

## INFORMATION PAPER

Department of the Army, G-1  
19 Dec 19

**SUBJECT:** DACOWITS December 2019 Follow up RFI 5A: Women in Aviation

1. Purpose: To reply to the DACOWITS December 2019 Quarterly Business Meeting follow up RFI on women in aviation.

**Question i:**

Does your service have a dedicated Service-specific women in aviation symposium? Separate from Women in Aviation International, Joint Women Leadership Symposium, or other joint conferences.

**Response i:** The Army Aviation Branch does not have any dedicated women in aviation symposiums.

**Question ii:** Provide the top five documented reasons for requesting waivers for ascension into the aviation community, by number and percent, by gender for officer and enlisted. Include numbers and percentages granted and denied for the past 3 years.

**Response ii:** The top five documented reason for requesting waivers in the aviation community from 2017-2019 are medical waivers, moral waivers, age waivers, time of Active Federal Service (AFS) waivers, and time of Active Federal Commissioned Service (AFCS) waivers. The breakdown by number and percent, officer and enlisted, and gender is as follows:

		Medical			
		Approval		Disapproval	
Officer	Male	708	44%	198	12%
	Female	215	13%	15	1%
Enl/Civ	Male	372	23%	30	2%
	Female	66	4%	9	1%
Total:		1361		252	

		Moral			
		Approval		Disapproval	
Officer	Male	5	4%	0	0%
	Female	0	0%	0	0%
Enl/Civ	Male	85	73%	26	22%
	Female	1	1%	0	0%
Total:		91		26	

		AGE (32 yrs. MAX)			
		Approval		Disapproval	
Officer	Male	5	6%	4	5%
	Female	0	0%	0	0%
Enl/Civ	Male	48	57%	25	30%
	Female	1	1%	1	1%
Total:		54		30	

		AFS (8 yrs. AFS MAX)			
		Approval		Disapproval	
Officer	Male	2	3%	3	4%
	Female	0	0%	0	0%
Enl/Civ	Male	51	64%	22	28%
	Female	2	3%	0	0%
Total:		55		25	

Department of the Army, G-1

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		AFCS (48 mo. MAX)			
		Approval		Disapproval	
Officer	Male	25	83%	5	17%
	Female	0	0%	0	0%
Total:		25		5	

AGE: Must be older than 18, but not more than 32 years at the time of board selection

AFS: Have not exceeded 8 years of active Federal service as of the date the DA Form 61 (Application for Appointment) is signed by the applicant

AFCS: Have less than 48 months of active Federal commissioned service left at the time of the selection board (pertains to serving LT or CPT)

MORAL: a waiver for offenses under military or civil codes, as specified in DoDI 1304.26 and Army Directive 2018-12

OTHER: waivers for not being in compliance with the Tattoo policy, attending flight training with the Air Force or Navy, etc.

**Question iv:** A breakdown of officer aircrew O-6 and above by gender, rank, and MOS.

**Response iv:**

	COL 15A	COL 15B	COL 15C	COL 15D	BG AVN	MG AVN	LTG AVN	GEN AVN	Total
Male	39	108	8	2	6	9	1	1	174
Female	1	4	2	1	0	0	1	0	9

15A: General Aviation

15B: Aviation, Combined Arms Operations

15C: Aviation, All-Source Intelligence

15D: Aviation, Maintenance Officer



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COMMANDER NAVAL AIR FORCE  
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SAN DIEGO CALIFORNIA 92135-7051

1500  
N01D  
18 Dec 19

From: Commander, Naval Air Force, U.S. Pacific Fleet  
To: Director, 21<sup>st</sup> Century Sailor Office

Subj: DACOWITS FOLLOW-UP RFI ISO DECEMBER QUARTERLY BUSINESS MEETING

1. This is in response to follow up question request for information 5A.i: Does your Service have a dedicated Service specific women in aviation symposium? Separate from Women in Aviation International, Joint Women Leadership Symposium, or other joint conferences.
2. Naval Aviation sponsors an annual Female Aviator Career Training Symposium (FACTS) at Naval Air Station North Island, San Diego, CA. FACTS attracts between 150-200 Naval Aviators every year. The target demographic is junior female aviators, but senior leaders of all demographics are encouraged to attend and participate. The annual 2-3 day training symposium highlights achievements by Women in Naval Aviation while also focusing on current issues and policies with an emphasis on its effects on female Naval Aviators. Additionally, FACTS is perceived as a positive networking and mentoring event. This highly successful and positive event is a highlight of Commander, Naval Air Force's symposium schedule every year.
3. The point of contact is CDR Eddie Park at (619) 545-8633 or via e-mail at eddie.park1@navy.mil.

A handwritten signature in black ink, appearing to be "E. J. Park", is located below the text of the third list item.

E. J. PARK  
By direction

# DACOWITS RFI #2.A.ii

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# DACOWITS – Women in Aviation (RFI # 5.A.ii.)

