



DACOWITS RFI 9

Women in Aviation

8 Dec 2020



Women in Aviation – Initial Pipeline

9.a.1. What is the criteria for assigning flight students to their initial pipeline? Please provide any data on the criteria used.

All Aviation Candidates must take and pass the Selection Instrument for Flight Training (SIFT) and pass a Class 1 flight physical.

The criteria varies depending on the desired track of the aviation candidate; Warrant Officer (WO) or Commissioned Officer (CO). The Talent Demands are specific for each track, CO or WO, and are not gender based or specific. Aviation candidates are assessed on their knowledge, skills, abilities, talent demands, and SIFT score. If a CO candidate, the Talent Assessment Battery (TAB), Interview Score, and Grade Point Average are additional criteria used to assess the candidate. The TAB was designed by the Office of Economic and Manpower Analysis (OEMA) and GPA information is provided by West Point and US Army Cadet Command (USACC). Since 2017, there have been no men or women disqualified from flight status based on anthropomorphic requirements.



Women in Aviation – Initial Pipeline

9.a.2. How does an individual's performance, their preferred pipeline, and anthropometric data influence the assignment?

See previous reply. None of the performance criteria detailed are gender based or specific. When a candidate becomes a flight school student they are able to select their aircraft based on the Order of Merit List (OML) and aircraft availability. The class OML is calculated based on grades received throughout flight school, e.g. written and oral exams, check rides, and physical fitness scores. If anthropometric data was captured during the Class 1 flight physical, that would be taken into consideration at the time of selection and monitored by the Cadre and Fort Rucker Flight Surgeons.

9.a.3. Please provide any data or metrics available, especially as it applies to women aviators and why there are fewer women in tactical aircraft vs. rotary wing or mobility

There is no specified separation between "tactical" aircraft within Army rotary wing and fixed wing communities as most Army Aviation is at the tactical level. There is only a .2% difference between AH-64 pilots and CH-47s CH female pilots.



Women in Aviation – Initial Pipeline

9.b. In FY20, how many women pilots (officers) were limited in their pipeline assignment by body weight, height, or anthropometric measurements? Please provide data on the limiting factor and the pipeline from which they were restricted.

None

DACOWITS

Women in Aviation (RFI #9)



Chief of Naval Air Training
30 OCT 2020



DACOWITS – RFI Women in Aviation (RFI #9)

WOMEN IN AVIATION

(E&I)

During 2020, the Committee examined women in aviation. For the 2021 research year, the Committee will continue to review this topic. The Committee remains concerned that women have been serving as aviators since the 1970s and that despite the Combat Exclusion policy being lifted in 1993, the overall percentage of female aviators remains low in comparison with their male counterparts.

9

The Committee is interested in the process and criteria for assigning pilots to their initial pipeline community (Navy and Marine Corps) or Air Force Specialty Code (AFSC). The response to the Committee's [December 2019 RFI 5A – Women in Aviation](#) indicates Air Force female aviators make up 9 percent of the mobility pilots (442 of 5042), but only 2 percent of the fighter pilots (65 of 2638); and Navy data shows twice the number of women assigned to rotary wing platforms (47 percent of women) vs. tactical aviation (23 percent of women).

The Committee requests a **briefing** from the **Army, Navy, Marines and Air Force** to address the following:

- a. What is the criteria for assigning flight students to their initial pipeline? Please provide any data on the criteria used. How does an individual's performance, their preferred pipeline, and anthropometric data influence the assignment? Please provide any data or metrics available, especially as it applies to women aviators and why there are fewer women in tactical aircraft vs. rotary wing or mobility.
- b. In FY20, how many women pilots (officers) were limited in their pipeline assignment by body weight, height, or anthropometric measurements? Please provide data on the limiting factor and the pipeline from which they were restricted.



DACOWITS – RFI Women in Aviation (RFI #9)

RFI: Question 9a

- What is the criteria for assigning flight students to their initial pipeline? How does an individual's performance, their preferred pipeline, and anthropometric data influence the assignment? Please provide any data or metrics available, especially as it applies to women aviators and why there are fewer women in tactical aircraft vs. rotary wing or mobility.

1. What is the criteria for assigning Flight Students? How does an individual's performance, their preferred pipeline, and anthropometric data influence the assignment?

The Student Naval Aviator (SNA) pipeline selection process is codified in CNATRA INSTRUCTION 1500.4J (13 FEB 2019), and outlined below:

SNA TRAINING PIPELINES. Undergraduate pilot training provided through CNATRA training courses accomplishes Integrated Production Plan (IPP) requirements through the Naval Aviation Production Process (NAPP). Specialized Intermediate and Advanced training produces qualified pilots to meet Service needs. Training which is common for all SNAs starts with Naval Introductory Flight Evaluation (NIFE) at Naval Aviation Schools Command (NASC), and ends with the completion of Primary flight training. After Primary flight training, SNAs are assigned to Rotary, Maritime, Strike, E-2/C-2, or Tilt-Rotor pipelines for intermediate and advanced training.

