 0.68%	48,518 100%

Question 18: (Men) In your opinion, would the following outcomes increase or decrease if women could serve in ground combat PMOSs?

Subquestion O: Female Marine career opportunities

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	2,207 21.78%	3,586 35.40%	3,134 30.93%	522 5.15%	682 6.73%	10,131 100%
E4-E5	3,140 21.23%	5,563 37.62%	4,688 31.70%	751 5.08%	645 4.36%	14,787 100%
E6-E9	2,990 23.15%	5,260 40.72%	3,869 29.96%	529 4.10%	268 2.07%	12,916 100%
O1-O3	1,343 23.97%	2,404 42.91%	1,633 29.15%	143 2.55%	79 1.41%	5,602 100%
O4-O6	1,035 26.47%	1,705 43.61%	967 24.73%	150 3.84%	53 1.36%	3,910 100%
O7+	16 28.07%	26 45.61%	11 19.30%	4 7.02%	0 0%	57 100%
W1-W5	265 25.05%	427 40.36%	306 28.92%	41 3.88%	19 1.80%	1,058 100%
Total	10,996 22.69%	18,971 39.15%	14,608 30.14%	2,140 4.42%	1,746 3.60%	48,461 100%

Question 18: (Men) In your opinion, would the following outcomes increase or decrease if women could serve in ground combat PMOSs?

Subquestion P: Enemies viewing us as vulnerable

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	4,933 48.61%	2,931 28.88%	1,925 18.97%	192 1.89%	167 1.65%	10,148 100%
E4-E5	7,301 49.34%	4,355 29.43%	2,847 19.24%	155 1.05%	140 0.95%	14,798 100%
E6-E9	4,407 34.03%	4,710 36.37%	3,644 28.13%	131 1.01%	60 0.46%	12,952 100%
O1-O3	2,044 36.45%	1,859 33.15%	1,653 29.48%	36 0.64%	15 0.27%	5,607 100%
O4-O6	1,202 30.62%	1,451 36.96%	1,244 31.69%	21 0.53%	8 0.20%	3,926 100%
O7+	10 17.86%	28 50%	18 32.14%	0 0%	0 0%	56 100%
W1-W5	316 29.64%	408 38.27%	332 31.14%	5 0.47%	5 0.47%	1,066 100%
Total	20,213 41.63%	15,742 32.42%	11,663 24.02%	540 1.11%	395 0.81%	48,553 100%

Question 18: (Men) In your opinion, would the following outcomes increase or decrease if women could serve in ground combat PMOSs?
 Subquestion Q: The Marine Corps' requirements for billeting and hygiene facilities

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	5,192 51.29%	2,692 26.60%	1,740 17.19%	231 2.28%	267 2.64%	10,122 100%
E4-E5	9,471 64.13%	2,888 19.55%	1,830 12.39%	244 1.65%	336 2.28%	14,769 100%
E6-E9	8,544 66.06%	2,621 20.27%	1,432 11.07%	166 1.28%	170 1.31%	12,933 100%
O1-O3	4,179 74.44%	983 17.51%	400 7.13%	21 0.37%	31 0.55%	5,614 100%
O4-O6	2,817 71.83%	806 20.55%	274 6.99%	14 0.36%	11 0.28%	3,922 100%
O7+	32 56.14%	21 36.84%	3 5.26%	1 1.75%	0 0%	57 100%
W1-W5	726 68.04%	222 20.81%	105 9.84%	7 0.66%	7 0.66%	1,067 100%
Total	30,961 63.86%	10,233 21.11%	5,784 11.93%	684 1.41%	822 1.70%	48,484 100%

Question 18: (Men) In your opinion, would the following outcomes increase or decrease if women could serve in ground combat PMOSs?

Subquestion R: Female Marine promotion opportunities

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	2,244 22.14%	3,117 30.75%	3,579 35.31%	646 6.37%	549 5.42%	10,135 100%
E4-E5	3,254 22.01%	4,686 31.70%	5,521 37.35%	796 5.38%	526 3.56%	14,783 100%
E6-E9	2,525 19.50%	4,737 36.59%	4,950 38.23%	536 4.14%	199 1.54%	12,947 100%
O1-O3	1,064 18.97%	2,296 40.93%	2,011 35.85%	178 3.17%	61 1.09%	5,610 100%
O4-O6	726 18.52%	1,636 41.73%	1,346 34.34%	175 4.46%	37 0.94%	3,920 100%
O7+	8 14.04%	26 45.61%	18 31.58%	5 8.77%	0 0%	57 100%
W1-W5	213 19.98%	377 35.37%	410 38.46%	48 4.50%	18 1.69%	1,066 100%
Total	10,034 20.68%	16,875 34.78%	17,835 36.76%	2,384 4.91%	1,390 2.86%	48,518 100%

Question 18: (Men) In your opinion, would the following outcomes increase or decrease if women could serve in ground combat PMOSs?
 Subquestion S: Fraternalization/Some Marines getting preferential treatment

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	5,775 56.98%	2,777 27.40%	1,340 13.22%	120 1.18%	124 1.22%	10,136 100%
E4-E5	9,766 66.04%	3,540 23.94%	1,318 8.91%	88 0.60%	77 0.52%	14,789 100%
E6-E9	6,203 47.95%	4,950 38.27%	1,663 12.86%	72 0.56%	48 0.37%	12,936 100%
O1-O3	2,930 52.14%	1,974 35.12%	694 12.35%	16 0.28%	6 0.11%	5,620 100%
O4-O6	1,537 39.15%	1,701 43.33%	670 17.07%	12 0.31%	6 0.15%	3,926 100%
O7+	12 21.05%	32 56.14%	13 22.81%	0 0%	0 0%	57 100%
W1-W5	398 37.27%	493 46.16%	168 15.73%	5 0.47%	4 0.37%	1,068 100%
Total	26,621 54.85%	15,467 31.87%	5,866 12.09%	313 0.64%	265 0.55%	48,532 100%

Question 18: (Men) In your opinion, would the following outcomes increase or decrease if women could serve in ground combat PMOSs?
 Subquestion T: Marines fearing false sexual harassment or assault allegations

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	6,251 61.71%	2,521 24.89%	1,118 11.04%	107 1.06%	132 1.30%	10,129 100%
E4-E5	9,919 67.14%	3,404 23.04%	1,291 8.74%	77 0.52%	83 0.56%	14,774 100%
E6-E9	6,397 49.41%	4,698 36.28%	1,758 13.58%	59 0.46%	36 0.28%	12,948 100%
O1-O3	3,131 55.82%	1,803 32.14%	660 11.77%	11 0.20%	4 0.07%	5,609 100%
O4-O6	1,535 39.11%	1,628 41.48%	749 19.08%	9 0.23%	4 0.10%	3,925 100%
O7+	10 17.54%	25 43.86%	22 38.60%	0 0%	0 0%	57 100%
W1-W5	424 39.77%	446 41.84%	189 17.73%	3 0.28%	4 0.38%	1,066 100%
Total	27,667 57.04%	14,525 29.94%	5,787 11.93%	266 0.55%	263 0.54%	48,508 100%

Question 18: (Men) In your opinion, would the following outcomes increase or decrease if women could serve in ground combat PMOSs?

Subquestion U: Female Marines getting the PMOSs that they want

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	2,183 21.52%	3,876 38.21%	3,159 31.14%	461 4.54%	466 4.59%	10,145 100%
E4-E5	2,756 18.65%	6,229 42.15%	4,825 32.65%	581 3.93%	388 2.63%	14,779 100%
E6-E9	1,884 14.56%	5,841 45.13%	4,523 34.95%	538 4.16%	157 1.21%	12,943 100%
O1-O3	831 14.79%	2,681 47.71%	1,808 32.18%	239 4.25%	60 1.07%	5,619 100%
O4-O6	509 12.99%	1,908 48.71%	1,231 31.43%	218 5.57%	51 1.30%	3,917 100%
O7+	6 10.53%	22 38.60%	23 40.35%	6 10.53%	0 0%	57 100%
W1-W5	138 12.98%	494 46.47%	369 34.71%	47 4.42%	15 1.41%	1,063 100%
Total	8,307 17.12%	21,051 43.38%	15,938 32.85%	2,090 4.31%	1,137 2.34%	48,523 100%

Question 20: (Men) If you were qualified and it were allowed, would you consider a lateral move to a ground combat PMOS? Check all that apply.