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**5.A.ii. ii. Provide the top five documented reasons for requesting waivers for ascension into the aviation community, by number and percent, by gender for officer and enlisted. Include numbers and percentages granted and denied.**



# DACOWITS – Women in Aviation (RFI # 5.A.ii.)

## Enlisted Waivers

NUMBERS AND PERCENTAGE BY GENDER									
	2017	2018	2019	Total		2017	2018	2019	Total
<b>F</b>	<b>2646</b>	<b>2860</b>	<b>2438</b>	<b>7944</b>	<b>F</b>	<b>24%</b>	<b>23%</b>	<b>19%</b>	<b>22%</b>
No Waiver	2276	2539	2086	6901	No Waiver	21%	20%	16%	19%
Yes Waiver	370	321	352	1043	Yes Waiver	3%	3%	3%	3%
<b>M</b>	<b>8208</b>	<b>9531</b>	<b>10609</b>	<b>28348</b>	<b>M</b>	<b>76%</b>	<b>77%</b>	<b>81%</b>	<b>78%</b>
No Waiver	6884	8249	9193	24326	No Waiver	63%	67%	70%	67%
Yes Waiver	1324	1282	1416	4022	Yes Waiver	12%	10%	11%	11%
<b>Grand Total</b>	<b>10854</b>	<b>12391</b>	<b>13047</b>	<b>36292</b>	<b>Grand Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
NUMBERS AND PERCENTAGE BY ACCESSION and ATTRITION									
	2017	2018	2019	Total		2017	2018	2019	Total
<b>ACC</b>	<b>9273</b>	<b>10930</b>	<b>11267</b>	<b>31470</b>	<b>ACC</b>	<b>85%</b>	<b>88%</b>	<b>86%</b>	<b>87%</b>
No Waiver	8119	9733	9945	27797	No Waiver	75%	79%	76%	77%
Yes Waiver	1154	1197	1322	3673	Yes Waiver	11%	10%	10%	10%
<b>ATT</b>	<b>1581</b>	<b>1461</b>	<b>1780</b>	<b>4822</b>	<b>ATT</b>	<b>15%</b>	<b>12%</b>	<b>14%</b>	<b>13%</b>
No Waiver	1041	1055	1334	3430	No Waiver	10%	9%	10%	9%
Yes Waiver	540	406	446	1392	Yes Waiver	5%	3%	3%	4%
<b>Grand Total</b>	<b>10854</b>	<b>12391</b>	<b>13047</b>	<b>36292</b>	<b>Grand Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
NUMBERS AND PERCENTAGE BY TOP FIVE									
	2017	2018	2019	Total		2017	2018	2019	Total
<b>TRAFFIC VIOLATIONS</b>	<b>904</b>	<b>888</b>	<b>775</b>	<b>2567</b>	<b>TRAFFIC VIOLATIONS</b>	<b>38%</b>	<b>36%</b>	<b>31%</b>	<b>35%</b>
<b>MEDICAL/PHYSICAL</b>	<b>636</b>	<b>658</b>	<b>892</b>	<b>2186</b>	<b>MEDICAL/PHYSICAL</b>	<b>27%</b>	<b>27%</b>	<b>36%</b>	<b>30%</b>
<b>MISCONDUCT</b>	<b>407</b>	<b>477</b>	<b>436</b>	<b>1320</b>	<b>MISCONDUCT</b>	<b>17%</b>	<b>19%</b>	<b>18%</b>	<b>18%</b>
<b>DRUG (A&amp;M)</b>	<b>235</b>	<b>233</b>	<b>147</b>	<b>615</b>	<b>DRUG (A&amp;M)</b>	<b>10%</b>	<b>9%</b>	<b>6%</b>	<b>8%</b>
<b>DEPENDENCY</b>	<b>213</b>	<b>204</b>	<b>233</b>	<b>650</b>	<b>DEPENDENCY</b>	<b>9%</b>	<b>8%</b>	<b>9%</b>	<b>9%</b>
<b>GRAND TOTAL</b>	<b>2395</b>	<b>2460</b>	<b>2483</b>	<b>7338</b>	<b>GRAND TOTAL</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>



# **DACOWITS – Women in Aviation (RFI # 5.A.ii.)**

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**Officer Waivers – CNRC retains no data on officer waivers. Prior to April 2019, data on denied officer waivers may be available from BUPERS-3 or applicable Officer Community Managers (OCM).**

