

Headquarters U.S. Air Force

Integrity - Service - Excellence

RFI 5A Women in Aviation



U.S. AIR FORCE

AF/A3K
4 Dec19



Purpose

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- **Total numbers of women aviators**
 - Career Enlisted Aviation
 - Rated Aviation

- **Breakout of percentage of women in aviation by rank and Air Force Specialty Code (AFSC)**

- **Identified barriers that may hinder women's ascension into aviation specialties**

- **Identified barriers that may limit women's promotion potential once in the aviation specialties**

- **Current/planned initiatives being pursued to increase women in the aviation community**



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a. Total Force Career Enlisted Aviator Manning

Control AFSC	RANK	TOTAL	FEMALE	MALE	% FEMALE
1A0XX - Boom Operator	AB	28	7	21	25%
	AMN	27	4	23	15%
	A1C	202	28	174	14%
	SRA	173	23	150	13%
	SSGT	383	50	333	13%
	TSGT	385	41	344	11%
	MSGT	327	28	299	9%
	SMSGT	124	6	118	5%
	CMSGT	45	3	42	7%
	TOTAL	1694	190	1504	11%
1A1XX - Flight Engineer	AB	0	0	0	0%
	AMN	0	0	0	0%
	A1C	21	1	20	5%
	SRA	62	8	54	13%
	SSGT	264	12	252	5%
	TSGT	432	17	415	4%
	MSGT	400	11	389	3%
	SMSGT	127	4	123	3%
	CMSGT	45	0	45	0%
	TOTAL	1351	53	1298	4%



a. Total Force Career Enlisted Aviator Manning

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Control AFSC	RANK	TOTAL	FEMALE	MALE	% FEMALE
1A2XX - Load Master	AB	75	17	58	23%
	AMN	80	15	65	19%
	A1C	641	124	517	19%
	SRA	591	81	510	14%
	SSGT	856	111	745	13%
	TSGT	945	72	873	8%
	MSGT	840	56	784	7%
	SMSGT	255	20	235	8%
	CMSGT	88	6	82	7%
	TOTAL	4371	502	3869	11%
1A3XX - Airborne Mission Systems	AB	59	12	47	20%
	AMN	66	6	60	9%
	A1C	456	65	391	14%
	SRA	291	41	250	14%
	SSGT	394	51	343	13%
	TSGT	345	37	308	11%
	MSGT	302	35	267	12%
	SMSGT	72	3	69	4%
	CMSGT	24	3	21	13%
	TOTAL	2009	253	1756	13%



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a. Total Force Career Enlisted Aviator Manning

Control AFSC	RANK	TOTAL	FEMALE	MALE	% FEMALE
1A6XX - Flight Attendant	AB	1	1	0	100%
	AMN	1	1	0	100%
	A1C	19	8	11	42%
	SRA	17	11	6	65%
	SSGT	104	55	49	53%
	TSGT	94	47	47	50%
	MSGT	66	40	26	61%
	SMSGT	13	9	4	69%
	CMSGT	34	13	21	38%
	TOTAL	349	185	164	53%
1A8X1 - Airborne Cryptologic Language Analyst	AB	50	7	43	14%
	AMN	14	4	10	29%
	A1C	500	120	380	24%
	SRA	455	99	356	22%
	SSGT	441	100	341	23%
	TSGT	212	33	179	16%
	MSGT	130	16	114	12%
	SMSGT	2	1	1	50%
	CMSGT	0	0	0	0%
	TOTAL	1804	380	1424	21%



a. Total Force Career Enlisted Aviator Manning

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Control AFSC	RANK	TOTAL	FEMALE	MALE	% FEMALE
1A8X2 - Airborne ISR Operator	AB	13	1	12	8%
	AMN	17	5	12	29%
	A1C	134	21	113	16%
	SRA	96	14	82	15%
	SSGT	128	13	115	10%
	TSGT	102	10	92	10%
	MSGT	69	8	61	12%
	SMSGT	0	0	0	0%
	CMSGT	1	1	0	100%
	TOTAL	560	73	487	13%
1A8X0 - Senior Enlisted Management, Airborne Cryptologic Language Analyst/Airbor ne ISR Operator	AB	0	0	0	0%
	AMN	0	0	0	0%
	A1C	0	0	0	0%
	SRA	0	0	0	0%
	SSGT	0	0	0	0%
	TSGT	0	0	0	0%
	MSGT	1	0	1	0%
	SMSGT	31	4	27	13%
	CMSGT	12	3	9	25%
TOTAL	44	7	37	16%	



