

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

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*Integrity - Service - Excellence*

## **RFI 5B: Women in Space Data, Barriers and Initiatives**



**Air Force Space Command Briefing  
4 Dec 19**

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## ***RFI 5B: Astronauts***

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**5B.a. Explain how members of your service become astronauts or part of the space program (to include support positions).**

**Answer: The Air Force Astronaut Nomination Program supports NASA calls for applicants. The following are additional details:**

- **Nominations are solicited every four years through USAJobs and MyPers**
- **Airmen compete with other service members and civilians**
- **Selected individuals enter a two year training/evaluation program**
- **Upon completion of the program, candidates become astronauts and are eligible to be assigned to a space flight**



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## ***RFI 5B: Astronauts***

**5B.b. Provide total number of women by astronaut designation. Provide whole numbers, percent of total community and breakdown by rank.**

**Answer:**

- **Currently there are no AF women that serve / have served as an astronaut in their duty history.**
- **The last time a female held the astronaut duty Air Force Specialty Code (AFSC) identifier was in 2008.**

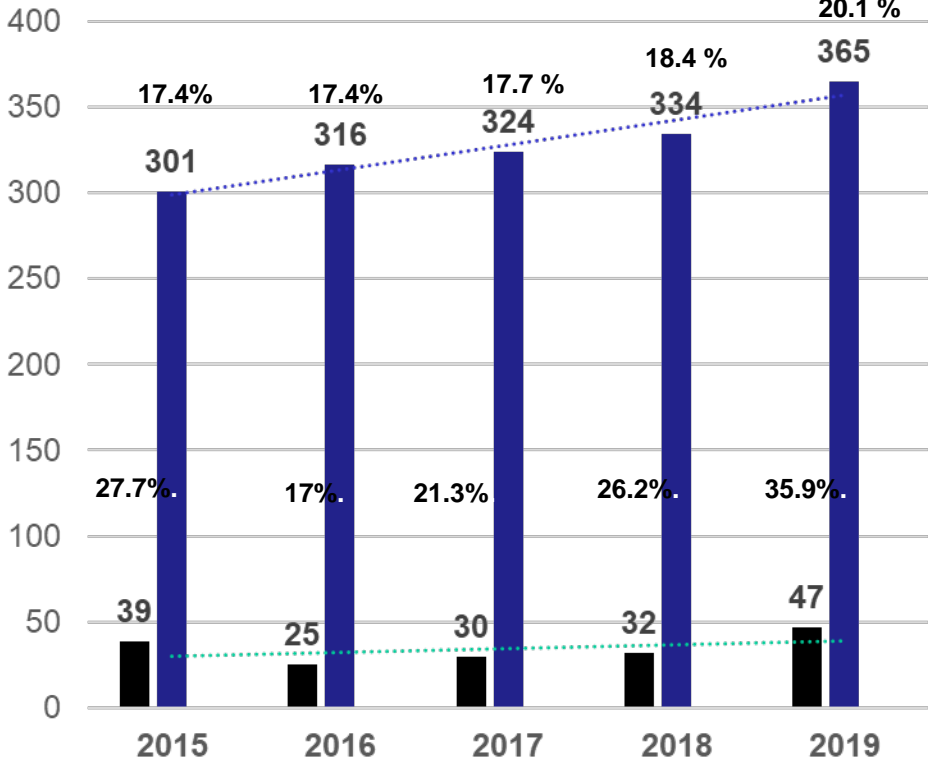


# RFI 5B: Space Careers

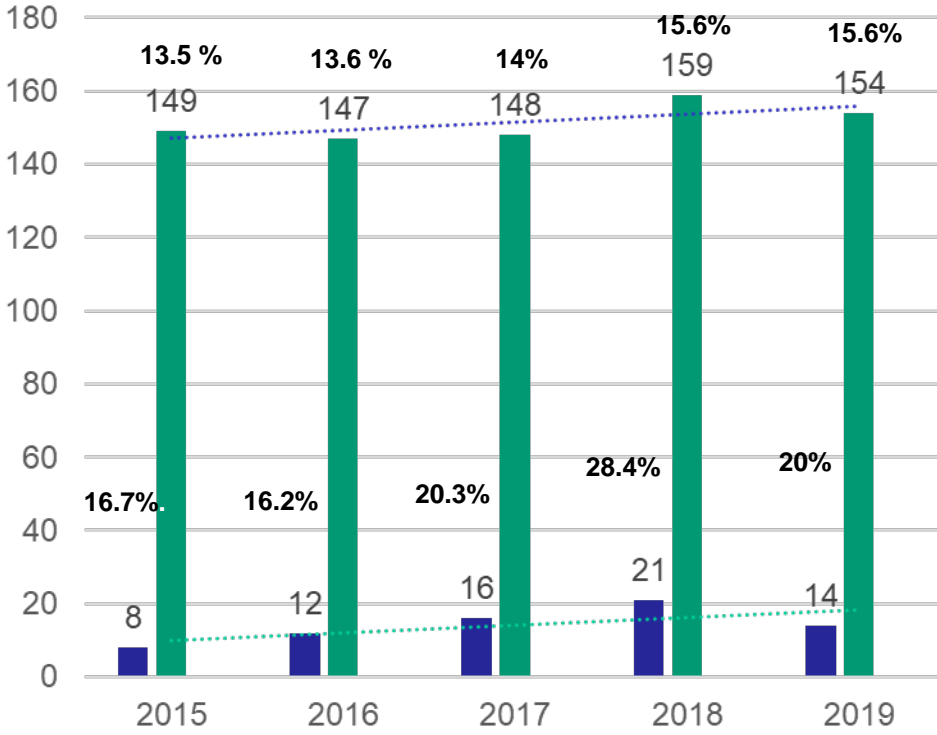
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## 5B.c. What is the percentage of women in space support fields by rank/MOS?

### 13S Space Ops Officer



### 1C6 Space Ops Enlisted



Accessions
  End Strength  
 Linear (Accessions)
  Linear (End Strength)

Accession
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## ***RFI 5B: Barriers***

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**5B.d/e. What barriers have been identified that may hinder women's ascension and promotion potential in Space specialties?**

**Answer: Efforts to identify and address barriers occur to enhance retention and recruitment efforts. The following are examples identified to date:**

- **Military to Military marriages**
- **Higher attrition rate of women at the Field Grade Officer level**
- **Women of color are not afforded as many developmental jobs (e.g. Exec, Aide-de-Camp, etc) compared to their counterparts**

**Air Force Space Command (AFSPC) is committed to appropriately addressing and removing identified artificial barriers that impede ascension and promotion opportunities**



## ***RFI 5B: Initiatives***

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**5B.f. What initiatives (current or planned) are being pursued to increase women in the space community?**

**Answer: AFSPC is growing their efforts to increase visibility of women in space and enhance development opportunities.**

- **CBS Evening News (Nov 19) featured Gen DeAnna Burt, Director, Operations and Communications**
- **New Generation Space Leaders Forum features various Airmen who are making outstanding contributions to the Space mission**
- **Direct Ascent is a new development program that provides CGOs and NCOs direct access to AFSPC Senior Leaders to discuss the future of Space Domain and career opportunities**
- **Space Across the USA: intentional effort to expand visibility in the community to access new potential talent**



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# QUESTIONS?



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# **BACKUP SLIDE**





# Development Jobs

	Exec	Ops Officer	Aide
WHITE	15	1	1
AA/BLACK	3	0	0
ASIAN	2	0	0
TWO OR MORE	0	0	1
UNKNOWN	5	1	0
HISPANIC	3	0	0

Female 13S selected for development jobs FY 2015 to 2019