AS_OF_FILE_DATE	EMC	RATING	PAYGRADE	GENDER	Total
12/6/2019	A100	AB <sup>1</sup>	E9	F	1
12/6/2019	A100	AB <sup>1</sup>	E9	M	46
12/6/2019	A101	ABE	E1	F	3
12/6/2019	A101	ABE	E1	M	8
12/6/2019	A101	ABE	E2	F	22
12/6/2019	A101	ABE	E2	M	153
12/6/2019	A101	ABE	E3	F	129
12/6/2019	A101	ABE	E3	M	361
12/6/2019	A101	ABE	E4	F	173
12/6/2019	A101	ABE	E4	M	438
12/6/2019	A101	ABE	E5	F	165
12/6/2019	A101	ABE	E5	M	444
12/6/2019	A101	ABE	E6	F	60
12/6/2019	A101	ABE	E6	M	335
12/6/2019	A101	ABE	E7	F	13
12/6/2019	A101	ABE	E7	M	167
12/6/2019	A101	ABE	E8	F	3
12/6/2019	A101	ABE	E8	M	51
12/6/2019	A102	ABF	E1	F	1
12/6/2019	A102	ABF	E1	M	7
12/6/2019	A102	ABF	E2	F	16
12/6/2019	A102	ABF	E2	M	78
12/6/2019	A102	ABF	E3	F	148
12/6/2019	A102	ABF	E3	M	481
12/6/2019	A102	ABF	E4	F	138
12/6/2019	A102	ABF	E4	M	459
12/6/2019	A102	ABF	E5	F	103
12/6/2019	A102	ABF	E5	M	316
12/6/2019	A102	ABF	E6	F	45
12/6/2019	A102	ABF	E6	M	219
12/6/2019	A102	ABF	E7	F	8
12/6/2019	A102	ABF	E7	M	140
12/6/2019	A102	ABF	E8	F	3
12/6/2019	A102	ABF	E8	M	36
12/6/2019	A103	ABH	E1	F	2
12/6/2019	A103	ABH	E1	M	14
12/6/2019	A103	ABH	E2	F	39
12/6/2019	A103	ABH	E2	M	245
12/6/2019	A103	ABH	E3	F	373
12/6/2019	A103	ABH	E3	M	1031
12/6/2019	A103	ABH	E4	F	419
12/6/2019	A103	ABH	E4	M	901
12/6/2019	A103	ABH	E5	F	246
12/6/2019	A103	ABH	E5	M	679
12/6/2019	A103	ABH	E6	F	69



12/6/2019	A103	ABH	E6	M	511
12/6/2019	A103	ABH	E7	F	26
12/6/2019	A103	ABH	E7	M	278
12/6/2019	A103	ABH	E8	F	3
12/6/2019	A103	ABH	E8	M	73
12/6/2019	A110	AD	E1	M	8
12/6/2019	A110	AD	E2	F	27
12/6/2019	A110	AD	E2	M	155
12/6/2019	A110	AD	E3	F	131
12/6/2019	A110	AD	E3	M	591
12/6/2019	A110	AD	E4	F	235
12/6/2019	A110	AD	E4	M	881
12/6/2019	A110	AD	E5	F	305
12/6/2019	A110	AD	E5	M	1254
12/6/2019	A110	AD	E6	F	102
12/6/2019	A110	AD	E6	M	1020
12/6/2019	A110	AD	E7	F	45
12/6/2019	A110	AD	E7	M	487
12/6/2019	A110	AD	E8	F	11
12/6/2019	A110	AD	E8	M	227
12/6/2019	A120	AF <sup>2</sup>	E9	F	9
12/6/2019	A120	AF <sup>2</sup>	E9	M	138
12/6/2019	A130	AM	E1	M	9
12/6/2019	A130	AM	E2	F	58
12/6/2019	A130	AM	E2	M	265
12/6/2019	A130	AM	E3	F	181
12/6/2019	A130	AM	E3	M	697
12/6/2019	A130	AM	E4	F	366
12/6/2019	A130	AM	E4	M	1273
12/6/2019	A130	AM	E5	F	377
12/6/2019	A130	AM	E5	M	1594
12/6/2019	A130	AM	E6	F	134
12/6/2019	A130	AM	E6	M	1325
12/6/2019	A130	AM	E7	F	21
12/6/2019	A130	AM	E7	M	557
12/6/2019	A130	AM <sup>3</sup>	E8	F	10
12/6/2019	A130	AM <sup>3</sup>	E8	M	238
12/6/2019	A131	AME	E1	M	1
12/6/2019	A131	AME	E2	F	9
12/6/2019	A131	AME	E2	M	36
12/6/2019	A131	AME	E3	F	44
12/6/2019	A131	AME	E3	M	172
12/6/2019	A131	AME	E4	F	61
12/6/2019	A131	AME	E4	M	238
12/6/2019	A131	AME	E5	F	108
12/6/2019	A131	AME	E5	M	335

