

DACOWITS RFI # 5A



Director Diversity and Inclusion
Commander Naval Air Forces (CNAF) N01D
December 2019

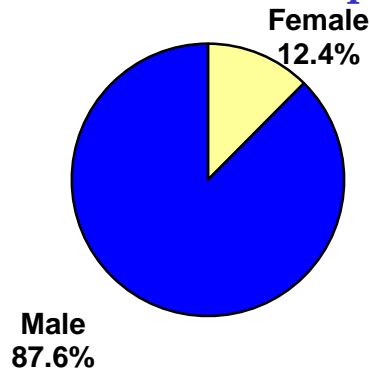


DACOWITS – Women in Aviation RFI 5A.A

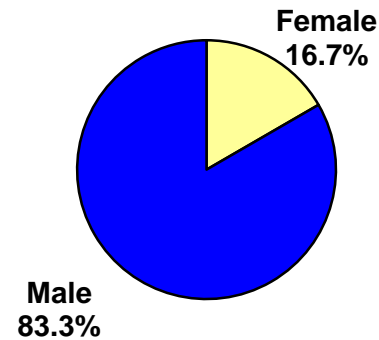
5a.a Provide total number of women by aviation platform. Provide whole numbers, percentage of total community and breakdown by rank.

- Graphic shows total female inventory by percentage from FY08 to FY18 with intermediate years sampled.

FY09 Gender Composition



FY18 Gender Composition



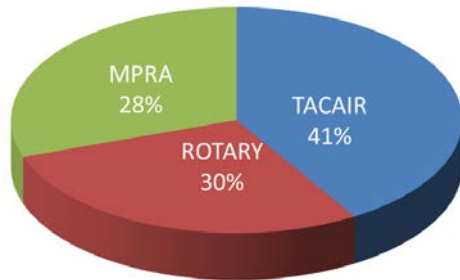


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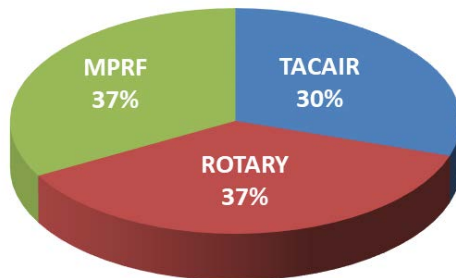
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- Graphic shows total female inventory by community percentage from FY08 to FY18 with intermediate years sampled.

