



DEPARTMENT OF THE ARMY
OFFICE OF THE DEPUTY CHIEF OF STAFF G-1
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WASHINGTON DC 20310-0300

INFORMATION PAPER

DAPE-MPO
30 May 2023

SUBJECT: Information Paper on Gender Discrimination

1. Purpose: Provide a written response to the Defense Advisory Committee on Women in the Service (DACOWITS) June 2023 Request For Information (RFI) Number 9 on Gender Discrimination.

2. Facts:

- a. Question 9a: Military Services: Promotion results in 2010, 2015, 2020 and 2022:
 - i. by gender, grade, occupational specialty/MOS/community, number and percentage of males/females considered;
 - ii. by gender, grade, occupational specialty/MOS/community, number and percentage of males/females selected for enlisted (E-7 thru E-9) and officer (O-4 thru O-6) competitive promotion selection boards; and
 - iii. the top 5 gender promotion variances by MOS/rating, for enlisted (E-7 thru E-9) and officer (O-4 thru O-6).
- b. Answer 9a: These questions are answered in the enclosed Excel spreadsheets.
- c. Question 9b: Military Services: Identify the trends and compare promotion rates of females and males by occupational specialty/MOS/community to the degree possible. In other words, in what occupational areas do servicewomen's promotion rates lag behind servicemen?
- d. Answer 9b: This question is answered in the enclosed Excel Spreadsheets.
- e. Generally speaking, women are selected/promoted at a rate higher than men. There does not appear to be any MOS-level trends that indicating servicewomen's selection/promote rates lag behind servicemen. The low number of women assigned within an MOS/grade significantly impacts selection rates. The transition from Promotion Selection Boards to NCO Evaluation Boards is relatively recent and it will take more time to collect additional data to see if there are meaningful impacts that the policy changes may have on female promotion rates.

Encls

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Approved by: Director, Military Personnel
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