Rank	I am currently in one of these PMOSs	Yes – an Infantry PMOS (03XX)	Yes – an Artillery PMOS (08XX)	Yes – a Tank and Assault Amphibious Vehicle PMOS (18XX)	No – I would not consider a lateral move of this type	No – I would not consider a lateral move of any type	Total
E1-E3	3,612 35.89%	2,190 21.76%	954 9.48%	1,218 12.10%	1,965 19.53%	1,947 19.35%	11,886 118.10%
E4-E5	4,418 30.06%	3,032 20.63%	1,460 9.93%	1,877 12.77%	3,395 23.10%	3,327 22.63%	17,509 119.12%
E6-E9	3,500 27.20%	1,857 14.43%	1,063 8.26%	1,365 10.61%	2,831 22.00%	4,373 33.99%	14,989 116.50%
O1-O3	1,987 35.73%	1,075 19.33%	573 10.30%	745 13.40%	920 16.54%	1,394 25.07%	6,694 120.37%
O4-O6	1,199 31.35%	593 15.51%	273 7.14%	331 8.66%	689 18.02%	1,258 32.90%	4,343 113.57%
O7+	23 42.59%	5 9.26%	1 1.85%	1 1.85%	10 18.52%	17 31.48%	57 105.56%
W1-W5	137 12.97%	142 13.45%	85 8.05%	90 8.52%	195 18.47%	559 52.94%	1,208 114.39%
Total	14,876 30.91%	8,894 18.48%	4,409 9.16%	5,627 11.69%	10,005 20.79%	12,875 26.75%	56,686 117.79%

Note: Since respondents can choose multiple answers, the total number of answers chosen will be greater than the number of respondents. Similarly, the percent of respondents who choose each answer will sum to greater than 100%.

Ground Combat Element Assignments

Question 21: (Men) How much do you agree or disagree with the following statement regarding closed units? I support allowing female Marines in PMOSs currently open to them to serve in all GCE units, including those at the Regiment level and below.

Rank	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Total
E1-E3	799 7.92%	1,639 16.25%	3,687 36.56%	1,538 15.25%	2,422 24.02%	10,085 100%
E4-E5	1,118 7.59%	2,423 16.46%	4,328 29.40%	2,808 19.07%	4,044 27.47%	14,721 100%
E6-E9	1,446 11.17%	3,257 25.16%	3,276 25.31%	2,590 20.01%	2,377 18.36%	12,946 100%
O1-O3	597 10.69%	1,313 23.51%	1,011 18.11%	1,250 22.39%	1,413 25.30%	5,584 100%
O4-O6	455 11.79%	969 25.11%	597 15.47%	893 23.14%	945 24.49%	3,859 100%
O7+	12 21.05%	21 36.84%	5 8.77%	8 14.04%	11 19.30%	57 100%
W1-W5	139 13.13%	290 27.38%	214 20.21%	219 20.68%	197 18.60%	1,059 100%
Total	4,566 9.45%	9,912 20.52%	13,118 27.15%	9,306 19.26%	11,409 23.62%	48,311 100%

Question 22: (Men) What is the LOWEST command level in which you feel female Marines should be able to serve within the ground combat element?

Rank	Division (similar to com- bat logis- tics group or aviation wing)	Regiment (similar to com- bat logis- tics regiment or avia- tion group)	Battalion (similar to com- bat logis- tics battalion or avia- tion squad- ron)	Company (similar to combat logistics company or avia- tion divi- sion)	Platoon (similar to com- bat logis- tics detach- ment/pla- toon or aviation work center)	Squad	Not sure	Total
E1-E3	1,779 17.62%	923 9.14%	956 9.47%	717 7.10%	400 3.96%	921 9.12%	4,403 43.60%	10,099 100%
E4-E5	3,362 22.82%	2,371 16.09%	1,826 12.39%	1,087 7.38%	553 3.75%	1,204 8.17%	4,329 29.39%	14,732 100%
E6-E9	2,621 20.26%	2,407 18.60%	2,112 16.32%	961 7.43%	658 5.09%	1,545 11.94%	2,635 20.36%	12,939 100%
O1-O3	1,366 24.42%	1,402 25.07%	1,000 17.88%	269 4.81%	189 3.38%	613 10.96%	754 13.48%	5,593 100%
O4-O6	1,039 26.96%	1,038 26.93%	644 16.71%	142 3.68%	143 3.71%	477 12.38%	371 9.63%	3,854 100%
O7+	9 15.79%	16 28.07%	16 28.07%	4 7.02%	0 0%	11 19.30%	1 1.75%	57 100%
W1-W5	236 22.31%	223 21.08%	163 15.41%	80 7.56%	65 6.14%	136 12.85%	155 14.65%	1,058 100%
Total	10,412 21.54%	8,380 17.34%	6,717 13.90%	3,260 6.75%	2,008 4.15%	4,907 10.15%	12,648 26.17%	48,332 100%

Question 23: (Men) If female Marines in PMOSs currently open to them could have volunteered for assignment to GCE units at the Regiment level and below (for example, a female administrator or communicator could volunteer to serve in an infantry battalion) when I joined the Marine Corps, I still would have joined.

Rank	Definitely	Probably	Not sure	Probably not	Definitely not	This would not be a factor in my decision to join	Total
E1-E3	1,620 16.10%	1,563 15.53%	2,364 23.49%	1,009 10.03%	936 9.30%	2,570 25.54%	10,062 100%
E4-E5	2,480 16.87%	2,459 16.73%	3,144 21.38%	1,517 10.32%	1,072 7.29%	4,030 27.41%	14,702 100%
E6-E9	3,815 29.43%	2,324 17.93%	1,902 14.67%	719 5.55%	347 2.68%	3,855 29.74%	12,962 100%
O1-O3	1,547 27.70%	1,195 21.40%	718 12.86%	340 6.09%	158 2.83%	1,627 29.13%	5,585 100%
O4-O6	1,207 31.34%	753 19.55%	465 12.07%	225 5.84%	75 1.95%	1,126 29.24%	3,851 100%
O7+	26 45.61%	10 17.54%	3 5.26%	3 5.26%	0 0%	15 26.32%	57 100%
W1-W5	339 31.98%	206 19.43%	111 10.47%	55 5.19%	12 1.13%	337 31.79%	1,060 100%
Total	11,034 22.85%	8,510 17.63%	8,707 18.03%	3,868 8.01%	2,600 5.39%	13,560 28.09%	48,279 100%

Question 24: (Men) If female Marines in PMOSs currently open to them could have been involuntarily assigned to GCE units at the Regiment level and below (for example, a female administrator or communicator could be involuntarily assigned to serve in an infantry battalion) when I joined the Marine Corps, I still would have joined.

Rank	Definitely	Probably	Not sure	Probably not	Definitely not	This would not be a factor in my decision to join	Total
E1-E3	1,298 12.87%	1,464 14.52%	2,470 24.49%	1,137 11.28%	1,142 11.32%	2,573 25.52%	10,084 100%
E4-E5	2,125 14.41%	2,204 14.95%	3,315 22.48%	1,760 11.94%	1,371 9.30%	3,969 26.92%	14,744 100%
E6-E9	3,372 26.02%	2,260 17.44%	2,050 15.82%	914 7.05%	483 3.73%	3,881 29.95%	12,960 100%
O1-O3	1,290 23.09%	1,131 20.24%	857 15.34%	432 7.73%	272 4.87%	1,605 28.73%	5,587 100%
O4-O6	1,078 28.00%	697 18.10%	504 13.09%	312 8.10%	137 3.56%	1,122 29.14%	3,850 100%
O7+	23 40.35%	9 15.79%	5 8.77%	3 5.26%	2 3.51%	15 26.32%	57 100%
W1-W5	301 28.42%	206 19.45%	124 11.71%	64 6.04%	29 2.74%	335 31.63%	1,059 100%
Total	9,487 19.63%	7,971 16.49%	9,325 19.29%	4,622 9.56%	3,436 7.11%	13,500 27.93%	48,341 100%

Question 25: (Men) If the current policy changes and female Marines in PMOSs currently open to them can volunteer for assignments to GCE units at the Regiment level and below (for example, a female administrator or communicator can volunteer to serve in an infantry battalion), this change will cause me to leave the Marine Corps at my first opportunity.