12/6/2019	A131	AME	E6	F	30
12/6/2019	A131	AME	E6	M	251
12/6/2019	A131	AME	E7	F	4
12/6/2019	A131	AME	E7	M	103
12/6/2019	A200	AE	E1	F	1
12/6/2019	A200	AE	E1	M	2
12/6/2019	A200	AE	E2	F	19
12/6/2019	A200	AE	E2	M	93
12/6/2019	A200	AE	E3	F	67
12/6/2019	A200	AE	E3	M	340
12/6/2019	A200	AE	E4	F	179
12/6/2019	A200	AE	E4	M	722
12/6/2019	A200	AE	E5	F	248
12/6/2019	A200	AE	E5	M	971
12/6/2019	A200	AE	E6	F	81
12/6/2019	A200	AE	E6	M	721
12/6/2019	A200	AE	E7	F	27
12/6/2019	A200	AE	E7	M	315
12/6/2019	A200	AE	E8	F	10
12/6/2019	A200	AE	E8	M	158
12/6/2019	A210	AT	E1	F	1
12/6/2019	A210	AT	E1	M	5
12/6/2019	A210	AT	E2	F	29
12/6/2019	A210	AT	E2	M	170
12/6/2019	A210	AT	E3	F	140
12/6/2019	A210	AT	E3	M	698
12/6/2019	A210	AT	E4	F	298
12/6/2019	A210	AT	E4	M	1242
12/6/2019	A210	AT	E5	F	437
12/6/2019	A210	AT	E5	M	1672
12/6/2019	A210	AT	E6	F	152
12/6/2019	A210	AT	E6	M	1205
12/6/2019	A210	AT	E7	F	42
12/6/2019	A210	AT	E7	M	539
12/6/2019	A210	AT	E8	F	19
12/6/2019	A210	AT	E8	M	296
12/6/2019	A220	AV <sup>4</sup>	E9	F	4
12/6/2019	A220	AV <sup>4</sup>	E9	M	117
12/6/2019	A400	AC	E1	M	2
12/6/2019	A400	AC	E2	F	15
12/6/2019	A400	AC	E2	M	75
12/6/2019	A400	AC	E3	F	47
12/6/2019	A400	AC	E3	M	245
12/6/2019	A400	AC	E4	F	93
12/6/2019	A400	AC	E4	M	270
12/6/2019	A400	AC	E5	F	220

12/6/2019	A400	AC	E5	M	664
12/6/2019	A400	AC	E6	F	140
12/6/2019	A400	AC	E6	M	451
12/6/2019	A400	AC	E7	F	28
12/6/2019	A400	AC	E7	M	127
12/6/2019	A400	AC	E8	F	10
12/6/2019	A400	AC	E8	M	37
12/6/2019	A400	AC	E9	F	2
12/6/2019	A400	AC	E9	M	21
12/6/2019	A410	AG	E1	M	1
12/6/2019	A410	AG	E2	F	9
12/6/2019	A410	AG	E2	M	18
12/6/2019	A410	AG	E3	F	26
12/6/2019	A410	AG	E3	M	74
12/6/2019	A410	AG	E4	F	46
12/6/2019	A410	AG	E4	M	110
12/6/2019	A410	AG	E5	F	76
12/6/2019	A410	AG	E5	M	243
12/6/2019	A410	AG	E6	F	56
12/6/2019	A410	AG	E6	M	249
12/6/2019	A410	AG	E7	F	31
12/6/2019	A410	AG	E7	M	97
12/6/2019	A410	AG	E8	F	1
12/6/2019	A410	AG	E8	M	32
12/6/2019	A410	AG	E9	F	3
12/6/2019	A410	AG	E9	M	8
12/6/2019	A420	AO	E1	F	1
12/6/2019	A420	AO	E1	M	16
12/6/2019	A420	AO	E2	F	54
12/6/2019	A420	AO	E2	M	354
12/6/2019	A420	AO	E3	F	499
12/6/2019	A420	AO	E3	M	1281
12/6/2019	A420	AO	E4	F	573
12/6/2019	A420	AO	E4	M	1168
12/6/2019	A420	AO	E5	F	614
12/6/2019	A420	AO	E5	M	1483
12/6/2019	A420	AO	E6	F	213
12/6/2019	A420	AO	E6	M	1086
12/6/2019	A420	AO	E7	F	54
12/6/2019	A420	AO	E7	M	504
12/6/2019	A420	AO	E8	F	11
12/6/2019	A420	AO	E8	M	123
12/6/2019	A420	AO	E9	F	5
12/6/2019	A420	AO	E9	M	31
12/6/2019	A430	AS	E1	M	2
12/6/2019	A430	AS	E2	F	8
12/6/2019	A430	AS	E2	M	34

12/6/2019	A430	AS	E3	F	52
12/6/2019	A430	AS	E3	M	209
12/6/2019	A430	AS	E4	F	74
12/6/2019	A430	AS	E4	M	368
12/6/2019	A430	AS	E5	F	142
12/6/2019	A430	AS	E5	M	570
12/6/2019	A430	AS	E6	F	37
12/6/2019	A430	AS	E6	M	286
12/6/2019	A430	AS	E7	F	10
12/6/2019	A430	AS	E7	M	96
12/6/2019	A430	AS	E8	F	3
12/6/2019	A430	AS	E8	M	55
12/6/2019	A430	AS	E9	M	8
12/6/2019	A440	AZ	E1	F	1
12/6/2019	A440	AZ	E1	M	5
12/6/2019	A440	AZ	E2	F	33
12/6/2019	A440	AZ	E2	M	61
12/6/2019	A440	AZ	E3	F	74
12/6/2019	A440	AZ	E3	M	153
12/6/2019	A440	AZ	E4	F	160
12/6/2019	A440	AZ	E4	M	303
12/6/2019	A440	AZ	E5	F	406
12/6/2019	A440	AZ	E5	M	709
12/6/2019	A440	AZ	E6	F	150
12/6/2019	A440	AZ	E6	M	392
12/6/2019	A440	AZ	E7	F	108
12/6/2019	A440	AZ	E7	M	193
12/6/2019	A440	AZ	E8	F	14
12/6/2019	A440	AZ	E8	M	35
12/6/2019	A440	AZ	E9	F	1
12/6/2019	A440	AZ	E9	M	13
12/6/2019	A450	PR	E1	F	2
12/6/2019	A450	PR	E1	M	4
12/6/2019	A450	PR	E2	F	24
12/6/2019	A450	PR	E2	M	55
12/6/2019	A450	PR	E3	F	83
12/6/2019	A450	PR	E3	M	134
12/6/2019	A450	PR	E4	F	133
12/6/2019	A450	PR	E4	M	225
12/6/2019	A450	PR	E5	F	167
12/6/2019	A450	PR	E5	M	481
12/6/2019	A450	PR	E6	F	59
12/6/2019	A450	PR	E6	M	316
12/6/2019	A450	PR	E7	F	15
12/6/2019	A450	PR	E7	M	116
12/6/2019	A450	PR	E8	F	3
12/6/2019	A450	PR	E8	M	17

