



DACOWITS RFI 5a

Women in Aviation

4 Dec 2019

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Women in Aviation – Rated

a. Provide total number of women by aviation platform.

AH-64 Apache Helicopter (15A/B, 152E/H): 4.2% Female, 82 Female out of 1,953 total

UH-60 Blackhawk Helicopter (15A/B, 153D/M): 8.3% Female, 258 Female out of 3,117 total

CH-47 Chinook Helicopter (15A/B, 154C/F): 4.4% Female, 26 Female out of 596 total

Fix-Wing Aircraft (15A/B, 155E): 6.4% Female, 39 Female out of 610 total

Army Special Operations Aviation (ARSOA): 3.6% Female, 16 Female out of 450 total

Unmanned Aerial Vehicle, Maintenance Tech., Air Traffic Tech. (150A/U, 151A): 4.2% Female, 28 Female out of 659 total

OH-58 Kiowa Warrior w/ no transition (15A/B, 152D): 13.2% Female, 7 Female out of 53 total

Primary Military Occupation Specialty (PMOS) 153A or Pilot Status 2: 10.1% Female, 8 Female out of 79 total Warrant Officers

Initial Training: 7.5% Female, 107 Female out of 1436 total

b. What is the percentage of women in aviation by rank/MOS?

CW2/WO1: 4.7% Female, 140 Females out of the 2990

CW3: 2.9% Female, 42 Females out of the 1,1473

CW4: 1.3% Female, 11 Females out of the 837

CW5: 2.7% Female, 7 Females out of the 259

LT: 10.2% Female, 85 Females out of the 837

CPT: 10.5% Female, 146 Females out of the 1387

MAJ: 9.2% Female, 57 Females out of the 621

LTC: 5.8% Female, 21 Females out of the 413

COL: 4.3% Female, 8 Females out of the 186



Women in Aviation – Non-Rated

a. Provide total number of women by aviation platform.

Unmanned Aircraft Systems (15E/W): 8% Female, 314 Female out of 4,133 total 15E/Ws on Active Duty in Career Management Field (CMF) 15

UH-60 Blackhawk Helicopter (15T): 6% Female, 269 Female out of 4,676 total 15Ts on Active Duty in CMF 15

CH-47 Chinook Helicopter (15U): 3% Female, 80 Female out of 2,597 total 15Us on Active Duty in CMF 15

AH-64 Apache Helicopter (15R): 7% Female, 238 Female out of 3,605 total 15Rs on Active Duty in CMF 15

Aircraft Immaterial/Support (15B/D/F/H/K/L/N/P/Q/Y/Z): 10% Female, 934 Female out of 9,511 total support and aircraft agnostic maintenance personnel on Active Duty in CMF 15

b. What is the percentage of women in aviation by rank/MOS?

PV1 (E-1): 11% Female, 136 Females out of the 1,278 Privates (E-1) on Active Duty in CMF 15

PVT (E-2): 9% Female, 157 Females out of the 1,811 Privates on Active Duty in CMF 15

PFC (E-3): 10% Female, 283 Females out of the 2,965 Privates First Class on Active Duty in CMF 15

SPC (E-4): 8% Female, 573 Females out of the 6,989 Specialists/Corporals on Active Duty in CMF 15

SGT (E-5): 8% Female, 367 Females out of the 4,320 Sergeants on Active Duty in CMF 15

SSG (E-6): 7% Female, 208 Females out of the 3,113 Staff Sergeants on Active Duty in CMF 15

SFC (E-7): 5% Female, 75 Females out of the 1,559 Sergeants First Class on Active Duty in CMF 15

MSG/1SG (E-8): 6% Female, 28 Females out of the 488 Master Sergeants/First Sergeants on Active Duty in CMF 15

SGM/CSM (E-9): 5% Female, 8 Females out of the 164 Sergeants Major/Command Sergeants Major on Active Duty in CMF 15



Women in Aviation - Barriers

c. What barriers have you identified that may hinder women's ascension into aviation specialties (e.g., equipment, anthropomorphic measures, etc.)?

There are no aviation proponent policies that hinder women accessions. However, there are anthropomorphic limitations (height, reach, etc.) based on airframe dimensions. Females have historically been more likely to require a waiver than males; all waivers (male & female) are processed by the US Army Aeromedical Research Lab.

d. What barriers have you identified that may limit women's promotion potential once in the aviation specialties (i.e., berthing limitations, facilities, deployment time, etc.)?

We are not aware of any barriers that limit women's promotion potential in aviation. Department of the Army Officer Selection Board Policy ensures that all Board Memberships mirror the eligible population with women and minority representation, ensuring a fair and equitable promotion board process.



Women in Aviation - Initiatives

e. What initiatives (current or planned) are being pursued to increase women in the aviation community?

The Army Aviation Center of Excellence has a Branch Awareness Program that markets aviation career fields to prospective applicants, regardless of gender. As part of this effort, Aviation Branch actively recruits females (and other minorities) during airshows, unit visits, and other venues. Female pilots frequently work in Army aviation static displays with the most recent being in 2019 at Experimental Aircraft Association (EAA) Airventure and Helicopter Association International (HAI) Heli-Expo air shows. During the past three Airventure air shows, Aviation Branch has also hosted the "Girls in Aviation" camp at the static display site. During these visits, Army aviators talk to high school girls about unit missions, aircraft, and methods to become an Army aviator. Multiple women have applied and been selected from these interactions.

In 2017, Aviation Branch selected a female pilot in training to be highlighted in the DoD-wide "Futures" magazine. This magazine is sent to high schools across the Nation to inform students about opportunities within the U.S. Armed Forces.

Lastly, during the last Warrant Officer Selection Board, over 14% of the applicants were female, which is an increase of 4% from 5 years ago.