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a. Total Force Career Enlisted Aviator Manning

Control AFSC	RANK	TOTAL	FEMALE	MALE	% FEMALE
1A9XX - Special Missions Aviation	AB	31	2	29	6%
	AMN	25	0	25	0%
	A1C	174	9	165	5%
	SRA	144	11	133	8%
	SSGT	382	12	370	3%
	TSGT	315	7	308	2%
	MSGT	223	7	216	3%
	SMSGT	54	3	51	6%
	CMSGT	22	0	22	0%
	TOTAL	1370	51	1319	4%
1U0XX - Sensor Operator	AB	49	11	38	22%
	AMN	47	15	32	32%
	A1C	427	95	332	22%
	SRA	309	44	265	14%
	SSGT	449	50	399	11%
	TSGT	450	40	410	9%
	MSGT	329	20	309	6%
	SMSGT	76	1	75	1%
	CMSGT	26	1	25	4%
	TOTAL	2162	277	1885	13%



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a. Total Force Career Enlisted Aviator Manning

Control AFSC	RANK	TOTAL	FEMALE	MALE	% FEMALE
1U1XX - Enliste	AB	0	0	0	0%
	AMN	0	0	0	0%
	A1C	0	0	0	0%
	SRA	0	0	0	0%
	SSGT	18	0	18	0%
	TSGT	31	0	31	0%
	MSGT	14	0	14	0%
	SMSGT	5	0	5	0%
	CMSGT	1	0	1	0%
	TOTAL	69	0	69	0%

GRAND TOTAL	TOTAL	FEMALE	MALE	%FEMALE
	15783	1971	13812	12%



a. Total Force Rated Aviator Manning (O-1 – O-5)

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Aviation Platform	RANK	MALE	FEMALE	% FEMALE
A-10 (Pilot)	2 Lt	4	1	20.00%
	1 Lt	50	3	5.66%
	Capt	125	8	6.02%
	Maj	72	3	4.00%
	Lt Col	99	2	1.98%
	TOTAL	350	17	4.63%
	AC-130H (Pilot/CSO)	Capt	1	0
Maj		2	1	10.00%
Lt Col		6	0	0.00%
TOTAL		9	1	10.00%
AC-130J (Pilot)	2 Lt	2	1	25.00%
	1 Lt	14	2	8.70%
	Capt	17	2	8.00%
	Maj	15	0	0.00%
	Lt Col	8	2	15.38%
	TOTAL	56	7	11.11%
	AC-130U (Pilot/CSO)	1 Lt	2	0
Capt		22	2	8.33%
Maj		20	0	0.00%
Lt Col		15	1	6.25%
TOTAL		59	3	4.84%

Aviation Platform	RANK	MALE	FEMALE	% FEMALE
AC-130W (Pilot/CSO)	2 Lt	5	0	0.00%
	1 Lt	12	2	14.29%
	Capt	63	8	11.27%
	Maj	44	2	4.35%
	Lt Col	25	0	0.00%
	TOTAL	149	12	7.45%
	B-1 (Pilot/CSO)	2 Lt	7	0
1 Lt		36	7	16.28%
Capt		152	10	6.17%
Maj		126	12	8.70%
Lt Col		121	7	5.47%
TOTAL		442	36	7.53%
B-2 (Pilot/CSO)	2 Lt	3	0	0.00%
	1 Lt	6	0	0.00%
	Capt	54	4	6.90%
	Maj	28	0	0.00%
	Lt Col	50	1	1.96%
	TOTAL	141	5	3.42%
	B-52 (Pilot/CSO)	2 Lt	17	0
1 Lt		101	15	12.93%
Capt		286	22	7.14%
Maj		241	12	4.74%
Lt Col		153	7	4.38%
TOTAL		798	56	6.56%