Rank	Strongly agree	Agree	Not Sure	Disagree	Strongly disagree	This would not be a factor in my decision	Total
E1-E3	1,217 12.11%	1,144 11.39%	2,829 28.16%	944 9.40%	597 5.94%	3,315 33.00%	10,046 100%
E4-E5	1,563 10.65%	1,593 10.85%	3,800 25.88%	1,600 10.90%	738 5.03%	5,387 36.69%	14,681 100%
E6-E9	515 3.99%	726 5.63%	2,075 16.09%	1,959 15.19%	1,234 9.57%	6,384 49.52%	12,893 100%
O1-O3	217 3.90%	449 8.07%	1,054 18.94%	917 16.48%	562 10.10%	2,366 42.52%	5,565 100%
O4-O6	115 3.00%	245 6.39%	482 12.57%	635 16.56%	522 13.61%	1,836 47.87%	3,835 100%
O7+	0 0%	1 1.75%	2 3.51%	10 17.54%	16 28.07%	28 49.12%	57 100%
W1-W5	27 2.56%	57 5.40%	109 10.33%	148 14.03%	122 11.56%	592 56.11%	1,055 100%
Total	3,654 7.59%	4,215 8.76%	10,351 21.51%	6,213 12.91%	3,791 7.88%	19,908 41.36%	48,132 100%

Question 26: (Men) If the current policy changes and female Marines in PMOSs currently open to them are involuntarily assigned to GCE units at the Regiment level and below (for example, a female administrator or communicator can be involuntarily assigned to serve in an infantry battalion), this change will cause me to leave the Marine Corps at my first opportunity.

Rank	Strongly agree	Agree	Not Sure	Disagree	Strongly disagree	This would not be a factor in my decision	Total
E1-E3	1,399 13.86%	1,196 11.85%	2,855 28.29%	860 8.52%	513 5.08%	3,269 32.39%	10,092 100%
E4-E5	1,906 12.94%	1,694 11.50%	3,845 26.09%	1,370 9.30%	652 4.42%	5,268 35.75%	14,735 100%
E6-E9	639 4.93%	849 6.55%	2,195 16.94%	1,819 14.04%	1,135 8.76%	6,321 48.78%	12,958 100%
O1-O3	357 6.39%	509 9.11%	1,100 19.69%	815 14.59%	498 8.92%	2,307 41.30%	5,586 100%
O4-O6	179 4.66%	273 7.10%	503 13.09%	594 15.46%	479 12.46%	1,815 47.23%	3,843 100%
O7+	1 1.75%	4 7.02%	2 3.51%	8 14.04%	15 26.32%	27 47.37%	57 100%
W1-W5	37 3.50%	65 6.15%	132 12.49%	129 12.20%	118 11.16%	576 54.49%	1,057 100%
Total	4,518 9.35%	4,590 9.50%	10,632 22.00%	5,595 11.58%	3,410 7.06%	19,583 40.52%	48,328 100%

Question 27: (Men) In your opinion, which of the following outcomes would result if female Marines serving in currently open PMOSs could be assigned to GCE units at the Regiment level or below?

Subquestion A: The best Marine for a job filling it

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	791 7.95%	1,798 18.07%	3,327 33.44%	1,944 19.54%	2,088 20.99%	9,948 100%
E4-E5	884 6.07%	2,294 15.75%	4,604 31.62%	3,291 22.60%	3,488 23.95%	14,561 100%
E6-E9	790 6.13%	2,401 18.65%	4,730 36.73%	2,993 23.24%	1,963 15.24%	12,877 100%
O1-O3	269 4.87%	1,113 20.17%	1,403 25.43%	1,423 25.79%	1,310 23.74%	5,518 100%
O4-O6	172 4.43%	786 20.26%	1,082 27.89%	1,049 27.04%	791 20.39%	3,880 100%
O7+	7 12.28%	13 22.81%	19 33.33%	12 21.05%	6 10.53%	57 100%
W1-W5	59 5.64%	196 18.74%	379 36.23%	258 24.67%	154 14.72%	1,046 100%
Total	2,972 6.21%	8,601 17.96%	15,544 32.46%	10,970 22.91%	9,800 20.46%	47,887 100%

Question 27: (Men) In your opinion, which of the following outcomes would result if female Marines serving in currently open PMOSs could be assigned to GCE units at the Regiment level or below?

Subquestion B: Intimate relationships among a unit's Marines (or Sailors) causing problems

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	5,247 52.81%	2,693 27.10%	1,576 15.86%	214 2.15%	206 2.07%	9,936 100%
E4-E5	9,079 62.40%	3,568 24.52%	1,598 10.98%	147 1.01%	158 1.09%	14,550 100%
E6-E9	6,555 50.89%	4,740 36.80%	1,424 11.06%	90 0.70%	72 0.56%	12,881 100%
O1-O3	3,287 59.62%	1,772 32.14%	407 7.38%	24 0.44%	23 0.42%	5,513 100%
O4-O6	2,039 52.61%	1,461 37.69%	331 8.54%	23 0.59%	22 0.57%	3,876 100%
O7+	16 28.07%	30 52.63%	9 15.79%	2 3.51%	0 0%	57 100%
W1-W5	469 44.71%	447 42.61%	128 12.20%	2 0.19%	3 0.29%	1,049 100%
Total	26,692 55.77%	14,711 30.74%	5,473 11.43%	502 1.05%	484 1.01%	47,862 100%

Question 27: (Men) In your opinion, which of the following outcomes would result if female Marines serving in currently open PMOSs could be assigned to GCE units at the Regiment level or below?

Subquestion C: Enemies targeting women as POWs

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	4,775 48.06%	2,955 29.74%	1,829 18.41%	205 2.06%	172 1.73%	9,936 100%
E4-E5	7,010 48.27%	4,693 32.32%	2,573 17.72%	122 0.84%	124 0.85%	14,522 100%
E6-E9	5,028 39.04%	5,183 40.24%	2,548 19.78%	58 0.45%	62 0.48%	12,879 100%
O1-O3	1,934 35.15%	2,236 40.64%	1,297 23.57%	25 0.45%	10 0.18%	5,502 100%
O4-O6	1,291 33.40%	1,663 43.03%	890 23.03%	15 0.39%	6 0.16%	3,865 100%
O7+	13 22.81%	30 52.63%	14 24.56%	0 0%	0 0%	57 100%
W1-W5	396 37.86%	430 41.11%	217 20.75%	0 0%	3 0.29%	1,046 100%
Total	20,447 42.77%	17,190 35.96%	9,368 19.60%	425 0.89%	377 0.79%	47,807 100%

Question 27: (Men) In your opinion, which of the following outcomes would result if female Marines serving in currently open PMOSs could be assigned to GCE units at the Regiment level or below?