12/6/2019	A450	PR	E9	F	1
12/6/2019	A450	PR	E9	M	7
12/6/2019	A505	AWR	E3	F	3
12/6/2019	A505	AWR	E3	M	89
12/6/2019	A505	AWR	E4	F	1
12/6/2019	A505	AWR	E4	M	40
12/6/2019	A505	AWR	E5	F	4
12/6/2019	A505	AWR	E5	M	259
12/6/2019	A505	AWR	E6	F	1
12/6/2019	A505	AWR	E6	M	196
12/6/2019	A505	AWR	E7	F	1
12/6/2019	A505	AWR	E7	M	71
12/6/2019	A505	AWR	E8	M	35
12/6/2019	A505	AWR	E9	M	9
12/6/2019	A510	AWS	E1	M	1
12/6/2019	A510	AWS	E2	M	2
12/6/2019	A510	AWS	E3	F	8
12/6/2019	A510	AWS	E3	M	165
12/6/2019	A510	AWS	E4	F	1
12/6/2019	A510	AWS	E4	M	59
12/6/2019	A510	AWS	E5	F	27
12/6/2019	A510	AWS	E5	M	556
12/6/2019	A510	AWS	E6	F	6
12/6/2019	A510	AWS	E6	M	274
12/6/2019	A510	AWS	E7	M	116
12/6/2019	A510	AWS	E8	F	1
12/6/2019	A510	AWS	E8	M	36
12/6/2019	A510	AWS	E9	M	13
12/6/2019	A520	AWO	E3	F	22
12/6/2019	A520	AWO	E3	M	136
12/6/2019	A520	AWO	E4	F	33
12/6/2019	A520	AWO	E4	M	167
12/6/2019	A520	AWO	E5	F	70
12/6/2019	A520	AWO	E5	M	429
12/6/2019	A520	AWO	E6	F	28
12/6/2019	A520	AWO	E6	M	309
12/6/2019	A520	AWO	E7	F	9
12/6/2019	A520	AWO	E7	M	129
12/6/2019	A520	AWO	E8	F	2
12/6/2019	A520	AWO	E8	M	40
12/6/2019	A520	AWO	E9	M	9
12/6/2019	A530	AWF	E3	F	4
12/6/2019	A530	AWF	E3	M	31
12/6/2019	A530	AWF	E4	F	9
12/6/2019	A530	AWF	E4	M	41
12/6/2019	A530	AWF	E5	F	31
12/6/2019	A530	AWF	E5	M	170

12/6/2019	A530	AWF	E6	F	11
12/6/2019	A530	AWF	E6	M	128
12/6/2019	A530	AWF	E7	F	3
12/6/2019	A530	AWF	E7	M	75
12/6/2019	A530	AWF	E8	M	20
12/6/2019	A530	AWF	E9	M	4
12/6/2019	A550	AWV	E1	M	1
12/6/2019	A550	AWV	E2	F	1
12/6/2019	A550	AWV	E3	F	8
12/6/2019	A550	AWV	E3	M	42
12/6/2019	A550	AWV	E4	F	6
12/6/2019	A550	AWV	E4	M	54
12/6/2019	A550	AWV	E5	F	21
12/6/2019	A550	AWV	E5	M	103
12/6/2019	A550	AWV	E6	F	6
12/6/2019	A550	AWV	E6	M	88
12/6/2019	A550	AWV	E7	F	2
12/6/2019	A550	AWV	E7	M	42
12/6/2019	A550	AWV	E8	M	13
12/6/2019	A550	AWV	E9	M	2
12/6/2019	M500	AN <sup>5</sup>	E1	F	62
12/6/2019	M500	AN <sup>5</sup>	E1	M	459
12/6/2019	M500	AN <sup>5</sup>	E2	F	163
12/6/2019	M500	AN <sup>5</sup>	E2	M	552
12/6/2019	M500	AN <sup>5</sup>	E3	F	132
12/6/2019	M500	AN <sup>5</sup>	E3	M	536