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a. Total Force Rated Aviator Manning (O-1 – O-5)

Aviation Platform	RANK	MALE	FEMALE	% FEMALE
C-12 (Pilot)	1 Lt	4	0	0.00%
	Capt	3	0	0.00%
	Maj	2	0	0.00%
	TOTAL	9	0	0.00%
C-130E/H (Pilot/CSO)	2 Lt	1	0	0.00%
	1 Lt	8	1	11.11%
	Capt	24	1	4.00%
	Maj	98	14	12.50%
	Lt Col	123	15	10.87%
	TOTAL	254	31	10.88%
C-130J (Pilot)	2 Lt	15	2	11.76%
	1 Lt	94	12	11.32%
	Capt	309	21	6.36%
	Maj	262	20	7.09%
	Lt Col	120	6	4.76%
	TOTAL	800	61	7.08%
C-141 (Pilot)	Maj	1	0	0.00%
	TOTAL	1	0	0.00%

Aviation Platform	RANK	MALE	FEMALE	% FEMALE
C-145 (Pilot/CSO)	2 Lt	10	0	0.00%
	1 Lt	38	0	0.00%
	Capt	75	4	5.06%
	Maj	108	5	4.42%
	Lt Col	98	4	3.92%
	TOTAL	329	13	3.80%
C-17 (Pilot)	2 Lt	35	1	2.78%
	1 Lt	160	39	19.60%
	Capt	679	78	10.30%
	Maj	491	42	7.88%
	Lt Col	307	29	8.63%
	TOTAL	307	153	8.22%
C-21 (Pilot)	2 Lt	1	0	0.00%
	1 Lt	21	4	16.00%
	Capt	19	0	0.00%
	Maj	1	0	0.00%
	TOTAL	42	4	8.70%
	C-32 (Pilot)	Lt Col	1	0
TOTAL		0	0	0.00%



a. Total Force Rated Aviator Manning (O-1 – O-5)

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Aviation Platform	RANK	MALE	FEMALE	% FEMALE
C-5 (Pilot/CSO)	2 Lt	6	0	0.00%
	1 Lt	33	5	13.16%
	Capt	82	3	3.53%
	Maj	81	1	1.22%
	Lt Col	65	1	1.52%
	TOTAL	267	10	3.61%
CV-22 (Pilot)	2 Lt	1	0	0.00%
	1 Lt	27	2	6.90%
	Capt	77	6	7.23%
	Maj	61	4	6.15%
	Lt Col	28	0	0.00%
	TOTAL	194	12	5.83%
E-3 (Pilot/CSO)	2 Lt	4	1	20.00%
	1 Lt	46	9	16.36%
	Capt	176	21	10.67%
	Maj	97	7	6.73%
	Lt Col	47	3	6.00%
	TOTAL	370	41	9.98%
E-4 (Pilot/CSO)	Maj	11	1	8.33%
	Lt Col	22	0	0.00%
	TOTAL	33	1	2.94%

Aviation Platform	RANK	MALE	FEMALE	% FEMALE
E-8 (Pilot/CSO)	2 Lt	3	0	0.00%
	1 Lt	29	3	9.38%
	Capt	67	4	5.63%
	Maj	49	2	3.92%
	Lt Col	23	1	4.17%
	TOTAL	171	10	5.52%
EA-6B (CSO)	2 Lt	0	1	100.00%
	1 Lt	3	0	0.00%
	TOTAL	3	1	25.00%
EC-130E/H (Pilot/CSO)	2 Lt	5	1	16.67%
	1 Lt	34	8	19.05%
	Capt	139	19	12.03%
	Maj	74	8	9.76%
	Lt Col	50	6	10.71%
	TOTAL	302	42	10.40%
F-117 (Pilot)	Lt Col	1	0	0.00%
	TOTAL	1	0	0.00%
F-15 (Pilot)	2 Lt	1	0	0.00%
	1 Lt	30	0	0.00%
	Capt	83	1	1.19%
	Maj	34	0	0.00%
	Lt Col	57	0	0.00%
	TOTAL	205	1	0.49%



a. Total Force Rated Aviator Manning (O-1 – O-5)