Subquestion D: Unit combat effectiveness

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	547 5.51%	1,149 11.57%	2,617 26.35%	2,813 28.33%	2,805 28.24%	9,931 100%
E4-E5	685 4.72%	1,314 9.06%	3,474 23.94%	4,415 30.43%	4,622 31.85%	14,510 100%
E6-E9	383 2.98%	1,216 9.47%	3,983 31.01%	4,608 35.88%	2,653 20.66%	12,843 100%
O1-O3	86 1.56%	441 8.01%	1,461 26.54%	1,904 34.59%	1,612 29.29%	5,504 100%
O4-O6	51 1.32%	270 6.99%	1,139 29.49%	1,405 36.38%	997 25.82%	3,862 100%
O7+	1 1.75%	6 10.53%	16 28.07%	26 45.61%	8 14.04%	57 100%
W1-W5	26 2.49%	81 7.74%	355 33.94%	394 37.67%	190 18.16%	1,046 100%
Total	1,779 3.73%	4,477 9.38%	13,045 27.32%	15,565 32.59%	12,887 26.99%	47,753 100%

Question 27: (Men) In your opinion, which of the following outcomes would result if female Marines serving in currently open PMOSs could be assigned to GCE units at the Regiment level or below?

Subquestion E: A unit's Marines being in danger

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	3,447 34.70%	2,808 28.26%	3,192 32.13%	289 2.91%	199 2.00%	9,935 100%
E4-E5	5,055 34.83%	4,324 29.79%	4,710 32.45%	250 1.72%	175 1.21%	14,514 100%
E6-E9	2,801 21.81%	4,052 31.55%	5,670 44.15%	230 1.79%	90 0.70%	12,843 100%
O1-O3	1,228 22.34%	1,643 29.89%	2,502 45.52%	96 1.75%	27 0.49%	5,496 100%
O4-O6	758 19.64%	1,204 31.19%	1,808 46.84%	56 1.45%	34 0.88%	3,860 100%
O7+	4 7.02%	17 29.82%	36 63.16%	0 0%	0 0%	57 100%
W1-W5	180 17.16%	342 32.60%	510 48.62%	17 1.62%	0 0%	1,049 100%
Total	13,473 28.21%	14,390 30.13%	18,428 38.59%	938 1.96%	525 1.10%	47,754 100%

Question 27: (Men) In your opinion, which of the following outcomes would result if female Marines serving in currently open PMOSs could be assigned to GCE units at the Regiment level or below?

Subquestion F: Male Marines feeling obligated to protect female Marines

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	4,986 50.15%	2,847 28.63%	1,685 16.95%	213 2.14%	212 2.13%	9,943 100%
E4-E5	7,934 54.61%	4,264 29.35%	2,017 13.88%	166 1.14%	147 1.01%	14,528 100%
E6-E9	6,014 46.74%	5,115 39.76%	1,587 12.33%	102 0.79%	48 0.37%	12,866 100%
O1-O3	2,509 45.58%	2,178 39.56%	784 14.24%	23 0.42%	11 0.20%	5,505 100%
O4-O6	1,512 39.02%	1,765 45.55%	558 14.40%	26 0.67%	14 0.36%	3,875 100%
O7+	13 22.81%	35 61.40%	8 14.04%	1 1.75%	0 0%	57 100%
W1-W5	453 43.23%	451 43.03%	137 13.07%	3 0.29%	4 0.38%	1,048 100%
Total	23,421 48.98%	16,655 34.83%	6,776 14.17%	534 1.12%	436 0.91%	47,822 100%

Question 27: (Men) In your opinion, which of the following outcomes would result if female Marines serving in currently open PMOSs could be assigned to GCE units at the Regiment level or below?

Subquestion G: Unit cohesion

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	484 4.88%	1,342 13.53%	2,893 29.16%	2,813 28.35%	2,390 24.09%	9,922 100%
E4-E5	429 2.96%	1,420 9.78%	3,814 26.28%	4,850 33.42%	4,000 27.56%	14,513 100%
E6-E9	245 1.91%	1,226 9.56%	4,254 33.19%	4,809 37.51%	2,285 17.83%	12,819 100%
O1-O3	41 0.75%	279 5.09%	1,501 27.41%	2,139 39.05%	1,517 27.70%	5,477 100%
O4-O6	26 0.68%	197 5.12%	1,199 31.13%	1,560 40.51%	869 22.57%	3,851 100%
O7+	0 0%	3 5.26%	24 42.11%	23 40.35%	7 12.28%	57 100%
W1-W5	16 1.53%	78 7.46%	373 35.69%	414 39.62%	164 15.69%	1,045 100%
Total	1,241 2.60%	4,545 9.53%	14,058 29.48%	16,608 34.83%	11,232 23.56%	47,684 100%

Question 27: (Men) In your opinion, which of the following outcomes would result if female Marines serving in currently open PMOSs could be assigned to GCE units at the Regiment level or below?

Subquestion H: Male Marines being distracted from their jobs

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	5,061 50.97%	2,694 27.13%	1,728 17.40%	226 2.28%	220 2.22%	9,929 100%
E4-E5	8,265 57.02%	3,869 26.69%	1,913 13.20%	223 1.54%	225 1.55%	14,495 100%
E6-E9	5,533 43.19%	4,967 38.77%	1,919 14.98%	231 1.80%	160 1.25%	12,810 100%
O1-O3	2,766 50.54%	1,871 34.19%	684 12.50%	69 1.26%	83 1.52%	5,473 100%
O4-O6	1,620 42.03%	1,507 39.10%	606 15.72%	63 1.63%	58 1.50%	3,854 100%
O7+	9 16.07%	28 50%	17 30.36%	0 0%	2 3.57%	56 100%
W1-W5	392 37.58%	463 44.39%	161 15.44%	14 1.34%	13 1.25%	1,043 100%
Total	23,646 49.61%	15,399 32.31%	7,028 14.75%	826 1.73%	761 1.60%	47,660 100%

Question 27: (Men) In your opinion, which of the following outcomes would result if female Marines serving in currently open PMOSs could be assigned to GCE units at the Regiment level or below?

Subquestion I: The number of female Marines not having the physical capabilities required for their jobs

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	3,597 36.26%	2,918 29.42%	2,545 25.66%	503 5.07%	356 3.59%	9,919 100%
E4-E5	5,970 41.20%	4,395 30.33%	3,212 22.17%	539 3.72%	373 2.57%	14,489 100%
E6-E9	3,723 29.05%	5,097 39.76%	3,431 26.77%	422 3.29%	145 1.13%	12,818 100%
O1-O3	1,882 34.24%	1,949 35.46%	1,477 26.87%	131 2.38%	57 1.04%	5,496 100%
O4-O6	1,121 29.04%	1,528 39.59%	1,103 28.58%	75 1.94%	33 0.85%	3,860 100%
O7+	7 12.28%	26 45.61%	22 38.60%	1 1.75%	1 1.75%	57 100%
W1-W5	254 24.47%	429 41.33%	314 30.25%	26 2.50%	15 1.45%	1,038 100%
Total	16,554 34.72%	16,342 34.28%	12,104 25.39%	1,697 3.56%	980 2.06%	47,677 100%

Question 27: (Men) In your opinion, which of the following outcomes would result if female Marines serving in currently open PMOSs could be assigned to GCE units at the Regiment level or below?

Subquestion J: Female Marines being treated equally

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	551 5.55%	1,276 12.86%	3,337 33.64%	2,404 24.23%	2,353 23.72%	9,921 100%
E4-E5	525 3.62%	1,357 9.35%	4,676 32.23%	4,155 28.64%	3,793 26.15%	14,506 100%
E6-E9	380 2.96%	1,436 11.20%	4,688 36.57%	4,220 32.91%	2,097 16.36%	12,821 100%
O1-O3	108 1.97%	586 10.68%	1,919 34.99%	1,828 33.33%	1,044 19.03%	5,485 100%
O4-O6	89 2.31%	424 10.98%	1,679 43.49%	1,190 30.82%	479 12.41%	3,861 100%
O7+	0 0%	9 15.79%	26 45.61%	18 31.58%	4 7.02%	57 100%
W1-W5	20 1.92%	116 11.13%	403 38.68%	370 35.51%	133 12.76%	1,042 100%
Total	1,673 3.51%	5,204 10.91%	16,728 35.07%	14,185 29.74%	9,903 20.76%	47,693 100%

Question 27: (Men) In your opinion, which of the following outcomes would result if female Marines serving in currently open PMOSs could be assigned to GCE units at the Regiment level or below?