FY08 Inventory Composition

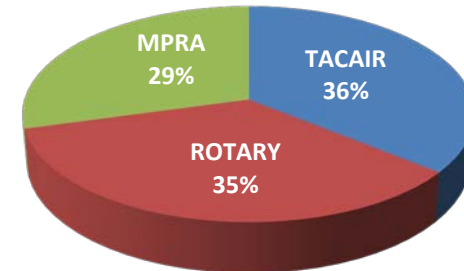


**12,432
Female**

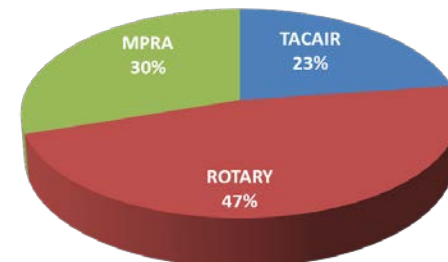


769

FY18 Inventory Composition



**12,800
Female**

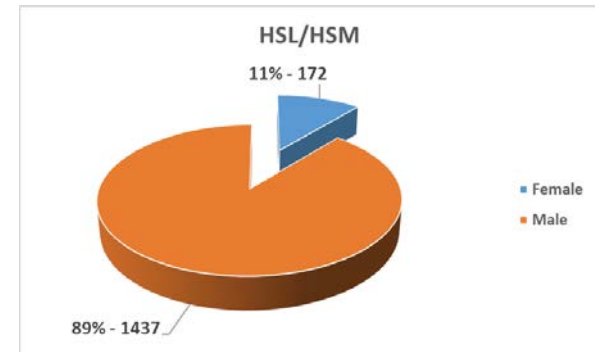
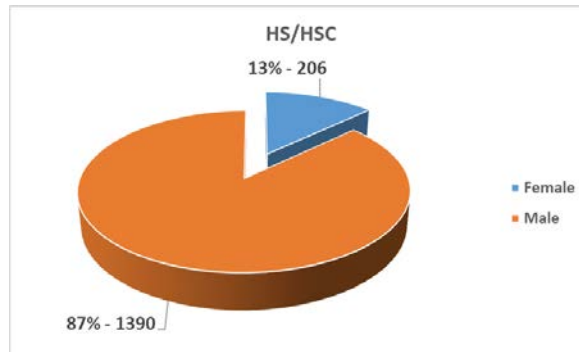
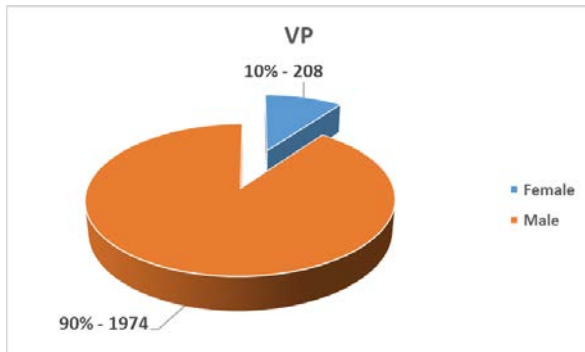
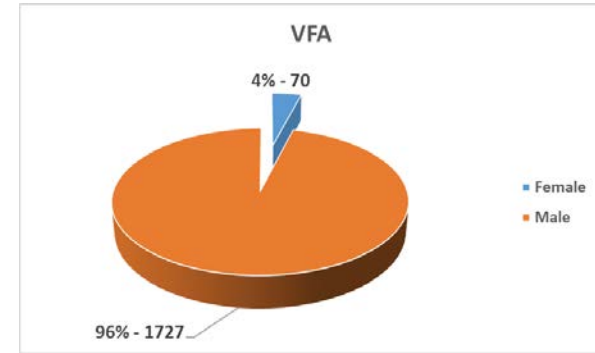
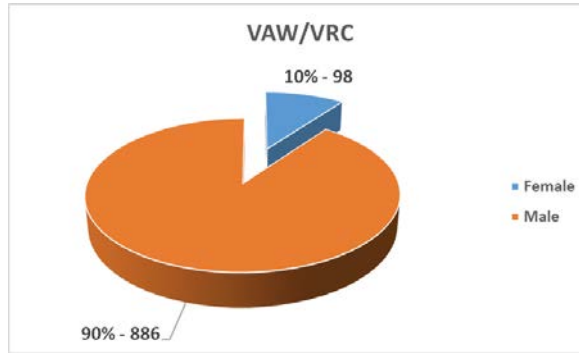
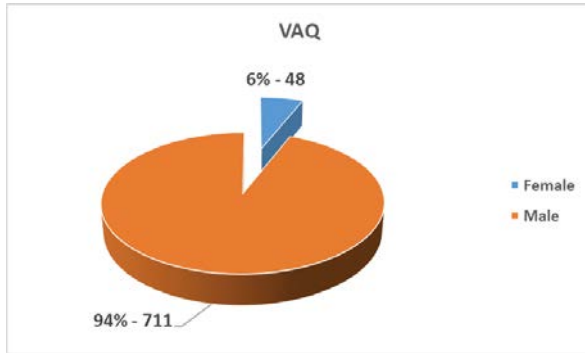


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DACOWITS – Women in Aviation RFI 5A.A