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Aviation Platform	RANK	MALE	FEMALE	% FEMALE
F-15E (Pilot/CSO)	2 Lt	20	2	9.09%
	1 Lt	117	17	12.69%
	Capt	393	28	6.65%
	Maj	206	6	2.83%
	Lt Col	196	11	5.31%
	TOTAL	932	64	6.43%
F-16 (Pilot)	2 Lt	24	1	4.00%
	1 Lt	147	2	1.34%
	Capt	450	12	2.60%
	Maj	203	1	0.49%
	Lt Col	214	4	1.83%
	TOTAL	1038	20	1.89%
F-22 (Pilot)	2 Lt	5	0	0.00%
	1 Lt	29	0	0.00%
	Capt	123	4	3.15%
	Maj	24	0	0.00%
	Lt Col	63	0	0.00%
	TOTAL	244	4	1.61%
F-35 (Pilot)	2 Lt	1	0	0.00%
	1 Lt	14	0	0.00%
	Capt	104	5	4.59%
	Maj	66	1	1.49%
	Lt Col	81	0	0.00%
	TOTAL	266	6	2.21%

Aviation Platform	RANK	MALE	FEMALE	% FEMALE
HC-130J (Pilot/CSO)	1 Lt	22	9	29.03%
	Capt	64	14	17.95%
	Maj	47	6	11.32%
	Lt Col	24	2	7.69%
	TOTAL	157	31	16.49%
HC-130P/N (Pilot/CSO)	Maj	3	0	0.00%
	Lt Col	8	1	11.11%
	TOTAL	11	1	8.33%
HH-60 (Pilot)	2 Lt	3	0	0.00%
	1 Lt	26	3	10.34%
	Capt	136	15	9.93%
	Maj	100	5	4.76%
	Lt Col	58	1	1.69%
	TOTAL	323	24	6.92%
KC-10 (Pilot)	2 Lt	3	0	0.00%
	1 Lt	67	5	6.94%
	Capt	189	21	10.00%
	Maj	134	17	11.26%
	Lt Col	93	8	7.92%
	TOTAL	486	51	9.50%



a. Total Force Rated Aviator Manning (O-1 – O-5)

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Aviation Platform	RANK	MALE	FEMALE	% FEMALE
KC-135 (Pilot/CSO)	2 Lt	23	6	20.69%
	1 Lt	136	24	15.00%
	Capt	427	34	7.38%
	Maj	378	25	6.20%
	Lt Col	225	19	7.79%
	TOTAL	1189	108	8.33%
KC-46 (Pilot)	Capt	6	2	25.00%
	Maj	10	0	0.00%
	Lt Col	4	0	0.00%
	TOTAL	20	2	9.09%
MC-12 (Pilot)	Capt	34	0	0.00%
	Maj	8	0	0.00%
	Lt Col	7	0	0.00%
	TOTAL	49	0	0.00%
MC-130 (Pilot)	Lt Col	1	0	0.00%
	TOTAL	1	0	0.00%
MC-130H (Pilot/CSO)	2 Lt	2	1	33.33%
	1 Lt	18	2	10.00%
	Capt	43	5	6.10%
	Maj	68	5	8.77%
	Lt Col	51	2	3.88%
	TOTAL	182	16	8.08%

Aviation Platform	RANK	MALE	FEMALE	% FEMALE
MC-130J (Pilot/CSO)	1 Lt	43	7	14.00%
	Capt	88	13	12.87%
	Maj	95	12	11.88%
	Lt Col	46	1	2.13%
	TOTAL	272	33	10.82%
	MC-130P (Pilot/CSO)	Maj	6	0
Lt Col		18	2	10.00%
TOTAL		24	2	7.69%
MH-53 (Pilot)	Lt Col	2	0	0.00%
	TOTAL	2	0	0.00%
RC-135 (Pilot/CSO)	2 Lt	11	2	15.38%
	1 Lt	88	12	12.00%
	Capt	270	36	11.76%
	Maj	203	20	8.97%
	Lt Col	131	2	1.50%
	TOTAL	703	72	9.29%
RC-26 (CSO)	Lt Col	1	0	0.00%
	TOTAL	1	0	0.00%



a. Total Force Rated Aviator Manning (O-1 – O-5)