Subquestion K: Limited duty (due to pregnancy, personal issues, or injury) before deployments affecting unit readiness

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	5,192 52.37%	2,512 25.34%	1,677 16.91%	280 2.82%	254 2.56%	9,915 100%
E4-E5	9,026 62.24%	3,296 22.73%	1,728 11.92%	210 1.45%	241 1.66%	14,501 100%
E6-E9	6,563 51.18%	4,349 33.92%	1,538 11.99%	234 1.82%	139 1.08%	12,823 100%
O1-O3	3,134 57.18%	1,713 31.25%	546 9.96%	43 0.78%	45 0.82%	5,481 100%
O4-O6	1,948 50.56%	1,429 37.09%	425 11.03%	29 0.75%	22 0.57%	3,853 100%
O7+	19 33.33%	31 54.39%	6 10.53%	0 0%	1 1.75%	57 100%
W1-W5	483 46.40%	392 37.66%	138 13.26%	20 1.92%	8 0.77%	1,041 100%
Total	26,365 55.31%	13,722 28.78%	6,058 12.71%	816 1.71%	710 1.49%	47,671 100%

Question 27: (Men) In your opinion, which of the following outcomes would result if female Marines serving in currently open PMOSs could be assigned to GCE units at the Regiment level or below?

Subquestion L: A double standard in expectations based on gender

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	4,508 45.45%	2,654 26.76%	2,217 22.35%	309 3.12%	231 2.33%	9,919 100%
E4-E5	8,090 55.90%	3,637 25.13%	2,307 15.94%	256 1.77%	183 1.26%	14,473 100%
E6-E9	5,443 42.50%	4,899 38.25%	2,216 17.30%	159 1.24%	91 0.71%	12,808 100%
O1-O3	2,799 50.91%	1,850 33.65%	742 13.50%	87 1.58%	20 0.36%	5,498 100%
O4-O6	1,526 39.60%	1,601 41.54%	626 16.24%	82 2.13%	19 0.49%	3,854 100%
O7+	11 19.64%	29 51.79%	14 25.00%	2 3.57%	0 0%	56 100%
W1-W5	379 36.34%	477 45.73%	172 16.49%	13 1.25%	2 0.19%	1,043 100%
Total	22,756 47.76%	15,147 31.79%	8,294 17.41%	908 1.91%	546 1.15%	47,651 100%

Question 27: (Men) In your opinion, which of the following outcomes would result if female Marines serving in currently open PMOSs could be assigned to GCE units at the Regiment level or below?

Subquestion M: Female Marines getting closer to the action

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	2,630 26.50%	3,856 38.86%	2,418 24.37%	457 4.60%	563 5.67%	9,924 100%
E4-E5	4,076 28.11%	6,135 42.31%	3,178 21.92%	515 3.55%	596 4.11%	14,500 100%
E6-E9	4,133 32.24%	5,609 43.76%	2,459 19.18%	391 3.05%	227 1.77%	12,819 100%
O1-O3	1,960 35.75%	2,565 46.78%	891 16.25%	35 0.64%	32 0.58%	5,483 100%
O4-O6	1,638 42.59%	1,636 42.54%	530 13.78%	21 0.55%	21 0.55%	3,846 100%
O7+	25 43.86%	20 35.09%	11 19.30%	1 1.75%	0 0%	57 100%
W1-W5	393 37.79%	455 43.75%	164 15.77%	17 1.63%	11 1.06%	1,040 100%
Total	14,855 31.16%	20,276 42.53%	9,651 20.25%	1,437 3.01%	1,450 3.04%	47,669 100%

Question 27: (Men) In your opinion, which of the following outcomes would result if female Marines serving in currently open PMOSs could be assigned to GCE units at the Regiment level or below?

Subquestion N: Female Marines being at risk of sexual harassment or assault

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	5,085 51.29%	2,684 27.07%	1,788 18.04%	193 1.95%	164 1.65%	9,914 100%
E4-E5	8,228 56.81%	3,836 26.48%	2,171 14.99%	125 0.86%	124 0.86%	14,484 100%
E6-E9	5,452 42.51%	5,077 39.59%	2,190 17.08%	62 0.48%	43 0.34%	12,824 100%
O1-O3	2,563 46.72%	1,987 36.22%	913 16.64%	18 0.33%	5 0.09%	5,486 100%
O4-O6	1,269 32.88%	1,676 43.43%	888 23.01%	22 0.57%	4 0.10%	3,859 100%
O7+	10 17.54%	33 57.89%	13 22.81%	1 1.75%	0 0%	57 100%
W1-W5	361 34.71%	476 45.77%	200 19.23%	2 0.19%	1 0.10%	1,040 100%
Total	22,968 48.19%	15,769 33.08%	8,163 17.13%	423 0.89%	341 0.72%	47,664 100%

Question 27: (Men) In your opinion, which of the following outcomes would result if female Marines serving in currently open PMOSs could be assigned to GCE units at the Regiment level or below?

Subquestion O: Female Marine career opportunities

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	1,822 18.38%	3,505 35.36%	3,472 35.02%	536 5.41%	578 5.83%	9,913 100%
E4-E5	2,555 17.64%	5,719 39.49%	5,052 34.89%	635 4.39%	520 3.59%	14,481 100%
E6-E9	2,230 17.43%	5,529 43.21%	4,375 34.19%	479 3.74%	184 1.44%	12,797 100%
O1-O3	1,008 18.41%	2,577 47.06%	1,717 31.36%	116 2.12%	58 1.06%	5,476 100%
O4-O6	744 19.31%	1,842 47.81%	1,121 29.09%	112 2.91%	34 0.88%	3,853 100%
O7+	10 17.54%	26 45.61%	17 29.82%	4 7.02%	0 0%	57 100%
W1-W5	183 17.56%	449 43.09%	363 34.84%	34 3.26%	13 1.25%	1,042 100%
Total	8,552 17.96%	19,647 41.26%	16,117 33.85%	1,916 4.02%	1,387 2.91%	47,619 100%

Question 27: (Men) In your opinion, which of the following outcomes would result if female Marines serving in currently open PMOSs could be assigned to GCE units at the Regiment level or below?

Subquestion P: Enemies viewing us as vulnerable

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	4,363 43.98%	2,787 28.09%	2,363 23.82%	225 2.27%	182 1.83%	9,920 100%
E4-E5	6,396 44.13%	4,258 29.38%	3,525 24.32%	176 1.21%	138 0.95%	14,493 100%
E6-E9	3,929 30.66%	4,685 36.56%	4,045 31.57%	110 0.86%	45 0.35%	12,814 100%
O1-O3	1,685 30.70%	1,873 34.12%	1,897 34.56%	26 0.47%	8 0.15%	5,489 100%
O4-O6	1,041 26.98%	1,450 37.57%	1,352 35.03%	8 0.21%	8 0.21%	3,859 100%
O7+	9 15.79%	28 49.12%	20 35.09%	0 0%	0 0%	57 100%
W1-W5	287 27.54%	387 37.14%	363 34.84%	3 0.29%	2 0.19%	1,042 100%
Total	17,710 37.15%	15,468 32.45%	13,565 28.45%	548 1.15%	383 0.80%	47,674 100%

Question 27: (Men) In your opinion, which of the following outcomes would result if female Marines serving in currently open PMOSs could be assigned to GCE units at the Regiment level or below?

Subquestion Q: The Marine Corps' requirements for billeting and hygiene facilities

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	4,567 46.17%	2,666 26.95%	2,131 21.54%	278 2.81%	249 2.52%	9,891 100%
E4-E5	8,593 59.52%	3,057 21.18%	2,278 15.78%	239 1.66%	269 1.86%	14,436 100%
E6-E9	7,772 60.80%	3,127 24.46%	1,616 12.64%	157 1.23%	111 0.87%	12,783 100%
O1-O3	3,832 69.90%	1,182 21.56%	437 7.97%	19 0.35%	12 0.22%	5,482 100%
O4-O6	2,633 68.21%	933 24.17%	275 7.12%	12 0.31%	7 0.18%	3,860 100%
O7+	31 54.39%	22 38.60%	4 7.02%	0 0%	0 0%	57 100%
W1-W5	639 61.80%	265 25.63%	114 11.03%	13 1.26%	3 0.29%	1,034 100%
Total	28,067 59.03%	11,252 23.67%	6,855 14.42%	718 1.51%	651 1.37%	47,543 100%

Question 27: (Men) In your opinion, which of the following outcomes would result if female Marines serving in currently open PMOSs could be assigned to GCE units at the Regiment level or below?