SNA PIPELINE ASSIGNMENT CRITERIA. Assignment of SNAs is per established IPP requirements to support the Fleet. Selections are based on Service needs, Commanding Officer (CO) recommendation, student performance, and student preference.

a. Needs of the Service. Fleet requirements, as modified by Fleet Replacement Squadron (FRS) and CNATRA training capacity.

b. SNA Performance. Each SNA's Primary phase performance shall be calculated using the end-of-phase Naval Standard Score (NSS). Navy SNAs with an NSS less than 50.0 are not eligible for Strike or E-2/C-2.

c. SNA Preference. SNAs shall indicate pipeline preferences by first, second, and third choice. SNAs may list only three choices and may not select a pipeline for which they are anthropometrically incompatible.



DACOWITS – RFI Women in Aviation (RFI #9)

RFI: Question 9a (cont'd)

- What is the criteria for assigning flight students to their initial pipeline? How does an individual's performance, their preferred pipeline, and anthropometric data influence the assignment? Please provide any data or metrics available, especially as it applies to women aviators and why there are fewer women in tactical aircraft vs. rotary wing or mobility.

2. Please provide any data or metrics available, especially as it applies to women aviators and why there are fewer women in tactical aircraft vs. rotary wing or mobility.

Women aviators serve honorably in all US Navy aviation communities, however due to several factors listed below, there are fewer women numerically and as a percentage selected for Tactical aircraft.

1. Navy Strike (Tactical) requires only 24% of SNAs to meet IPP requirements.

Due to the varying demand from each aviation community, numerical disparity will always exist between the total number of aviators in each platform. For reference, the percentage size of each community is listed:

Rotary: 46% Strike: 24% Multi-Engine: 19% CV-22: 6% E-2/C-2: 5%

2. Fewer women SNAs are eligible to select Strike due to below 50 NSS.

Of the 854 women that completed primary flight training FY08-FY20, only 28% were eligible to select the Strike pipeline, having earned a NSS of 50 or greater, placing them in the top half of the last 200 graduates.

3. Fewer women with a NSS >50 indicated a preference for Strike pipeline.

Women SNAs with an NSS > 50 indicated a personal preference for other aviation communities at a higher rate than comparable men SNAs. ~47% of women SNAs with the requisite NSS score indicated Strike as their first preference of community, compared with 65% of their male counterparts. 35% of women desired rotary as their first preference compared with 15% of men.

4. Selection rate is similar for men and women who desire and have Strike NSS.

Among male and female SNAs with NSS>50 and indicating Strike as their first choice, both groups were selected at the same rate, 85%.

USN Primary Student Pilot Completer Data Summary (FY08 thru FY20)

Total Completers	7902	100.0%
Male	7048	89.2%
Female	854	10.8%

Females	854	100.0%
Above 50 NSS	241	28.2%
Below 50 NSS	613	71.8%

Female Preferences (NSS > 50)	241	100.0%
Strike	113	46.9%
Multi-Engine	38	15.8%
Rotary	88	36.5%
Tilt	2	0.8%

Female Selections	854	100.0%
Strike	97	11.4%
Multi-Engine	148	17.3%
Rotary	597	69.9%
E-6	10	1.2%
Tilt (CV-22)		
FY19 to date	2	0.2%

Note: 97 of 113 Females were selected to Strike (85.8%).

Males	7048	100.0%
Above 50 NSS	3699	52.5%
Below 50 NSS	3349	47.5%

Male Preferences (NSS > 50)	3699	100.0%
Strike	2413	65.2%
Multi-Engine	708	19.1%
Rotary	556	15.0%
Tilt	22	0.6%

Male Selections	7048	100.0%
Strike	2059	29.2%
Multi-Engine	1583	22.5%
Rotary	3204	45.5%
E-6	187	2.7%
Tilt (CV-22)		
FY19 to date	15	0.2%

Note: 2059 of 2413 Males were selected to Strike (85.3%).



DACOWITS – RFI Women in Aviation (RFI #9)

RFI: Question 9b

- What In FY20, how many women pilots (officers) were limited in their pipeline assignment by body weight, height, or anthropometric measurements? Please provide data on the limiting factor and the pipeline from which they were restricted.

1. In FY20, there were 18 of 80 women who had anthropometric measurements restricting assignment to certain Advanced Pipelines. These were primarily due to sitting height and reach limitations for the Multi-Engine and the E2/C2 aircraft.
 - Tactical female student pilots restricted: 0
 - Multi-Engine female students restricted: 2
 - E2/C2 female student pilots restricted: 16
 - CV-22 female student pilots restricted: 0
 - Rotary female student pilots restricted: 0



Training Command

Marine Corps Aviator Assignments

7 December 2020

The overall classification of this brief is:

UNCLASSIFIED



Marine Corps Aviator Assignment Overview



All student naval aviators attend a common ground school and Primary flight training course. Upon completion of Primary, the Marine Aviation Training Support Group (MATSG) 22 Commanding Officer determines the pipeline for each student. This determination uses the following prioritization:

1. Student restrictions or limitations based on anthropometric measurements.
2. The needs of the Marine Corps, to include total production requirements, the availability of open seats in follow-on phases of training, time to train considerations, and quality spread.
3. The student's performance (via their Naval Standard Score [NSS]), including the recommendation of the MATSG staff and the senior Marine Instructor Pilot in each training squadron.
4. The student's individual preferences.