NOTES (Superscript numbers in RATING column):

1. AB is a compression rating at the E9 paygrade. ABE, ABF, and ABH become AB when Sailors advance to E9
2. AF is a compression rating at the E9 paygrade. AD and AM become AF when Sailors advance to E9
3. AM is a compression rating at the E8 paygrade. AM and AME become AM when Sailors advance to E8
4. AV is a compression rating at the E9 paygrade. AE and AT become AV when Sailors advance to E9
5. AN is the rating title assigned to Aviation Sailors in Recruit Training

## INFORMATION PAPER

Subj: DECEMBER 2019 QBM FOLLOW-UP QUESTION FROM DACOWITS

1. Purpose. To provide a written response to DACOWITS RFI 5A – Women in Aviation, sub-RFI ii, written as follows: “Provide the top five documented reasons for requesting waivers for ascension into the aviation community, by number and percent, by gender for officer and enlisted. Include numbers and percentages granted and denied.”

2. MCRC Response

Per DoDI 1304.32 (*Military Services Recruiting Related Reports*): “The Department of Defense defines a waiver as a formal request to consider the suitability for service of an applicant who because of inappropriate conduct, dependency status, current or past medical conditions, or drug use may not be qualified to serve. Upon the completion of a thorough examination using a “whole person” review, the applicant may be granted a waiver. The applicant must have displayed sufficient mitigating circumstances that clearly justify waiver consideration. The Secretaries of the Military Departments are the final approval authority for all waivers.”

If an accession (enlisted recruit or officer candidate) with an aircrew (AG) PEF or air contract required a waiver and was denied, they would have not accessed into the aviation community.

MCRC compiled three years’ worth of data (FY’s 2017-2019) to answer this RFI.

3. Enlisted Data

MCRC shipped 1,270 AG PEFs during this period; 1,157 males, and 113 females.

1,143 (90%) AG PEFs did not require a waiver to access (1,041 male, 102 female).

Of the 127 AG PEFs who required waivers, a total of 201 waivers were authorized.

The top five reasons AG PEF accessions required waivers are listed in table 1.

	Waiver Code	Total	% of waivers	Males	% of waivers	Females	% of waivers
1	HCB	115	57.21%	102	50.75%	13	6.47%
2	HBE	51	25.37%	47	23.38%	4	1.99%
3	HBD	20	9.95%	20	9.95%	0	0.00%
4	BBD	12	5.97%	10	4.98%	2	1.00%
5	BBC	1	0.50%	1	0.50%	0	0.00%

Table 1 – Top five waiver codes approved for AG PEF accessions, FY2017-2019

Codes Explained

HCB: Medical/Physical, Medical Waiver (BUMED), approved at MCRC level

HBE: Medical/Physical, Weight/Body Fat Percentage Waiver, approved at RS level

HBD: Medical/Physical, Weight/Body Fat Percentage Waiver, approved at District level

BBD: Dependency Waiver, approved at District level

BBC: Dependency Waiver, approved at Region level

Subj: DECEMBER 2019 QMB FOLLOW-UP QUESTION FROM DACOWITS

#### 4. Officer Data

MCRC commissioned 1,337 aviation officers during this period; 1,230 males, and 107 females.

1,261 (94.32%) of the aviation officers did not require a waiver to access (1,161 male, 100 female).

Of the 76 (69 male, 7 female) aviation officers who required waivers, a total of 143 waivers were authorized.

The top five reasons aviation officer required waivers are listed in table 2.

	Waiver Code	Total	% of waivers	Males	% of waivers	Females	% of waivers
1	BBD	50	65.79%	50	65.79%	0	0.00%
2	DCB	41	53.95%	37	48.68%	4	5.26%
3	BBE	31	40.79%	31	40.79%	0	0.00%
4	DDB	17	22.37%	11	14.47%	6	7.89%
5	BBC	4	5.26%	1	1.32%	3	3.95%

Table 2 – Top five waiver codes approved for aviation officers, FY2017-2019

#### Codes Explained

BBD: Dependency Waiver, approved at District level

DCB: Adversely adjudicated non-traffic offenses, approved at MCRC level

BBE: Dependency Waiver, approved at RS level

DDB: Misconduct Offense, dropped, dismissed, expunged, or reduced charge, approved at MCRC level

BBC: Dependency Waiver, approved at Region level

Prepared by: G-3 Plans & Research, Marine Corps Recruiting Command





DEPARTMENT OF THE AIR FORCE  
WASHINGTON DC

23 December 19

MEMORANDUM FOR AF/A3

FROM: AF/ACTF

SUBJECT: DACOWITS Requests for Information, Follow-Up Questions, December 2019  
Quarterly Business Meeting (HAF191211OSSC)

1. This memorandum provides responses to the AF/A1 tasker received 18 December 2019 requesting responses to follow-up questions for the Defense Advisory Committee on Women in Services (DACOWITS) RFI 5A - Women in Aviation from December QBM (Tab 1 Original Documents).