Subquestion R: Female Marine promotion opportunities

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	1,883 19.00%	3,267 32.97%	3,670 37.04%	603 6.09%	486 4.90%	9,909 100%
E4-E5	2,705 18.68%	5,248 36.24%	5,449 37.63%	663 4.58%	416 2.87%	14,481 100%
E6-E9	2,104 16.43%	5,188 40.51%	4,860 37.95%	500 3.90%	155 1.21%	12,807 100%
O1-O3	920 16.77%	2,476 45.13%	1,901 34.65%	140 2.55%	49 0.89%	5,486 100%
O4-O6	619 16.09%	1,813 47.12%	1,248 32.43%	136 3.53%	32 0.83%	3,848 100%
O7+	8 14.04%	27 47.37%	17 29.82%	5 8.77%	0 0%	57 100%
W1-W5	177 17.02%	424 40.77%	391 37.60%	37 3.56%	11 1.06%	1,040 100%
Total	8,416 17.67%	18,443 38.72%	17,536 36.82%	2,084 4.38%	1,149 2.41%	47,628 100%

Question 27: (Men) In your opinion, which of the following outcomes would result if female Marines serving in currently open PMOSs could be assigned to GCE units at the Regiment level or below?

Subquestion S: Fraternization/Some Marines getting preferential treatment

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	5,222 52.66%	2,630 26.52%	1,739 17.54%	165 1.66%	161 1.62%	9,917 100%
E4-E5	8,803 60.79%	3,671 25.35%	1,797 12.41%	112 0.77%	99 0.68%	14,482 100%
E6-E9	5,677 44.30%	5,178 40.41%	1,866 14.56%	56 0.44%	38 0.30%	12,815 100%
O1-O3	2,692 49.17%	2,064 37.70%	699 12.77%	19 0.35%	1 0.02%	5,475 100%
O4-O6	1,453 37.71%	1,732 44.95%	653 16.95%	8 0.21%	7 0.18%	3,853 100%
O7+	9 15.79%	34 59.65%	14 24.56%	0 0%	0 0%	57 100%
W1-W5	360 34.55%	498 47.79%	176 16.89%	7 0.67%	1 0.10%	1,042 100%
Total	24,216 50.83%	15,807 33.18%	6,944 14.58%	367 0.77%	307 0.64%	47,641 100%

Question 27: (Men) In your opinion, which of the following outcomes would result if female Marines serving in currently open PMOSs could be assigned to GCE units at the Regiment level or below?

Subquestion T: Marines fearing false sexual harassment or assault allegations

Rank	Definitely would increase	Might increase	Would stay the same	Might decrease	Definitely would decrease	Total
E1-E3	5,636 56.78%	2,388 24.06%	1,595 16.07%	152 1.53%	155 1.56%	9,926 100%
E4-E5	9,052 62.46%	3,416 23.57%	1,799 12.41%	117 0.81%	108 0.75%	14,492 100%
E6-E9	5,924 46.15%	4,860 37.86%	1,948 15.18%	68 0.53%	36 0.28%	12,836 100%
O1-O3	2,839 51.71%	1,930 35.15%	708 12.90%	9 0.16%	4 0.07%	5,490 100%
O4-O6	1,406 36.43%	1,666 43.17%	772 20.01%	8 0.21%	7 0.18%	3,859 100%
O7+	8 14.04%	28 49.12%	20 35.09%	1 1.75%	0 0%	57 100%
W1-W5	392 37.51%	465 44.50%	183 17.51%	4 0.38%	1 0.10%	1,045 100%
Total	25,257 52.94%	14,753 30.93%	7,025 14.73%	359 0.75%	311 0.65%	47,705 100%

Physical Demands of Service in Ground Combat

Question 29: (Men) Out of 10 average male Marines at your paygrade, how many do you think can currently meet the physical demands of service in the ground combat PMOSs (infantry, artillery, and tank/assault amphibious vehicle)? Please choose a number between 0 and 10.

Rank	0	1	2	3	4	5
E1-E3	128 1.29%	46 0.46%	51 0.51%	109 1.10%	245 2.46%	524 5.27%
E4-E5	89 1.33%	47 0.70%	68 1.02%	169 2.53%	269 4.02%	722 10.80%
E6-E9	36 1.66%	30 1.38%	58 2.67%	142 6.54%	259 11.92%	681 31.35%
O1-O3	5 2.45%	5 2.45%	4 1.96%	28 13.73%	54 26.47%	108 52.94%
O4-O6	2 1.35%	3 2.03%	3 2.03%	10 6.76%	43 29.05%	87 58.78%
O7+	1 1.75%	0 0%	0 0%	0 0%	1 1.75%	2 3.51%
W1-W5	1 1.16%	2 2.33%	4 4.65%	12 13.95%	15 17.44%	52 60.47%
Total	262 1.36%	133 0.69%	188 0.97%	470 2.44%	886 4.59%	2,176 11.28%

Question 29: (Men) Out of 10 average male Marines at your paygrade, how many do you think can currently meet the physical demands of service in the ground combat PMOSs (infantry, artillery, and tank/assault amphibious vehicle)? Please choose a number between 0 and 10.

Rank	6	7	8	9	10	Total
E1-E3	670 6.74%	1211 12.18%	2433 24.47%	2567 25.81%	1960 19.71%	9,944 100%
E4-E5	229 3.43%	661 9.89%	1464 21.90%	1857 27.77%	1111 16.62%	6,686 100%
E6-E9	50 2.30%	143 6.58%	293 13.49%	263 12.11%	217 9.99%	2,172 100%
O1-O3	0 0%	0 0%	0 0%	0 0%	0 0%	204 100%
O4-O6	0 0%	0 0%	0 0%	0 0%	0 0%	148 100%
O7+	3 5.26%	4 7.02%	16 28.07%	14 24.56%	16 28.07%	57 100%
W1-W5	0 0%	0 0%	0 0%	0 0%	0 0%	86 100%
Total	952 4.93%	2,019 10.46%	4,206 21.80%	4,701 24.36%	3,304 17.12%	19,297 100%

Question 30: (Men) Out of 10 average female Marines at your paygrade, how many do you think can currently meet the physical demands of service in the ground combat PMOSs (infantry, artillery, and tank/assault amphibious vehicle)? Please choose a number between 0 and 10.

Rank	0	1	2	3	4	5
E1-E3	1714 17.26%	1836 18.49%	1442 14.52%	1456 14.66%	1057 10.64%	907 9.13%
E4-E5	2289 16.69%	3562 25.97%	2542 18.53%	2326 16.96%	1375 10.02%	1040 7.58%
E6-E9	1222 10.97%	2367 21.26%	2144 19.25%	2405 21.60%	1630 14.64%	1174 10.54%
O1-O3	739 14.95%	1650 33.38%	950 19.22%	761 15.40%	454 9.18%	389 7.87%
O4-O6	491 15.06%	789 24.20%	603 18.50%	593 18.19%	435 13.34%	349 10.71%
O7+	14 24.56%	14 24.56%	7 12.28%	6 10.53%	3 5.26%	4 7.02%
W1-W5	126 14.72%	162 18.93%	171 19.98%	169 19.74%	139 16.24%	89 10.40%
Total	6,595 15.02%	10,380 23.65%	7,859 17.90%	7,716 17.58%	5,093 11.60%	3,952 9.00%

Question 30: (Men) Out of 10 average female Marines at your paygrade, how many do you think can currently meet the physical demands of service in the ground combat PMOSs (infantry, artillery, and tank/assault amphibious vehicle)? Please choose a number between 0 and 10.