Anthropometric Measurements



- During FY20, three women Marines were restricted in pipeline assignments due to anthropometric factors.
 - All were restricted from AV-8B due to
 - Thumb-tip reach (3/3)
 - Sitting eye height (1/3)



Needs of the Marine Corps

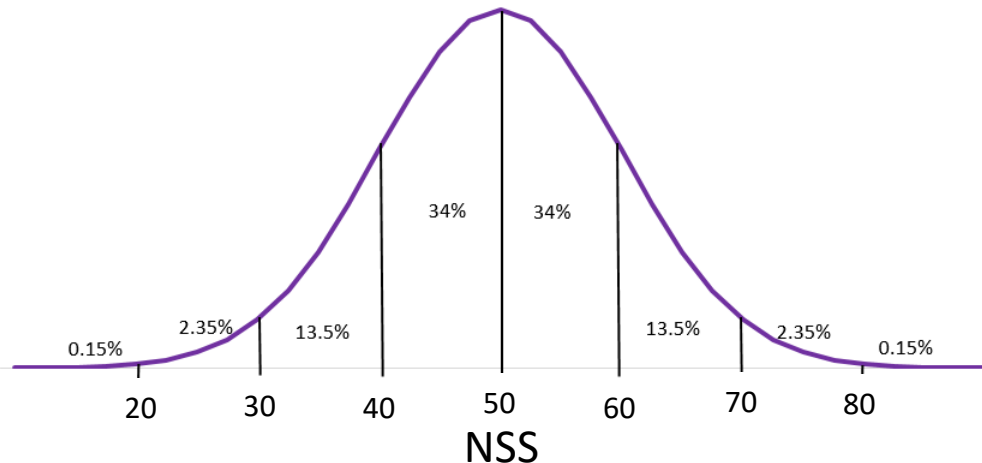


- Each year, the Marine Corps needs to train about 350 pilots.
- As one example, FY20 production requirements were:
 - 136 rotary (40%)
 - 32 multi-engine (9%)
 - 80 strike (23%)
 - 96 tilt rotor (28%)
 - 344 Total



Student Performance

- The strike pipeline has a minimum score that must be attained for selection (52 NSS or higher for Marines). A 52 NSS equates to the 58th percentile.
- NSS is also used to determine class standing in conjunction with factoring in student preferences.
- Naval Standard Score is a normally distributed score whose population includes the previous 200 completers. The scale runs from 20-80. The mean is 50 and the standard deviation is 10. Thus a student with a score of 60 received a score that is one standard deviation above the mean.





Student Preference

- Despite being the last consideration, student preference plays an important role in pipeline assignment because it is associated with successful completion of flight school, job satisfaction, and retention.
- Students have four choices for initial pipeline assignment: rotary, multi-engine, strike, or tilt-rotor.
- From FY15-FY20, women Marines overwhelmingly chose helicopter and multi-engine over strike and tilt-rotor.

FY15-FY20 First Choice Student Preferences

	Rotary		Multi-engine		Strike		Tilt-rotor		Total
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	
Men	512	27%	630	33%	498	26%	256	14%	1896
Women	49	41%	42	35%	13	11%	16	13%	120
Total	561	28%	672	33%	511	25%	272	13%	2016

Headquarters U.S. Air Force

Integrity - Service - Excellence

DACOWITS RFI 9 **Pilot Pipeline** **Informational Brief**



19 AF
Diversity & Inclusion Task Force
8 Dec 20

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Purpose and Background

Purpose:

Answer Request for Information (RFI) 9 from the Defense Advisory Committee on Women in the Services (DACOWITS)

Background:

DACOWITS is interested in the process and criteria for assigning pilots to their initial pipeline community (Navy and Marine Corps) or Air Force Specialty Code (AFSC). The response to the Committee's December 2019 RFI 5A – Women in Aviation indicates Air Force female aviators make up 9 percent of the mobility pilots (442 of 5042), but only 2 percent of the fighter pilots (65 of 2638); and Navy data shows twice the number of women assigned to rotary wing platforms (47 percent of women) vs. tactical aviation (23 percent of women).



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Criteria for Assigning Flight Students to their Initial Pipeline

- **Q: What is the criteria for assigning flight students to their initial pipeline? Please provide any data on the criteria used. How does an individual's performance, their preferred pipeline, and anthropometric data influence the assignment?**

- **A: With the exception of Euro-Nato Joint Jet Pilot Training (ENJJPT), training location assignments are accomplished by matching student preference with needs of the Air Force. Selection for ENJJPT is competitive and carried out via accessions source and boarding.**

- **A: If there is an anthropometric issue identified during screening before training, the potential student is given a fit check in an actual aircraft and their measurements are checked against the "WEBpass" computer system to identify all possible options for airframe assignment. Based on their WEBpass matches, the 19 AF/CC signs a waiver allowing or denying access to training based on cockpit safety. When the waiver is granted, the individual is assessed at training via flight performance scores, academic scores, and officership, and those factors are compiled into a "MASS" (Merit Assignment Selection System) score, which creates a rank order of merit. Based on the needs of the Air Force, graduates are assigned aircraft based on stated preference matched to aircraft availability starting with the higher ranked graduates and so on down the rankings.**



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WEBPASS Example

Pilot Assessment Report (detailed)

Selected Pilot:										
Gender:	Female									
Report Remarks:										

All measurements in this report are displayed in English units (inches or pounds).

