

Subj: REQUEST FOR INFORMATION; DEFENSE ADVISORY COMMITTEE ON WOMEN IN THE SERVICES (DACOWITS)

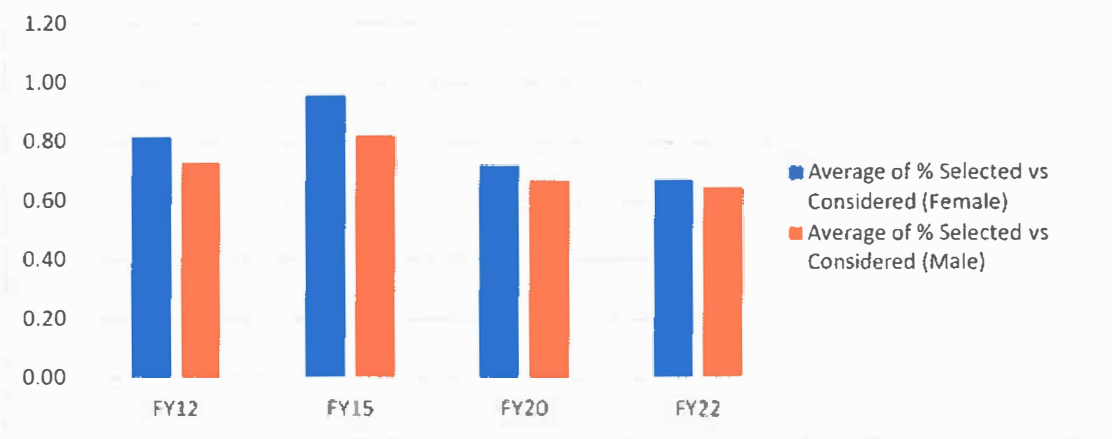
Encl: (1) DACOWITS Officer Analysis.xlsx
(2) DACOWITS Enlisted Analysis.xlsx

1. Purpose. To provide RFI #9 response to DACOWITS regarding their investigating gender “bias” in the Service’s thru the reporting of promotion rates in both the officer and enlisted grades.

2. Conclusion.

- a. The trend analysis delineated is skewed due to the dataset being requested is derived from non-consecutive years and small composition of the sample size. This applies to both officer and enlisted.
- b. Officer analysis (Enclosure (1)). There is no statistically significant trend regarding promotion rates by gender within any specific occupational areas within the officer community. In fact, females marginally outperform selection percentages across the sample, with senior boards (O-6) in the last two sample years (FY22 and FY20) having a significantly higher female selection percentage.

Across all sample years females outperformed the male selection rate vs number considered.



- c. These are the MOSs with the highest difference in selection rates between populations where females are competing against males. The highest variance (7509) is statistically insignificant due to the small population over time. This trend by MOS becomes progressively less significant as it approaches parity with males.

MOS	Avg % Select Rate Male	Avg % Select Rate Female	Variance	Notes
7566 (CH-53 Pilot)	.66	.50	.95	14 females selected from 22
7509 (AV-8 Pilot)	.92	.67	.75	5 females selected from 6
0102 (Manpower)	.81	.66	.74	23 females selected from 28
7557 (WT1 instructor)	.65	.56	.58	7 females selected from 12
4402 (Judge Advocate)	.66	.60	.48	25 females selected from 33

*Note – 0102 data skewed from 0180 redesignation in Oct 2014.

INFORMATION PAPER

*Weighted average selection percentages are skewed due to FYs where zero females existed within the eligible population. E.g., 7566s where 14 of 22 considered equates to an average selection rate of .50.

d. Enlisted analysis (Enclosure (2)). From the grade analysis tab in enclosure (2), the female selection rate versus the number considered is on par with males (marginally higher) for grades E-7 and E-8 as a total of all MOSs. There is a disparity in E-9's, but that only becomes apparent when broken out by MOS (specifically 8999's).