Rank	6	7	8	9	10	Total
E1-E3	646 6.50%	347 3.49%	217 2.19%	158 1.59%	151 1.52%	9,931 100%
E4-E5	238 1.74%	155 1.13%	100 0.73%	53 0.39%	36 0.26%	13,716 100%
E6-E9	67 0.60%	52 0.47%	31 0.28%	14 0.13%	30 0.27%	11,136 100%
O1-O3	0 0%	0 0%	0 0%	0 0%	0 0%	4,943 100%
O4-O6	0 0%	0 0%	0 0%	0 0%	0 0%	3,260 100%
O7+	5 8.77%	1 1.75%	1 1.75%	2 3.51%	0 0%	57 100%
W1-W5	0 0%	0 0%	0 0%	0 0%	0 0%	856 100%
Total	956 2.18%	555 1.26%	349 0.80%	227 0.52%	217 0.49%	43,899 100%

Question 31: (Men) For those female Marines who can meet the physical demands of service in the ground combat PMOSs (infantry, artillery, and tank/assault amphibious vehicle), how strongly would you support or oppose their service in a ground combat PMOS?

Rank	Strongly support	Somewhat support	Neither support not oppose	Somewhat oppose	Strongly oppose	Not sure	Total
E1-E3	1,424 14.39%	1,215 12.27%	1,921 19.41%	1,191 12.03%	3,466 35.01%	682 6.89%	9,899 100%
E4-E5	1,968 13.56%	1,611 11.10%	2,378 16.39%	1,860 12.82%	6,043 41.65%	649 4.47%	14,509 100%
E6-E9	2,523 19.65%	1,764 13.74%	2,461 19.17%	1,715 13.36%	3,988 31.07%	386 3.01%	12,837 100%
O1-O3	781 14.19%	642 11.66%	675 12.26%	828 15.04%	2,502 45.46%	76 1.38%	5,504 100%
O4-O6	606 15.90%	507 13.30%	503 13.20%	639 16.77%	1,513 39.70%	43 1.13%	3,811 100%
O7+	11 19.64%	12 21.43%	8 14.29%	6 10.71%	16 28.57%	3 5.36%	56 100%
W1-W5	212 20.25%	144 13.75%	197 18.82%	136 12.99%	329 31.42%	29 2.77%	1,047 100%
Total	7,525 15.79%	5,895 12.37%	8,143 17.08%	6,375 13.38%	17,857 37.47%	1,868 3.92%	47,663 100%

Question 32: (Men) Out of 10 average male Marines at your paygrade, how many do you think can currently meet the physical demands of service in the ground combat element (GCE), regardless of PMOS? Please choose a number between 0 and 10.

Rank	0	1	2	3	4	5
E1-E3	128 1.28%	45 0.45%	58 0.58%	124 1.24%	240 2.41%	581 5.83%
E4-E5	99 1.46%	43 0.63%	76 1.12%	146 2.15%	275 4.06%	782 11.54%
E6-E9	32 1.49%	26 1.21%	66 3.08%	144 6.73%	237 11.07%	651 30.41%
O1-O3	2 1.18%	4 2.37%	7 4.14%	23 13.61%	38 22.49%	95 56.21%
O4-O6	2 1.55%	2 1.55%	2 1.55%	8 6.20%	31 24.03%	84 65.12%
O7+	1 1.75%	1 1.75%	0 0%	0 0%	1 1.75%	3 5.26%
W1-W5	4 5.97%	4 5.97%	1 1.49%	12 17.91%	11 16.42%	35 52.24%
Total	268 1.39%	125 0.65%	210 1.09%	457 2.37%	833 4.31%	2,231 11.56%

Question 32: (Men) Out of 10 average male Marines at your paygrade, how many do you think can currently meet the physical demands of service in the ground combat element (GCE), regardless of PMOS? Please choose a number between 0 and 10.

Rank	6	7	8	9	10	Total
E1-E3	734 7.37%	1130 11.34%	2322 23.30%	2599 26.08%	2004 20.11%	9,965 100%
E4-E5	187 2.76%	541 7.98%	1227 18.11%	1945 28.70%	1456 21.48%	6,777 100%
E6-E9	52 2.43%	117 5.46%	262 12.24%	301 14.06%	253 11.82%	2,141 100%
O1-O3	0 0%	0 0%	0 0%	0 0%	0 0%	169 100%
O4-O6	0 0%	0 0%	0 0%	0 0%	0 0%	129 100%
O7+	2 3.51%	2 3.51%	11 19.30%	19 33.33%	17 29.82%	57 100%
W1-W5	0 0%	0 0%	0 0%	0 0%	0 0%	67 100%
Total	975 5.05%	1,790 9.27%	3,822 19.80%	4,864 25.20%	3,730 19.32%	19,305 100%

Question 33: (Men) Out of 10 average female Marines at your paygrade, how many do you think can currently meet the physical demands of service in the ground combat element (GCE), regardless of PMOS? Please choose a number between 0 and 10.

Rank	0	1	2	3	4	5
E1-E3	1655 16.63%	1736 17.44%	1440 14.47%	1397 14.04%	1004 10.09%	987 9.92%
E4-E5	2142 15.48%	3242 23.44%	2494 18.03%	2125 15.36%	1486 10.74%	1225 8.86%
E6-E9	1101 10.37%	2129 20.05%	2039 19.20%	2163 20.37%	1583 14.90%	1351 12.72%
O1-O3	521 11.82%	1258 28.55%	855 19.41%	733 16.64%	544 12.35%	495 11.23%
O4-O6	364 12.41%	622 21.21%	541 18.45%	562 19.17%	437 14.90%	406 13.85%
O7+	11 19.30%	13 22.81%	7 12.28%	0 0%	3 5.26%	6 10.53%
W1-W5	108 13.58%	141 17.74%	153 19.25%	153 19.25%	133 16.73%	107 13.46%
Total	5,902 13.86%	9,141 21.46%	7,529 17.67%	7,133 16.75%	5,190 12.18%	4,577 10.74%

Question 33: (Men) Out of 10 average female Marines at your paygrade, how many do you think can currently meet the physical demands of service in the ground combat element (GCE), regardless of PMOS? Please choose a number between 0 and 10.

Rank	6	7	8	9	10	Total
E1-E3	709 7.12%	404 4.06%	263 2.64%	182 1.83%	176 1.77%	9,953 100%
E4-E5	384 2.78%	287 2.07%	222 1.60%	129 0.93%	97 0.70%	13,833 100%
E6-E9	73 0.69%	66 0.62%	52 0.49%	26 0.24%	38 0.36%	10,621 100%
O1-O3	0 0%	0 0%	0 0%	0 0%	0 0%	4,406 100%
O4-O6	0 0%	0 0%	0 0%	0 0%	0 0%	2,932 100%
O7+	8 14.04%	2 3.51%	1 1.75%	3 5.26%	3 5.26%	57 100%
W1-W5	0 0%	0 0%	0 0%	0 0%	0 0%	795 100%
Total	1,174 2.76%	759 1.78%	538 1.26%	340 0.80%	314 0.74%	42,597 100%

Question 34: (Men) How strongly would you support or oppose putting into place a screening test to determine whether a Marine (male or female) was physically qualified to serve in the ground combat element (GCE), regardless of PMOS?