2. RFI 5A – Women in Aviation:

i. *Does your Service have a dedicated Service specific women in aviation symposium? Separate from Women in Aviation International, Joint Women Leadership Symposium, or other joint conferences.*

a. Currently, the USAF does not have a dedicated Service specific women in aviation symposium.

ii. *Provide the top five documented reasons for requesting waivers for ascension into the aviation community, by number and percent, by gender for officer and enlisted. Include numbers and percentages granted and denied.*

a. The USAF system used to manage aviation waivers was not designed to answer this type of question, and therefore the information is not readily or easily available. While there is value to understanding medical conditions that require waiver, and what those outcomes might have been, this particular effort is one that would require large amounts of research and time to answer as it would involve looking at each waiver individually that was requested in the last three years.

iv. *Army, Marine Corps, Air Force: A breakdown of officer aircrew O-6 and above by gender, rank, and MOS.*

Air Force Specialty Code (AFSC)	RANK	MALE	FEMALE	% FEMALE
11B (Bomber Pilot)	O-6	40	2	4.76%
	O-7	3	1	25.00%
	O-8	3	0	0.00%
	O-9	5	0	0.00%
	O-10	2	0	0.00%
	<b>TOTAL</b>	53	3	5.36%

<b>11E (Experimental Test Pilot)</b>	O-6	25	0	0.00%
	O-7	4	0	0.00%
	O-8	3	1	25.00%
	O-9	0	1	100.00%
	O-10	0	0	0.00%
	<b>TOTAL</b>	<b>32</b>	<b>2</b>	<b>5.88%</b>
<b>11F (Fighter Pilot)</b>	O-6	202	10	4.72%
	O-7	37	0	0.00%
	O-8	19	1	5.00%
	O-9	10	0	0.00%
	O-10	6	0	0.00%
	<b>TOTAL</b>	<b>274</b>	<b>11</b>	<b>3.86%</b>
<b>11H (Helicopter Pilot)</b>	O-6	32	1	3.03%
	O-7	1	0	0.00%
	O-8	1	0	0.00%
	O-9	0	0	0.00%
	O-10	0	0	0.00%
	<b>TOTAL</b>	<b>34</b>	<b>1</b>	<b>2.86%</b>
<b>11M (Mobility Pilot)</b>	O-6	192	11	5.41%
	O-7	18	1	5.26%
	O-8	14	0	0.00%
	O-9	6	0	0.00%
	O-10	0	0	0.00%
	<b>TOTAL</b>	<b>230</b>	<b>12</b>	<b>4.96%</b>
<b>11R (Reconnaissance/Surveillance/Electronic Warfare Pilot)</b>	O-6	20	3	13.04%
	O-7	1	0	0.00%
	O-8	1	0	0.00%
	O-9	0	0	0.00%
	O-10	0	0	0.00%
	<b>TOTAL</b>	<b>22</b>	<b>3</b>	<b>13.00%</b>
<b>11S (Special Operations Pilot)</b>	O-6	50	2	3.83%
	O-7	6	0	0.00%
	O-8	8	0	0.00%
	O-9	3	0	0.00%
	O-10	0	0	0.00%
	<b>TOTAL</b>	<b>67</b>	<b>2</b>	<b>2.90%</b>
<b>11U (Remotely Piloted Aircraft Pilot)</b>	O-6	16	1	5.88%
	O-7	2	0	0.00%
	O-8	0	0	0.00%
	O-9	0	0	0.00%
	O-10	0	0	0.00%
	<b>TOTAL</b>	<b>18</b>	<b>1</b>	<b>5.26%</b>

<b>12B (Bomber Combat Systems Officer)</b>	O-6	42	0	0.00%
	O-7	1	0	0.00%
	O-8	0	0	0.00%
	O-9	0	0	0.00%
	O-10	0	0	0.00%
	<b>TOTAL</b>	<b>43</b>	<b>0</b>	<b>0.00%</b>
<b>12F (Fighter Combat Systems Officer)</b>	O-6	30	1	3.23%
	O-7	0	0	0.00%
	O-8	1	0	0.00%
	O-9	1	0	0.00%
	O-10	0	0	0.00%
	<b>TOTAL</b>	<b>32</b>	<b>1</b>	<b>3.03%</b>
<b>12H (Rescue Combat Systems Officer)</b>	O-6	3	0	0.00%
	O-7	0	0	0.00%
	O-8	0	0	0.00%
	O-9	0	0	0.00%
	O-10	0	0	0.00%
	<b>TOTAL</b>	<b>3</b>	<b>0</b>	<b>0.00%</b>
<b>12M (Mobility Combat Systems Officer)</b>	O-6	41	5	10.87%
	O-7	1	0	0.00%
	O-8	2	0	0.00%
	O-9	0	0	0.00%
	O-10	0	0	0.00%
	<b>TOTAL</b>	<b>44</b>	<b>5</b>	<b>10.20%</b>
<b>12R (Reconnaissance/Surveillance/Electronic Warfare Combate Systems Officer)</b>	O-6	31	1	3.13%
	O-7	0	0	0.00%
	O-8	1	0	0.00%
	O-9	0	0	0.00%
	O-10	0	0	0.00%
	<b>TOTAL</b>	<b>32</b>	<b>1</b>	<b>3.03%</b>
<b>12S (Special Operations Combat Systems Officer)</b>	O-6	33	3	8.33%
	O-7	2	1	33.33%
	O-8	0	0	0.00%
	O-9	1	0	0.00%
	O-10	0	0	0.00%
	<b>TOTAL</b>	<b>36</b>	<b>4</b>	<b>10.00%</b>
<b>12U (Remotely Piloted Aircraft Combat Systems Officer)</b>	O-6	2	0	0.00%
	O-7	0	0	0.00%
	O-8	0	0	0.00%
	O-9	0	0	0.00%
	O-10	0	0	0.00%
	<b>TOTAL</b>	<b>2</b>	<b>0</b>	<b>0.00%</b>