Pilot Measurements										
Stature:	62.2	Arm Span:	63.6	Remarks:						
Sitting Height:	34	Eye Height:	29.3							
Buttock to Knee Length:	22	Shoulder Height:	23.1							
Knee Height:	18.6	Thigh Clearance:								
Combo Leg:	40.6	Weight:	154.4							

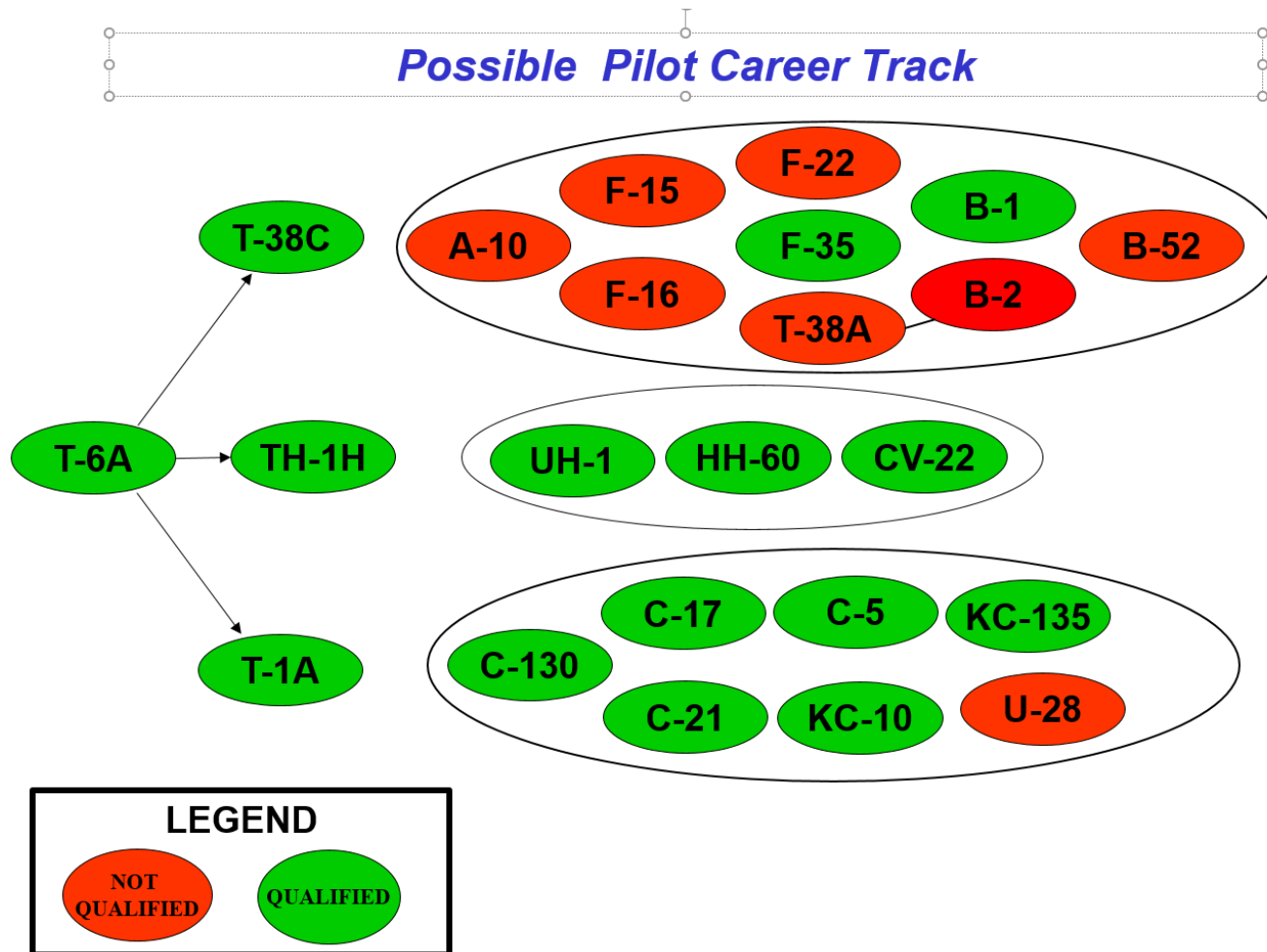
Assessment Results										
Aircraft	Aircraft Classification	Seat Position (adjusted)	Seat Lowered Amount	Vision (full-up)	Rudder	Controls	Max Buttock to Knee	Max Sitting Height	Weight	Remarks
B-1B	Bomber		-2.31 -2.310 Inches	2.3	4.25	-0.61	6	10.4	0	
B-2	Bomber		-0.8 -0.800 Inches	0.8	-0.44	-0.02	8.6	21.3	0	
B-52	Bomber		0 0.000 Inches	-0.7	-2.1	-2.27	6.4	19	0	
A-10	Fighter		-0.3 -0.300 Inches	0.3	-1.66	-1.67	4.7	9.6	0	Most restrictive Buttock-Knee
F-15	Fighter		0 0.000 Inches	-1.2	1.85	-1.51	5.2	10.1	0	
F-16	Fighter		0 0.000 Inches	-0.9	2.1	1.35	5.1	5.7	0	Most Restrictive Sitting Height
F-22	Fighter		-0.3 -0.300 Inches	0.3	0.75	-1.22	5.9	9.4	0	
F-35A	Fighter		-0.8 -0.800 Inches		5.26		6.4	8.3	0	Weight Restriction: <136 lb. must use MB US16E-27 ejection seat with Gen 3L HMD. Minimum Eye Height does not include neck stretching.
C-130	Heavy		0 0 Notches	1.3	2.5	0.27	7	9	0	
C-17	Heavy		0 0.000 Inches	0.1	0.04	2.34	7	9	0	
C-21	Heavy		-3 -2 Notches	3.2	3.1	10	4.3	5	0	
C-5	Heavy		0 0 Notches	0.4	1.6	2.7	7	9	0	
KC-10	Heavy		0 0.000 Inches	3.2	2.98	3.7	6	8	0	
KC-135	Heavy		-2 -4 Notches	2	5.7	1.45	7	9	0	
MH-60 with body armor	Helicopter		0 0 Notches	1.5	0.6	0.09	4.9	8	0	
UH-1	Helicopter		-2.25 -3 Notches	2.7	0.75	-0.23	7	9	0	
CV-22 Unofficial	Misc		-1.2 -2 Notches	1.3	0.74	1.42	4.2	66	0	needs coordination
U-2 Unofficial	Misc		0 0.000 Inches	-0.5	-1.2	-3.4	5	6	0	needs coordination
U-28 Unofficial	Misc		-0.722 -1 Notches	1.2	-1.45	3.6	5	6	0	needs coordination
T-1	Trainer		0 0 Notches	-0.3	2	3.2	5.4	9.4	0	
T-38	Trainer		0 0.000 Inches	-0.45	-2.4	-1	6	6	0	
T-38 ESUP	Trainer		-1.55 -1.550 Inches	1.55	0.38	1.54	6.3	6.8	0	passing candidates may have a stick/thigh interference issue when rolling aircraft
T-6	Trainer		-4.31 -4.310 Inches	4.3	3.48	5.65	5.9	7.5	0	