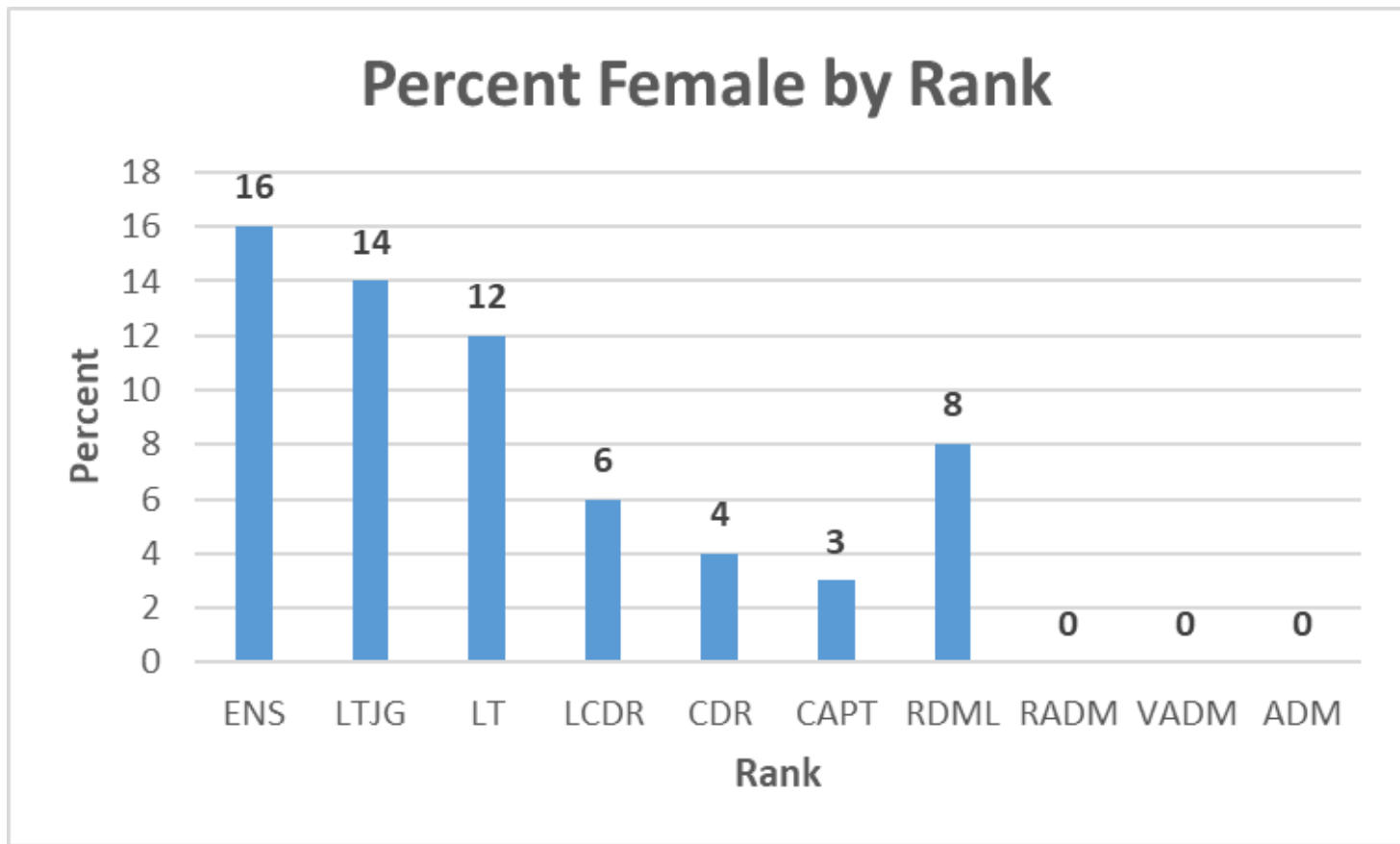
5a.a Provide total number of women by aviation platform. Provide whole numbers, percentage of total community and breakdown by rank.





DACOWITS –Women in Aviation RFI 5A.B

5A.b What is the percentage of women in aviation by rank (maintenance, flight equipment, intelligence, supply, etc)?