<b>13B (Air Battle Manager)</b>	O-6	57	3	5.00%
	O-7	1	0	0.00%
	O-8	1	0	0.00%
	O-9	0	0	0.00%
	O-10	0	0	0.00%
	<b>TOTAL</b>	<b>59</b>	<b>3</b>	<b>4.84%</b>
<b>18R (Reconnaissance Remotely Piloted Aircraft Pilot)</b>	O-6	1	0	0.00%
	O-7	0	0	0.00%
	O-8	0	0	0.00%
	O-9	0	0	0.00%
	O-10	0	0	0.00%
	<b>TOTAL</b>	<b>1</b>	<b>0</b>	<b>0.00%</b>
<b>18S (Special Operations Remotely Piloted Aircraft Pilot)</b>	O-6	3	0	0.00%
	O-7	1	0	0.00%
	O-8	0	0	0.00%
	O-9	0	0	0.00%
	O-10	0	0	0.00%
	<b>TOTAL</b>	<b>4</b>	<b>0</b>	<b>0.00%</b>
<b>Grand Total</b>	O-6	820	43	4.98%
	O-7	78	3	3.70%
	O-8	54	2	3.57%
	O-9	26	1	3.70%
	O-10	8	0	0.00%
	<b>TOTAL</b>	<b>986</b>	<b>49</b>	<b>4.74%</b>

- v. *Air Force: Provide the delivery schedule for the T-7 as well as the training / implementation schedule for its use in pilot training.*
- a. The T-7A Red Hawk was recently selected for initial procurement. It has not been through Air Force Materiel Command and Air Education and Training Command implementation planning and as such has not commenced initial delivery, initial operation capability, nor begun it's Developmental or Operational Testing milestones as outlined in established acquisition procedures and guidelines. The T-7A is designed to replace the T-38B as a supersonic jet trainer to prepare pilots selected to go into Combat Air Force platforms for missions and employment in 5th Generation Fighter Aircraft.

**SUBJ:** DACOWITS RFI 5A - Dec QBM – Additional Information Request

**FROM:** Personnel Service Center, Personnel Services Division, Medical Administration Branch (PSC-PSD-MED)

**TO:** DACOWITS Committee

**THRU:** Office of Diversity & Inclusion (CG-127)

**RFI 5A – Women in Aviation:**

**Military Services:**

ii. Provide the top five documented reasons for requesting waivers for ascension into the aviation community, by number and percent, by gender for officer and enlisted. Include numbers and percentages granted and denied.

The Committee requests a **WRITTEN RESPONSE**.

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**CG Response:**

The top five documented reasons for requesting waivers that have been tracked over the past 3 years are for Officers and Enlisted are detailed below.

**1. Officer (Female):**

- 1) Labs, Medical Misc.
- 2) Optometry Conditions
- 3) Migraines/Headaches
- 4) Mental Health
- 5) Anemia or other Labs

**Number of Waivers; % Granted/Denied:**

2017: 6 (100% granted)

2018: 6 (100% granted)

2019: 7 (100% granted)

**2. Officer (Male):**

- 1) Ortho: Back/Neck
- 2) Sleep Apnea
- 3) Optometry Conditions (doesn't include PRK/Lasik Surgery)
- 4) PRK/Lasik Surgery
- 5) Mental Health

Number of Waivers; % Granted/Denied:

2017: 26 (96% granted; 4% denied)  
2018: 30 (93%% granted; 7% denied)  
2019: 39 (92% granted; 8% denied)

**3. Enlisted (Female):**

- 1) Optometry Conditions
- 2) Mental Health
- 3) Labs, Medical Misc.
- 4) Ortho: Back/Neck/Other
- 5) Sleep Apnea

Number of Waivers; % Granted/Denied:

2017: 11 (100% granted)  
2018: 10 (90% granted; 10% denied)  
2019: 8 (100% granted)

**4. Enlisted (Male):**

- 1) Sleep Apnea
- 2) Ortho: Back/Neck/Other
- 3) Optometry Conditions
- 4) Mental Health
- 5) Substance Use

Number of Waivers; % Granted/Denied:

2017: 102 (98% granted; 2% denied)  
2018: 103 (98% granted; 2% denied)  
2019: 115 (96% granted; 4% denied)