Date/Time: 10/27/2020 2:02:47 PM User:



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Flowchart example





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Women Aviators in Tactical Aircraft vs Rotary Wing or Mobility

- **Q: Please provide any data or metrics available, especially as it applies to women aviators and why there are fewer women in tactical aircraft vs. rotary wing or mobility.**

- **A: The issues regarding why there are fewer women in tactical aircraft is still under scrutiny. To clarify, in the Air Force helicopters are tactical platforms, as are several non-fighter platforms (ex: AC-130 Gunships). In general there are fewer fighter aircraft assignments out of Undergraduate Pilot Training (UPT). Assignment to any aircraft is based on performance in UPT and student preference. As long as a student is anthropometrically cleared to fly an aircraft, the Air Force does not impose additional restrictions. The desired aircraft must be available for assignment and the student's performance must qualify to be eligible to fly that platform.**



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Anthropometric Limitations for Women Aviators

- **Q: In FY20, how many women pilots (officers) were limited in their pipeline assignment by body weight, height, or anthropometric measurements? Please provide data on the limiting factor and the pipeline from which they were restricted.**

- **A: In FY20, 53 anthropometric waivers were approved for females, and 52 of those restricted access to certain cockpits due to safety of flight/egress standards.**



FY20 Female Anthro Waivers 1-15

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Year	Signed	M/F	Recommendation	Notes
FY20	30-Oct-19	F	Approve	Passed T-1 Fit check, .5 cushion//No A10, F15, F16, B52, B2
FY20	5-Apr-19	F	Approve	Passed T-1 Fit check, .5 cushion//no F15, 16, B2, B52
FY20	17-Jul-19	F	Approve	No A10, F15, F16, F22, B2, B52, PC12
FY20	17-Jul-19	F	Approve	No A10, F15, B2, B52
FY20	17-Jul-19	F	Approve	No A10, F15, B52
FY20	3-Feb-20	F	Dis-approve	fit Check on 15 Nov 2019. DID NOT PASS
FY20	25-Sep-19	F	Approve	no restriction
FY20	26-Sep-19	F	Approve	No A10, F15, F22, B1, B2, B52, HH60
FY20	10-Dec-19	F	Approve	Fit check on 15 Nov. Passed, no cushion// No A10, F15, F16, F22, B1, B2, B52, PC12, HH60
FY20	7-Nov-19	F	Approve	No A10, F15, F22, B2, B52, C130, C17, CV22, PC12, HH60
FY20	18-Nov-19	F	Dis-approve	Only fit in T-6, C-21 and F-35
FY20	7-Nov-19	F	Approve	No, A10, F15, B2, B52, C130, C17, CV22, KC10, PC12, HH60
FY20	26-Nov-19	F	Dis-approve	more than 2 inches below the min for T-1A sitting height. No fit check.
FY20	26-Nov-19	F	Approve	No B2, B52