Rank	Strongly support	Somewhat support	Neither support nor oppose	Somewhat oppose	Strongly oppose	Not sure	Total
E1-E3	3,445 34.54%	1,690 16.94%	2,135 21.40%	642 6.44%	1,277 12.80%	786 7.88%	9,975 100%
E4-E5	6,104 41.82%	2,368 16.22%	2,520 17.27%	888 6.08%	2,032 13.92%	684 4.69%	14,596 100%
E6-E9	5,516 42.71%	2,443 18.92%	2,211 17.12%	762 5.90%	1,618 12.53%	364 2.82%	12,914 100%
O1-O3	2,504 45.30%	1,037 18.76%	691 12.50%	363 6.57%	839 15.18%	93 1.68%	5,527 100%
O4-O6	1,547 40.42%	782 20.43%	503 13.14%	299 7.81%	634 16.57%	62 1.62%	3,827 100%
O7+	23 40.35%	12 21.05%	8 14.04%	4 7.02%	7 12.28%	3 5.26%	57 100%
W1-W5	446 42.36%	187 17.76%	191 18.14%	73 6.93%	135 12.82%	21 1.99%	1,053 100%
Total	19,585 40.85%	8,519 17.77%	8,259 17.22%	3,031 6.32%	6,542 13.64%	2,013 4.20%	47,949 100%

Question 35: (Men) For those female Marines who could pass a GCE physical screening test, how strongly would you support or oppose their service in the GCE, regardless of PMOS?

Rank	Strongly support	Somewhat support	Neither support nor oppose	Somewhat oppose	Strongly oppose	Not sure	Total
E1-E3	1,604 16.13%	1,373 13.80%	2,231 22.43%	1,185 11.91%	2,797 28.12%	756 7.60%	9,946 100%
E4-E5	2,425 16.65%	1,983 13.62%	2,790 19.16%	1,884 12.94%	4,813 33.05%	666 4.57%	14,561 100%
E6-E9	3,255 25.27%	2,169 16.84%	2,453 19.04%	1,507 11.70%	3,165 24.57%	334 2.59%	12,883 100%
O1-O3	983 17.81%	859 15.57%	775 14.04%	843 15.28%	1,982 35.92%	76 1.38%	5,518 100%
O4-O6	776 20.29%	635 16.60%	514 13.44%	634 16.58%	1,227 32.08%	39 1.02%	3,825 100%
O7+	21 36.84%	9 15.79%	11 19.30%	9 15.79%	6 10.53%	1 1.75%	57 100%
W1-W5	267 25.45%	186 17.73%	188 17.92%	142 13.54%	244 23.26%	22 2.10%	1,049 100%
Total	9,331 19.51%	7,214 15.08%	8,962 18.73%	6,204 12.97%	14,234 29.75%	1,894 3.96%	47,839 100%

Lioness Program/Female Engagement Teams/Cultural Support Teams

Question 36: (Men) Have you ever been involved with the Lioness Program, Female Engagement Teams, or Cultural Support Teams? Check all that apply.

Rank	I have no experience with any of these	I participated in the Lioness Program	I was on a Female Engagement Team (FET)	I was on a Cultural Support Team (CST)	My unit worked with the Lioness Program	My unit worked with a Female Engagement Team (FET)	My unit worked with a Cultural Support Team (CST)	Total
E1-E3	8,430 84.79%	67 0.67%	81 0.81%	103 1.04%	277 2.79%	1,196 12.03%	161 1.62%	10,315 103.75%
E4-E5	9,709 66.69%	104 0.71%	70 0.48%	80 0.55%	2,216 15.22%	3,592 24.67%	683 4.69%	16,454 113.02%
E6-E9	8,081 62.67%	73 0.57%	27 0.21%	68 0.53%	2,905 22.53%	3,298 25.58%	948 7.35%	15,400 119.43%
O1-O3	3,402 61.68%	7 0.13%	6 0.11%	8 0.15%	761 13.80%	1,773 32.14%	302 5.47%	6,259 113.47%
O4-O6	2,278 59.62%	13 0.34%	1 0.03%	5 0.13%	862 22.56%	1,076 28.16%	418 10.94%	4,653 121.77%
O7+	28 49.12%	0 0%	0 0%	0 0%	16 28.07%	22 38.60%	7 12.28%	73 128.07%
W1-W5	655 62.14%	4 0.38%	4 0.38%	4 0.38%	287 27.23%	286 27.13%	92 8.73%	1,332 126.38%
Total	32,583 68.10%	268 0.56%	189 0.40%	268 0.56%	7,324 15.31%	11,243 23.50%	2,611 5.46%	54,486 113.88%

Note: Since respondents can choose multiple answers, the total number of answers chosen will be greater than the number of respondents. Similarly, the percent of respondents who choose each answer will sum to greater than 100%.

Question 37: (Men) If you have been involved with the Lioness Program, Female Engagement Teams, or Cultural Support Teams, how would you describe your experience working with female Marines on that mission?

Rank	I have no experience with any of these	Very negative	Somewhat negative	Neutral	Somewhat positive	Very positive	Total
E1-E3	7,735 78.41%	603 6.11%	426 4.32%	910 9.22%	132 1.34%	59 0.60%	9,865 100%
E4-E5	9,102 63.43%	1,427 9.94%	1,314 9.16%	1,729 12.05%	500 3.48%	278 1.94%	14,350 100%
E6-E9	7,817 61.56%	578 4.55%	970 7.64%	1,569 12.36%	1,012 7.97%	753 5.93%	12,699 100%
O1-O3	3,265 60.35%	396 7.32%	585 10.81%	535 9.89%	414 7.65%	215 3.97%	5,410 100%
O4-O6	2,166 58.48%	74 2.00%	191 5.16%	352 9.50%	514 13.88%	407 10.99%	3,704 100%
O7+	24 46.15%	0 0%	0 0%	2 3.85%	7 13.46%	19 36.54%	52 100%
W1-W5	648 62.37%	32 3.08%	78 7.51%	130 12.51%	89 8.57%	62 5.97%	1,039 100%
Total	30,757 65.28%	3,110 6.60%	3,564 7.56%	5,227 11.09%	2,668 5.66%	1,793 3.81%	47,119 100%

Question 38: (Men) How much do you agree or disagree with the following statement? The Lioness Program, Female Engagement Teams, and Cultural Support Teams are good indicators of female Marines' future suitability to serve in GCE units at or below the Regimental level.

Rank	I have no experience with any of these	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Total
E1-E3	6,467 64.89%	303 3.04%	484 4.86%	1,268 12.72%	666 6.68%	778 7.81%	9,966 100%
E4-E5	6,908 47.58%	641 4.41%	1,207 8.31%	2,145 14.77%	1,825 12.57%	1,794 12.36%	14,520 100%
E6-E9	5,629 43.83%	904 7.04%	1,441 11.22%	1,818 14.16%	1,778 13.85%	1,272 9.90%	12,842 100%
O1-O3	2,395 43.59%	275 5.01%	513 9.34%	463 8.43%	927 16.87%	921 16.76%	5,494 100%
O4-O6	1,555 41.20%	200 5.30%	375 9.94%	341 9.04%	663 17.57%	640 16.96%	3,774 100%
O7+	13 23.21%	6 10.71%	7 12.50%	6 10.71%	11 19.64%	13 23.21%	56 100%
W1-W5	455 43.42%	69 6.58%	105 10.02%	121 11.55%	170 16.22%	128 12.21%	1,048 100%
Total	23,422 49.10%	2,398 5.03%	4,132 8.66%	6,162 12.92%	6,040 12.66%	5,546 11.63%	47,700 100%

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Glossary

ACMC	Assistant Commandant of the Marine Corps
CST	Cultural Support Team
DADT	Don't Ask, Don't Tell
DOD	Department of Defense
FET	Female Engagement Team
FTAP	First-Term Alignment Plan
GCE	Ground Combat Element
HRPO	Human Research Protection Official
IMA	Individual Mobilization Augmentee
IRB	Institutional Review Board
JAMRS	Joint Advertising Market Research Studies
MEF	Marine Expeditionary Force
MI	Manpower Information Systems Division
MOL	Marine Online
NEOSH	Navy Equal Opportunity Sexual Harassment
NPRST	Navy Personnel Research, Studies, and Technology
ODSE	Operational Data Store Enterprise
ONR	Office of Naval Research
OPT	Operational Planning Team
PII	Personally Identifiable Information

PMOS	Primary Military Occupational Specialty
SMCR	Selected Marine Corps Reserve
SNCO	Staff Noncommissioned Officer
WO	Warrant Officer

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