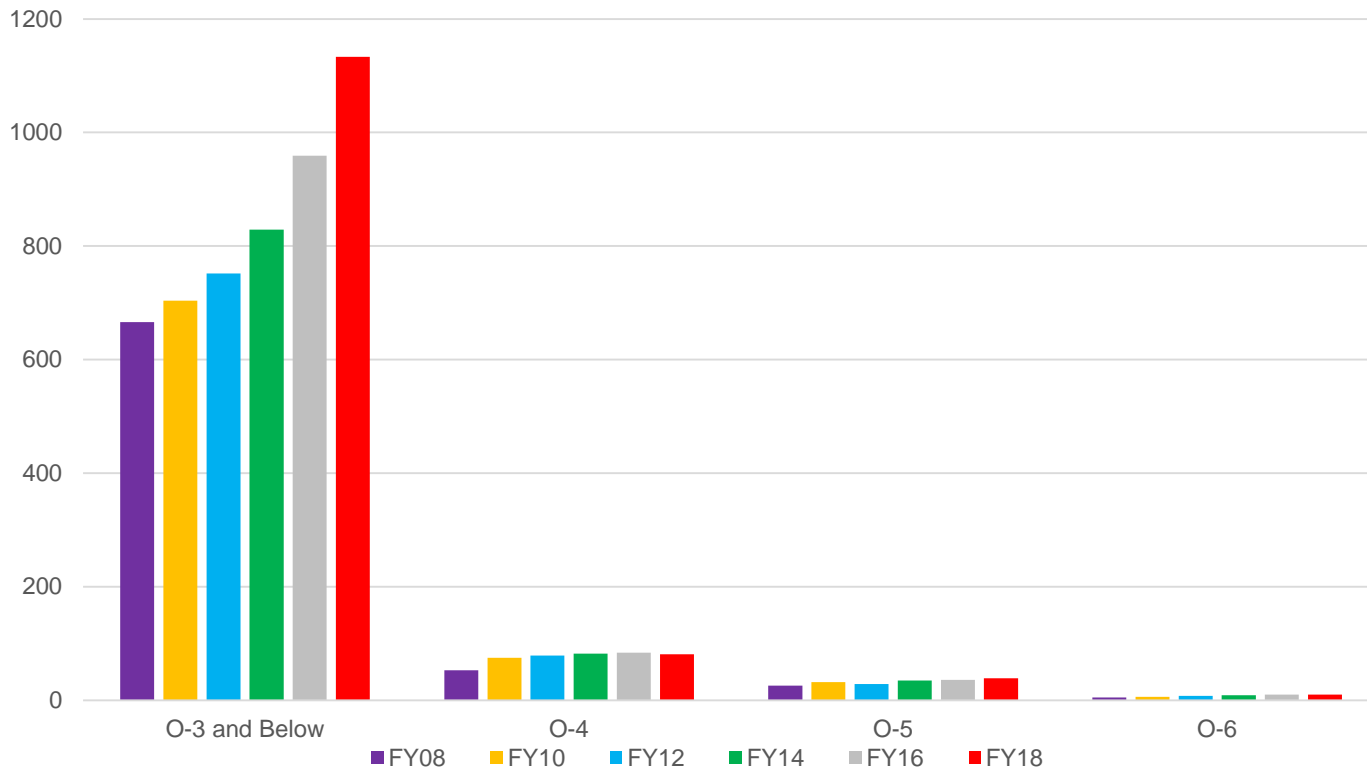




DACOWITS –Women in Aviation RFI 5A.B

5A.b What is the percentage of women in aviation by rank (maintenance, flight equipment, intelligence, supply, etc)?

Female Inventory By Rank





DACOWITS –Women in Aviation RFI 5A.C

5A.c What barriers have you identified that may hinder women’s ascension into aviation (eg., equipment, anthropomorphic measures, etc.)?

- **None of the above specifically affect women’s ascension into aviation.**
- **USNA / ROTC / OCS all have rigorous academic, medical and military standards that must be met prior to entry, however, we have no evidence that these requirements are biased against women in the accession level.**
- **Naval Aviation is closely monitoring issues such as female flight suits to urinary devices in tactical aircraft to address inclusion issues that stem from biological differences.**
- **Current Student Naval Flight Officer (SNFO) inventory is 25% female and Student Naval Aviator (SNA) is 13% female. Female accession numbers have consistently risen for the past 10 years.**

