

# ***Headquarters U.S. Air Force***

---

*Integrity - Service - Excellence*

## **DACOWITS June 2017 Gender Integration Implementation Plan RFI**



**Lt Col Charles Bris-Bois  
AF/A3TS  
14 Jun 17  
Version 1.0**

---



---

## AF Plan for the next 18 months to implement remaining integration?

- **Continue improving BA recruiting efforts**
  - **AF Recruiting Service investigating several options for enhancing the effectiveness of BA recruiting**
- **Placement of female Psychologist in the BA Training Group with an additional duty as female support cadre**
  - **Both psychologists have extensive BA experience**
  - **Will serve as first line of defense in recognizing and combating harassment, hazing, fraternization, or other potential unprofessional behavior in the BA TG**
- **Implementation of BA Prep Course (IOC June 2017)**
  - **Designed to significantly reduce attrition in the Courses of Initial Entry**



---

**How is this plan being released, promoted, and available for review among leadership, personnel, and the public?**

- **Quarterly General Officer Steering Groups**
  - **General Officers from all major commands engaged in the revitalization of the BA enterprise**
- **New recruiting efforts will focus on finding and recruiting candidates with the physical ability and mental fortitude required of Battlefield Airmen.**
- **Annual Assessment Regarding the Full Integration of Women in the Armed Forces**



---

## Any known limitations that may stall integration?

- No known limitations exist that would stall integration
- Facilities
  - Multiple units have documented desired facility enhancements
    - Provide better privacy in locker rooms
    - Increased capacity of female bathrooms
- Equipment
  - New individual equipment program
    - BA Rapid Refresh and Replenishment (BARs)
    - Program Office in conjunction with lead commands are tasked with identifying and procuring the latest most technically advanced, highest quality equipment available



---

## Service branch specialty schools, including graduations/completions that have occurred since March 2016

- No females have graduated AF specialty schools in the newly opened career fields

## What schools, training, and/or advanced training have not seen women accession, graduation, or completion?

- Of the newly opened career fields in the AF, only Tactical Air Control Party (TACP) has seen females enter their pipeline
  - One female is currently in the course of initial entry
  - One female is currently in the BA Prep Course



## Historical attrition rates, by gender, from 1 January 2007 to 1 May 2017 of candidates/students in Service branch schools, programs, or specialty courses integrated since 3 December 2015.

### MALES:

Course Title	Entries	Grads	Elims	Elim %
Combat Rescue Officer	97	82	8	8%
Pararescue	3,015	452	2563	85%
TACP	3324	2234	1090	67%

### FEMALES:

Course Title	Entries	Grads	Elims	Elim %
Combat Rescue Officer	0	0	0	0
Pararescue	0	0	0	0
TACP	2	0	0	N/A*

\* Two females are currently in TACP training, one has 9 weeks of training remaining, the other has 21 weeks of training remaining.

Data provided by the BA Training Group and is current as of 5 June 2017