FY20 Female Anthro Waivers 16-30

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FY20	26-Nov-19	F	Approve	No A10, F15, F22, B1, B2, B52, CV22, PC12, HH60
FY20	26-Nov-19	F	Approve	No F15, B2, B52
FY20	3-Jan-20	F	Approve	Passed Fit check 0.5 cushion//No A10, F15, F16, B2, B52, C130, C17, CV22, KC10, PC12, CV22
FY20	14-Nov-19	F	Approve	No A10, F15, B2, B52, C130, C17, CV22
FY20	18-Nov-19	F	Approve	RES KC-135// No A10, F15, F216, F22, B1, B2, B52, C130, PC12, TH1H, UH1N, HH60
FY20	10-Dec-19	F	Approve	No A10, F15, B2, B52
FY20	20-Dec-19	F	Approve	No F15
FY20	20-Dec-19	F	Approve	No A10, F15, F16, B2, B52
FY20	20-Dec-19	F	Approve	No A10, F15, B2, B52, CV22, HH60
FY20	20-Dec-19	F	Approve	No A10, F15, B2, B52
FY20	7-Feb-20	F	Approve	No F15, B2, B52
FY20	18-Feb-20	F	Approve	RES KC-135// No F15, B52
FY20	18-Feb-20	F	Approve	RES KC-135// No A10, F15, F22, B2, B52
FY20	28-Feb-20	F	Approve	No A10, F15, B2, B52
FY20	27-Feb-20	F	Approve	No A10, F15, F22, B2, B52, C130, PC12, HH60



FY20 Female Anthro Waivers 31-45

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FY20	27-Feb-20	F	Approve	No A10, F15, F16, B2
FY20	14-Aug-20	F	Approve	ANG C130// No A10, F15, F16, B2, B52
FY20	28-Feb-20	F	Approve	No B52
FY20	28-Feb-20	F	Approve	No A10, F15, F16, B2, B52, C130, CV22
FY20	10-Mar-20	F	Approve, T-1A track only	No A10, F15, F22, B1, B2, B52, C130, C17, C5, CV22, PC12, TH1N, UH1N, HH60
FY20	5-Jun-20	F	Approve	No A10, F15, F16, F22, B2, B52
FY20	20-Dec-19	F	Approve	No A10, F15, F22, B1, B2, B52, C130, HH60
FY20	5-Jun-20	F	Approve	No A10, F15, F16, B2, B52, C130, CV22
FY20	18-May-20	F	Approve	ANG C-17// No A10, F15, F22, B2, B52, PC12, HH60
FY20	19-Jun-20	F	Approve	T-1 Only// No T38, A10, F15, F16, F22, B1, B2, B52, C130, C17, CV22, PC12, TH1H, UH1N, HH60
FY20	18-May-20	F	Approve	No A10, F15, B2, B52
FY20	21-May-20	F	Approve	No F15, B2, B52
FY20	17-Jun-20	F	Approve	No A10, F16, B2, B52, C21, PC12
FY20	22-May-20	F	Approve	No A10, F15, F22, B1, B2, B52, C130, C5, CV22, HH60
FY20	8-Jun-20	F	Approve	No A10, F15, B2, B52, C130, CV22, PC12, HH60



FY20 Female Anthro Waivers 46-53

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FY20	17-Jun-20	F	Approve	No A10, F15, F16, B2, B52
FY20	6-Jul-20	F	Approve	ANG KC135// No A10, F15, F22, B2, B52, C130, C17, CV22, PC12, HH60
FY20		F	Disapprove	Only fit in a C-21
FY20	26-Jun-20	F	Approve	ANG HH-60// No A10, F15, B2, B52
FY20	26-Jun-20	F	Approve	No A10, F15, F16, B2, B52, PC12
FY20	18-Sep-20	F	Approve	No A10, F15, F16, B2, B52, PC12
FY20	28-Sep-20	F	Approve	No A10, F15, B2, B52
FY20	28-Sep-20	F	Approve	KC-135 track//no B2, B52, A10, PC12
FY20	28-Sep-20	F	Approve	No F15, B52

- **92.4% of female anthropometric waivers were approved in FY19**
- **Newer generation platforms are less restrictive for the vertically challenged**
- **Older fighter platforms are the most restrictive (A10, F15, F16, B2, B52)**



Pilot Demographics by Gender and Core AFSC (FY2010-2013)

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FY2010 AD Officer by CORE

Gender	11B	11E	11F	11G	11H	11K	11M	11R	11S	11X	RPA
Female	25 (2.8%)	0 (.)	67 (1.9%)	0 (.)	31 (4.7%)	0 (.)	372 (6.3%)	36 (4.0%)	25 (2.6%)	66 (4.6%)	0 (.)
Male	881 (97.2%)	0 (.)	3526 (98.1%)	0 (.)	623 (95.3%)	0 (.)	5536 (93.7%)	856 (96.0%)	922 (97.4%)	1382 (95.4%)	0 (.)
Total	906 (100.0%)	0 (.)	3593 (100.0%)	0 (.)	654 (100.0%)	0 (.)	5908 (100.0%)	892 (100.0%)	947 (100.0%)	1448 (100.0%)	0 (.)