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Aviation Platform	RANK	MALE	FEMALE	% FEMALE
SUPT-H (Pilot)	1 Lt	5	1	16.67%
	Capt	6	0	0.00%
	TOTAL	11	1	8.33%
Test (Bomber) (Pilot/CSO)	Capt	4	0	0.00%
	Maj	26	0	0.00%
	Lt Col	10	0	0.00%
	TOTAL	40	0	0.00%
Test (Fighter) (Pilot/CSO)	Capt	7	0	0.00%
	Maj	35	1	2.78%
	Lt Col	54	1	1.82%
	TOTAL	96	2	2.04%
Test (Helo) (Pilot)	Maj	7	0	0.00%
	Lt Col	7	0	0.00%
	TOTAL	14	0	0.00%
Test (Mobility) (Pilot/CSO)	Capt	5	0	0.00%
	Maj	20	1	4.76%
	Lt Col	17	1	5.56%
	TOTAL	42	2	4.55%

Aviation Platform	RANK	MALE	FEMALE	% FEMALE
TR-1/U-2 (Pilot)	Capt	15	0	0.00%
	Maj	69	0	0.00%
	Lt Col	39	0	0.00%
	TOTAL	123	0	0.00%
Trainer (Pilot)	2 Lt	4	1	20.00%
	1 Lt	100	22	18.03%
	Capt	207	20	8.81%
	Maj	5	0	0.00%
	Lt Col	1	0	0.00%
	TOTAL	317	43	11.94%
U-28 (Pilot/CSO)	2 Lt	2	1	33.33%
	1 Lt	53	4	7.02%
	Capt	266	37	12.21%
	Maj	152	6	3.78%
	Lt Col	45	3	6.25%
	TOTAL	518	51	8.96%
UH-1H/N (Pilot)	2 Lt	2	0	0.00%
	1 Lt	44	5	10.20%
	Capt	132	8	5.71%
	Maj	101	8	7.34%
	Lt Col	47	6	11.32%
	TOTAL	326	27	7.65%



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a. Total Force Rated Aviator Manning (O-1 – O-5)

Aviation Platform	RANK	MALE	FEMALE	% FEMALE
Unknown (Pilot/CSO)	2 Lt	111	11	9.02%
	1 Lt	86	9	9.47%
	Capt	21	1	4.55%
	Maj	1	0	0.00%
	TOTAL	219	21	8.75%
WC/OC-135 (Pilot/CSO)	Capt	3	3	50.00%
	Maj	9	2	18.18%
	Lt Col	7	1	12.50%
	TOTAL	19	6	24.00%



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b. Breakout by AFSC O-1 – O-5

AFSC	GRADE	FEMALE	MALE	TOTAL	%FEMALE
11F - Fighter Pilot	O-1	4	46	50	8%
	O-2	9	321	330	3%
	O-3	39	1088	1127	3%
	O-4	5	496	501	1%
	O-5	8	622	630	1%
TOTAL		65	2573	2638	2%
11B - Bomber Pilot	O-1	0	7	7	0%
	O-2	2	59	61	3%
	O-3	9	249	258	3%
	O-4	9	199	208	4%
	O-5	3	156	159	2%
TOTAL		23	670	693	3%
11M - Mobility Pilot	O-1	9	84	93	10%
	O-2	88	523	611	14%
	O-3	162	1717	1879	9%
	O-4	108	1408	1516	7%
	O-5	75	868	943	8%
TOTAL		442	4600	5042	9%
11H - Rescue Pilot	O-1	0	5	5	0%
	O-2	12	84	96	9%
	O-3	32	316	348	7%
	O-4	17	231	248	7%
	O-5	9	126	135	7%
TOTAL		70	762	832	8%