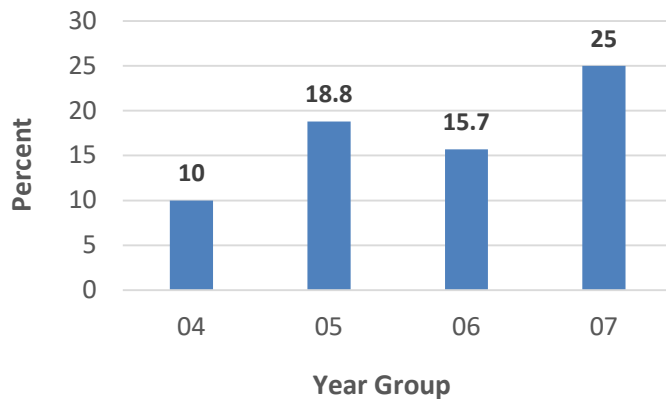


DACOWITS – Women in Aviation RFI 5A.D

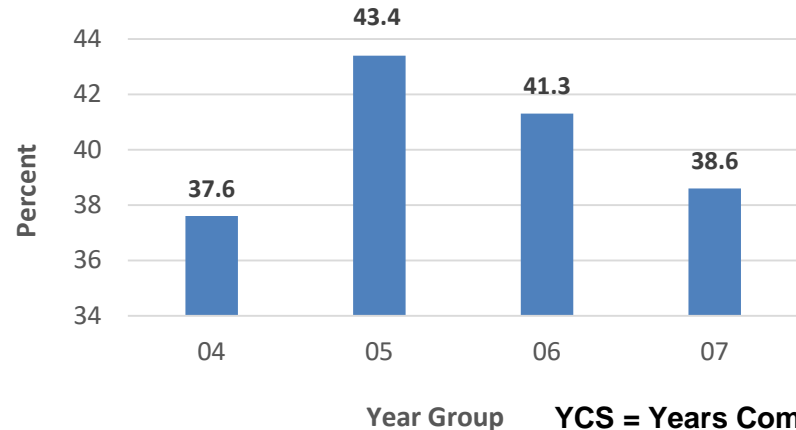
5A.d What barriers have you identified that may limit women’s promotion potential once in Aviation (i.e., berthing limitations, facilities, deployment time, etc)?

- None of the above are gender specific issues.
- Berthing limitations and facilities are a problem for both male and female.
- Deployment time or Operational opportunity is tracked by squadrons and airwings vice gender
- The primary limit to female promotion is retention. Navy Personnel Command – Aviation (PERS 43) and CNAF working diligently to better understand and address this gap.
- Office of the Chief of Naval Operations (OPNAV) N17 and CNAF focused on creating an inclusive culture for females and all aviators. N17 looking to integrate to Performance to Plan model (data analytics) to better understand and track our talented aviators.

Female Retention YCS 11-12



Male Retention YCS 11-12



YCS = Years Completed Service



DACOWITS – Women in Aviation RFI 5A.D

5A.d What barriers have you identified that may limit women’s promotion potential once in Aviation (i.e., berthing limitations, facilities, deployment time, etc)?

- As evidenced by our last two years of Command and Major Command Screen boards, our female force has above average screen rate both years and both categories.

Aviation Command Screen Board			
FY20			
Overall Results			
	Eligible	Selected	Percent
Total Applicants	913	395	43.3%
Female	42	20	47.6%
Male	871	375	43.1%
Minority	66	30	45.5%
Black/African American	21	11	52.4%

Aviation Major Command Screen Board			
FY20			
Overall Results			
	Eligible	Selected	Percent
Total Applicants	278	124	44.6%
Female	3	2	66.7%
Male	275	122	44.4%
Minority	14	2	14.3%
Black/African American	7	1	14.3%

FY19			
Overall Results			
	Eligible	Selected	Percent
Total Applicants	969	331	34.2%
Female	39	16	41.0%
Male	930	315	33.9%
Minority	71	20	28.2%
Black/African American	30	13	43.3%

FY19			
Overall Results			
	Eligible	Selected	Percent
Total Applicants	302	126	41.7%
Female	4	2	50.0%
Male	298	124	41.6%
Minority	8	3	37.5%
Black/African American	3	0	0.0%



DACOWITS –Women in Aviation RFI 5A.E

5A.e What initiatives (current or planned) are being pursued to increase women in aviation?

- **Lines of Effort:**
 - **Annual Female Aviation Career Training Symposium (FACTS)**
 - **Training and Mentoring with Strategies in Leading Diverse Organizations with focused bias and inclusion training.**
 - **Annual O5 and O6 Career Training Symposium**
 - **Quarterly CNAP / CNAL Prospective Commanding Officers**
 - **Capstone brief for all Intermediate Level Course (DH Leadership Course Outreach)**
 - **Outreach – 10-15k youth interactions per year for all talented and underrepresented demographics**
 - **Women in Aviation International**
 - **Society of Women Engineers**
- **Career Intermission Program – Allows service members to enroll in IRR (Inactive Ready Reserve) for up to 3 years, freezing year group. Successful program in preserving opportunity and career flexibility.**