FY2011 AD Officer by CORE

Gender	11B	11E	11F	11G	11H	11K	11M	11R	11S	11X	RPA
Female	25 (2.7%)	0 (.)	69 (1.9%)	0 (.)	33 (4.6%)	0 (.)	406 (6.4%)	42 (4.5%)	32 (2.9%)	67 (5.5%)	0 (.)
Male	910 (97.3%)	0 (.)	3617 (98.1%)	0 (.)	683 (95.4%)	0 (.)	5913 (93.6%)	888 (95.5%)	1062 (97.1%)	1161 (94.5%)	0 (.)
Total	935 (100.0%)	0 (.)	3686 (100.0%)	0 (.)	716 (100.0%)	0 (.)	6319 (100.0%)	930 (100.0%)	1094 (100.0%)	1228 (100.0%)	0 (.)

FY2012 AD Officer by CORE

Gender	11B	11E	11F	11G	11H	11K	11M	11R	11S	11X	RPA
Female	23 (2.6%)	6 (2.7%)	63 (1.8%)	2 (22.2%)	29 (4.8%)	20 (5.1%)	412 (6.5%)	52 (4.8%)	39 (3.3%)	0 (0.0%)	40 (6.0%)
Male	873 (97.4%)	220 (97.3%)	3369 (98.2%)	7 (77.8%)	574 (95.2%)	375 (94.9%)	5885 (93.5%)	1037 (95.2%)	1155 (96.7%)	5 (100.0%)	628 (94.0%)
Total	896 (100.0%)	226 (100.0%)	3432 (100.0%)	9 (100.0%)	603 (100.0%)	395 (100.0%)	6297 (100.0%)	1089 (100.0%)	1194 (100.0%)	5 (100.0%)	668 (100.0%)

FY2013 AD Officer by CORE

Gender	11B	11E	11F	11G	11H	11K	11M	11R	11S	11X	RPA
Female	28 (3.1%)	6 (2.7%)	60 (1.8%)	2 (20.0%)	29 (4.9%)	16 (4.0%)	423 (6.6%)	54 (4.7%)	41 (3.3%)	0 (0.0%)	41 (5.6%)
Male	874 (96.9%)	215 (97.3%)	3231 (98.2%)	8 (80.0%)	568 (95.1%)	386 (96.0%)	5948 (93.4%)	1092 (95.3%)	1217 (96.7%)	7 (100.0%)	687 (94.4%)
Total	902 (100.0%)	221 (100.0%)	3291 (100.0%)	10 (100.0%)	597 (100.0%)	402 (100.0%)	6371 (100.0%)	1146 (100.0%)	1258 (100.0%)	7 (100.0%)	728 (100.0%)



Pilot Demographics by Gender and Core AFSC (FY2014-2017)

U.S. AIR FORCE

FY2014 AD Officer by CORE

Gender	11B	11E	11F	11G	11H	11K	11M	11R	11S	11X	RPA
Female	29 (3.3%)	6 (2.6%)	65 (2.0%)	2 (22.2%)	40 (5.6%)	15 (3.6%)	426 (6.7%)	59 (5.2%)	51 (3.8%)	1 (33.3%)	46 (6.1%)
Male	852 (96.7%)	227 (97.4%)	3174 (98.0%)	7 (77.8%)	675 (94.4%)	402 (96.4%)	5910 (93.3%)	1077 (94.8%)	1302 (96.2%)	2 (66.7%)	706 (93.9%)
Total	881 (100.0%)	233 (100.0%)	3239 (100.0%)	9 (100.0%)	715 (100.0%)	417 (100.0%)	6336 (100.0%)	1136 (100.0%)	1353 (100.0%)	3 (100.0%)	752 (100.0%)

FY2015 AD Officer by CORE

Gender	11B	11E	11F	11G	11H	11K	11M	11R	11S	11X	RPA
Female	28 (3.3%)	4 (1.8%)	57 (1.8%)	1 (7.1%)	38 (5.3%)	18 (4.6%)	399 (6.8%)	56 (5.1%)	54 (4.0%)	0 (0.0%)	43 (5.2%)
Male	822 (96.7%)	223 (98.2%)	3037 (98.2%)	13 (92.9%)	673 (94.7%)	375 (95.4%)	5431 (93.2%)	1043 (94.9%)	1295 (96.0%)	2 (100.0%)	791 (94.8%)
Total	850 (100.0%)	227 (100.0%)	3094 (100.0%)	14 (100.0%)	711 (100.0%)	393 (100.0%)	5830 (100.0%)	1099 (100.0%)	1349 (100.0%)	2 (100.0%)	834 (100.0%)