AFSC	GRADE	FEMALE	MALE	TOTAL	%FEMALE
11R - Reconnaissance/Surv eillance/Electronic Warfare Pilot	O-1	0	8	8	0%
	O-2	9	82	91	10%
	O-3	29	401	430	2%
	O-4	12	259	271	11%
	O-5	3	144	147	2%
TOTAL		53	894	947	6%
11S - Special Operations Pilot	O-1	2	16	18	11%
	O-2	3	146	149	2%
	O-3	44	492	536	8%
	O-4	19	431	450	4%
	O-5	11	255	266	4%
TOTAL		79	1340	1419	6%
11E - Experimental Test Pilot	O-1	0	0	0	0%
	O-2	0	0	0	0%
	O-3	0	12	12	0%
	O-4	2	75	77	3%
	O-5	2	76	78	3%
TOTAL		4	163	167	2%
11K - Trainer Pilot	O-1	1	4	5	20%
	O-2	23	105	128	18%
	O-3	20	213	233	9%
	O-4	0	5	5	0%
	O-5	0	1	1	0%
TOTAL		44	328	372	12%



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b. Breakout by AFSC O-1 – O-5

AFSC	GRADE	FEMALE	MALE	TOTAL	%FEMALE
11U - Remotely Piloted Aircraft Pilot	O-1	1	17	18	6%
	O-2	0	1	1	0%
	O-3	1	9	10	10%
	O-4	1	7	8	13%
	O-5	0	0	0	0%
TOTAL		3	34	37	8%
12B - Bomber Combat Systems Officer	O-1	0	20	20	0%
	O-2	20	84	104	19%
	O-3	27	243	270	10%
	O-4	15	196	211	7%
	O-5	12	168	180	7%
TOTAL		74	711	785	9%
12E - Experimental Test Combat Systems Officer	O-1	0	0	0	0%
	O-2	0	0	0	0%
	O-3	0	4	4	0%
	O-4	0	13	13	0%
	O-5	0	12	12	0%
TOTAL		0	29	29	0%
12F - Fighter Combat Systems Officer	O-1	0	9	9	0%
	O-2	13	66	79	16%
	O-3	19	190	209	9%
	O-4	6	109	115	5%
	O-5	9	89	98	9%
TOTAL		47	463	510	9%

AFSC	GRADE	FEMALE	MALE	TOTAL	%FEMALE
12H - Rescue Combat Systems Officer	O-1	0	0	0	0%
	O-2	5	8	13	38%
	O-3	5	16	21	24%
	O-4	2	20	22	9%
	O-5	1	11	12	8%
TOTAL		13	55	68	19%
12M - Mobility Combat Systems Officer	O-1	0	0	0	0%
	O-2	2	0	2	100%
	O-3	1	24	25	4%
	O-4	13	59	72	18%
	O-5	4	77	81	5%
TOTAL		20	160	180	11%
12R - Reconnaissance/Surveillance/Electronic Warfare Combat Systems Officer	O-1	5	15	20	25%
	O-2	23	118	141	16%
	O-3	51	300	351	15%
	O-4	26	252	278	9%
	O-5	9	176	185	5%
TOTAL		114	861	975	12%
12S - Special Operations Combat Systems Officer	O-1	1	7	8	13%
	O-2	17	75	92	9%
	O-3	38	204	242	16%
	O-4	10	204	214	5%
	O-5	7	126	133	5%
TOTAL		73	616	689	11%



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b. Breakout by AFSC O-1 – O-5

