

1. Record Nr.	UNINA9910220139303321
Autore	Lytell Maria C. <1979->
Titolo	Force drawdowns and demographic diversity : investigating the impact of force reductions on the demographic diversity of the U.S. military // Maria C. Lytell ... [and 7 others]
Pubbl/distr/stampa	RAND Corporation
ISBN	0-8330-9339-8
Soggetti	Downsizing of organizations - United States United States Armed Forces Personnel management United States Armed Forces Reorganization United States Armed Forces Minorities United States Armed Forces Women
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Nota di contenuto	Introduction -- Active-Duty Drawdown in the 1990s -- Navy and Air Force Active-Duty Drawdowns in the Mid-2000s -- Law, Policy, and Plans for Recent Active-Duty Drawdowns -- Potential Impact of Recent Drawdowns on Demographic Diversity in Active-Duty Force -- Conclusions and Recommendations -- Appendices. Reserve Component Drawdowns; Civilian Drawdowns; Methodology and Additional Results for Chapters Two to Four; Overview of Tools Available for Recent Drawdown.
Sommario/riassunto	"In January 2012, the Department of Defense (DoD) announced plans for a large-scale reduction, or drawdown, of its military force. The last drawdown to affect all four DoD services occurred in the 1990s, after the end of the Cold War. During that period, the military shrank by almost 37 percent, from about 2.17 million in FY 1987 to 1.37 million by FY 2000. Despite having a variety of goals and strategies for the 1990s and mid-2000s drawdowns, the services had few, if any, explicit diversity goals or strategies related to the drawdowns. Based on our discussions with force management experts, demographic diversity is also not part of their recent drawdown goals and strategies. However,

the drawdown could have unintended consequences for demographic diversity even when diversity is not part of drawdown decisionmaking. To address the issue of unintended consequences of drawdowns on diversity, the Office of Diversity Management and Equal Opportunity (ODMEO) in the Office of the Under Secretary of Defense (Personnel and Readiness) asked RAND to analyze how force reductions could affect the demographic diversity of the DoD workforce. Our study focuses on gender and race/ethnicity, although we include other individual differences, such as education, in some analyses."--Back cover.

---