FY2016 AD Officer by CORE

Gender	11B	11E	11F	11G	11H	11K	11M	11R	11S	11X	RPA
Female	27 (3.3%)	4 (1.8%)	61 (2.1%)	0 (.)	41 (5.5%)	19 (4.8%)	395 (7.0%)	55 (5.2%)	55 (4.0%)	0 (.)	41 (4.4%)
Male	800 (96.7%)	223 (98.2%)	2840 (97.9%)	0 (.)	703 (94.5%)	377 (95.2%)	5211 (93.0%)	1010 (94.8%)	1311 (96.0%)	0 (.)	887 (95.6%)
Total	827 (100.0%)	227 (100.0%)	2901 (100.0%)	0 (.)	744 (100.0%)	396 (100.0%)	5606 (100.0%)	1065 (100.0%)	1366 (100.0%)	0 (.)	928 (100.0%)

FY2017 AD Officer by CORE

Gender	11B	11E	11F	11G	11H	11K	11M	11R	11S	11X	RPA
Female	23 (2.8%)	6 (2.7%)	57 (2.1%)	0 (.)	46 (6.1%)	28 (7.3%)	405 (7.3%)	59 (5.5%)	58 (4.1%)	2 (25.0%)	51 (5.6%)
Male	802 (97.2%)	217 (97.3%)	2695 (97.9%)	0 (.)	713 (93.9%)	354 (92.7%)	5132 (92.7%)	1015 (94.5%)	1344 (95.9%)	6 (75.0%)	852 (94.4%)
Total	825 (100.0%)	223 (100.0%)	2752 (100.0%)	0 (.)	759 (100.0%)	382 (100.0%)	5537 (100.0%)	1074 (100.0%)	1402 (100.0%)	8 (100.0%)	903 (100.0%)



Pilot Demographics by Gender and Core AFSC (FY2018-2021)

U.S. AIR FORCE

FY2018 AD Officer by CORE

Gender	11B	11E	11F	11G	11H	11K	11M	11R	11S	11X	RPA
Female	26 (3.2%)	0 (.)	74 (2.4%)	0 (.)	55 (6.7%)	37 (8.6%)	412 (7.5%)	63 (5.9%)	69 (4.7%)	3 (4.5%)	80 (7.0%)
Male	799 (96.8%)	0 (.)	2948 (97.6%)	0 (.)	772 (93.3%)	391 (91.4%)	5078 (92.5%)	998 (94.1%)	1392 (95.3%)	63 (95.5%)	1069 (93.0%)
Total	825 (100.0%)	0 (.)	3022 (100.0%)	0 (.)	827 (100.0%)	428 (100.0%)	5490 (100.0%)	1061 (100.0%)	1461 (100.0%)	66 (100.0%)	1149 (100.0%)

FY2019 AD Officer by CORE

Gender	11B	11E	11F	11G	11H	11K	11M	11R	11S	11X	RPA
Female	22 (2.8%)	0 (.)	73 (2.5%)	0 (0.0%)	62 (7.3%)	50 (10.8%)	413 (7.7%)	61 (5.9%)	71 (4.8%)	2 (5.7%)	119 (7.3%)
Male	750 (97.2%)	0 (.)	2877 (97.5%)	1 (100.0%)	787 (92.7%)	411 (89.2%)	4925 (92.3%)	981 (94.1%)	1400 (95.2%)	33 (94.3%)	1508 (92.7%)
Total	772 (100.0%)	0 (.)	2950 (100.0%)	1 (100.0%)	849 (100.0%)	461 (100.0%)	5338 (100.0%)	1042 (100.0%)	1471 (100.0%)	35 (100.0%)	1627 (100.0%)

FY2020 AD Officer by CORE

Gender	11B	11E	11F	11G	11H	11K	11M	11R	11S	11X	RPA
Female	25 (3.3%)	0 (.)	77 (2.6%)	0 (.)	68 (7.8%)	56 (12.2%)	449 (8.4%)	60 (6.1%)	77 (5.2%)	3 (6.5%)	124 (7.0%)
Male	739 (96.7%)	0 (.)	2919 (97.4%)	0 (.)	807 (92.2%)	404 (87.8%)	4874 (91.6%)	930 (93.9%)	1402 (94.8%)	43 (93.5%)	1658 (93.0%)
Total	764 (100.0%)	0 (.)	2996 (100.0%)	0 (.)	875 (100.0%)	460 (100.0%)	5323 (100.0%)	990 (100.0%)	1479 (100.0%)	46 (100.0%)	1782 (100.0%)

FY2021 AD Officer by CORE

Gender	11B	11E	11F	11G	11H	11K	11M	11R	11S	11X	RPA
Female	27 (3.5%)	0 (.)	90 (3.0%)	0 (.)	83 (9.1%)	49 (10.1%)	462 (8.7%)	64 (6.4%)	90 (6.0%)	3 (6.8%)	135 (6.8%)
Male	738 (96.5%)	0 (.)	2943 (97.0%)	0 (.)	831 (90.9%)	436 (89.9%)	4819 (91.3%)	932 (93.6%)	1410 (94.0%)	41 (93.2%)	1864 (93.2%)
Total	765 (100.0%)	0 (.)	3033 (100.0%)	0 (.)	914 (100.0%)	485 (100.0%)	5281 (100.0%)	996 (100.0%)	1500 (100.0%)	44 (100.0%)	1999 (100.0%)