AFSC	GRADE	FEMALE	MALE	TOTAL	%FEMALE
13B - Air Battle Manager	O-1	10	58	68	15%
	O-2	46	107	153	30%
	O-3	102	330	432	24%
	O-4	46	309	355	13%
	O-5	32	268	300	11%
TOTAL		236	1072	1308	18%
18A - Attack Remotely Piloted Aircraft Pilot	O-1	1	28	29	3%
	O-2	26	317	343	8%
	O-3	29	358	387	7%
	O-4	8	238	246	3%
	O-5	11	115	126	9%
TOTAL		75	1056	1131	7%
18E - Experimental Test Remotely Piloted Aircraft Pilot	O-1	0	0	0	0%
	O-2	0	0	0	0%
	O-3	0	1	1	0%
	O-4	0	7	7	0%
	O-5	0	4	4	0%
TOTAL		0	12	12	0%
18R - Reconnaissance Remotely Piloted Aircraft Pilot	O-1	0	11	11	0%
	O-2	9	61	70	13%
	O-3	8	79	87	9%
	O-4	3	107	110	3%
	O-5	3	48	51	6%
TOTAL		23	306	329	7%
18S - Special Operations Remotely Piloted Aircraft Pilot	O-1	1	15	16	6%
	O-2	8	97	105	8%
	O-3	13	109	122	11%
	O-4	2	46	48	4%
	O-5	2	18	20	10%
TOTAL		26	285	311	8%



c. Identified Barriers That May Hinder Women's Ascension Into Aviation Specialties

■ **Anthropometrics**

- Overwhelming majority of the aircraft in the USAF inventory were designed using only the anthropometric dimensions of the average European male body

- Career Enlisted Aviation
 - Current Medical Standards for anthropometrics mandated height requirements for Career Enlisted Aviators (64 inches min)
 - Eliminates approximately 56.5% of potential recruits.
 - According to US Government statistics, approximately 43.5% of females aged between 20-29 years old are above 64 inches in height

- Rated Aviation
 - Current Medical Standards for anthropometrics for entry into aviation training is height no less than 64 inches or more than 77 inches.
 - Of the 210 female pilot applicants seeking a waiver to the height requirements since 2015, nearly 90% of them were granted waivers



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d. Identified Barriers That May Limit Women's Promotion Potential Once In Aviation Specialties

- **Remove Rated/CEA Female Integration Barriers – Allow Flying During Pregnancy Without a Waiver**
 - Current policy discourages advancement in aircrew CFs
 - Loss of flight hours, delayed aircrew upgrades, and lower experience levels hurt women's careers
 - Goals
 - Remove pregnancy as a disqualifying condition for flight duty
 - Improve retention rates among the female aviation workforce
 - Identify and document known occupational health hazards
 - Eliminate potential barrier to female aviator recruitment
 - Required Resources
 - Current policy impacts 5885 Total Force female aircrew
 - In 2018, 397 pregnant members were prohibited from maintaining basic qualifications in assigned aircraft
 - 9.5% of female pilots (117 of 1237) were pregnant
 - Actual cost saving in reducing requalification flying hours
 - Reduces amount of time for mission readiness



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e. Current/Planned Initiatives Being Pursued To Increase Women In The Aviation Community

■ Anthropometric Barrier

■ Career Enlisted Aviation

- Tiger Team (lead by National Guard Bureau) stood up to analyze the mandated 64 inches requirement and assess if the requirement is still an accurate measurement for current USAF aircraft fleet. Assessment of results expected early CY20.

■ Rated aircrew

- Remove all references to 64” height requirement from Air Force recruiting websites.
- Social Media campaign to spread the word that there is no one fixed height requirement for all aircraft
- 19 AF and Women’s Initiative Team partnered with Aerospace Medicine Policy/Operations to craft revised policy in the USAF Medical Standards Directory



e. Current/Planned Initiatives Being Pursued To Increase Women In The Aviation Community

■ **Pregnancy Barrier**

- Currently, aircrew can request a MAJCOM waiver only for a second trimester & only pressurized, non-ejection seat a/c with another qualified pilot - cumbersome process
- Women's Initiative Team partnered with Operations and Surgeon General to update existing policy impacting aviators during pregnancy
- Air Staff is conducting a comprehensive policy review across all aviation platforms
 - Unmanned Platforms:
 - Recent policy changed to allow RPA duty for duration of pregnancy
 - Manned Platforms:
 - Recent policy changed to allow expanded flying duty on non-ejection seat platforms to 12-28 weeks gestation, with a local-level return to flight status
 - Ongoing policy review in progress on full manned platform portfolio to open the aperture on opportunities to retain aviator skills and operational readiness



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Questions?

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