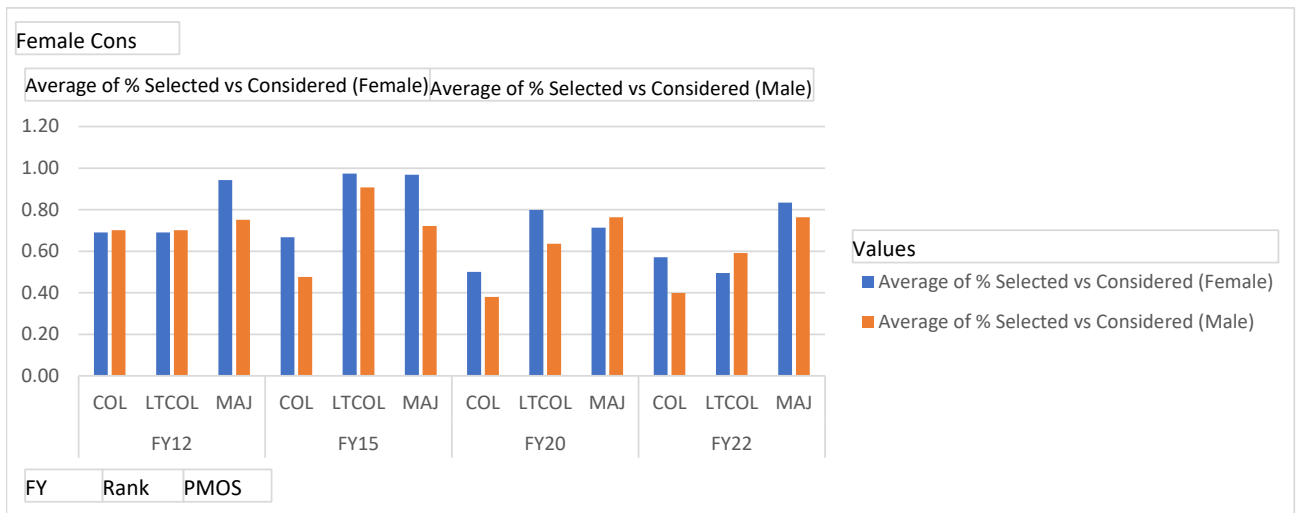
e. Top Five Enlisted Gender Variances by MOS:

MOS	Males Considered	Males Selected	Percent	Females Considered	Females Selected	Percent
2691 (Signals Intel Chief)	171	60	35.1	8	0	0
2336 (EOD Tech)	479	185	38.6	6	0	0
7051 (Crash Fire and Rescue)	209	59	28.2	5	0	0
3052 (Distribution Management)	31	9	29.0	4	0	0
2874 (Metrology Tech)	43	14	32.6	4	0	0

5. Recommendation. The datasets are challenging to interpret due to the significant disparity of male vs female populations within any MOS subset. An area for improvement would be to assess and retain more females in these MOSs; however, the females in these MOSs are promoting at a rate equal or higher than their male counterparts. The service cannot promote without an inventory to promote from.

Female Cons (Multiple Items)

Row Labels	Average of % Selected vs Considered (Female)	Average of % Selected vs Considered (Male)
FY12	0.81	0.73
COL	0.69	0.70
LTCOL	0.69	0.70
MAJ	0.94	0.75
FY15	0.95	0.82
COL	0.67	0.48
LTCOL	0.97	0.91
MAJ	0.97	0.72
FY20	0.72	0.67
COL	0.50	0.38
LTCOL	0.80	0.64
MAJ	0.71	0.76
FY22	0.67	0.64
COL	0.57	0.40
LTCOL	0.50	0.59
MAJ	0.83	0.76
Grand Total	0.79	0.72



Female Cons (Multiple Items)

Row Labels	Average of % Selected vs Considered (Female)	Average of % Selected vs Considered (Male)	Sum of Difference
7509	0.67	0.92	0.38
LTCOL	1.00	1.00	0.00
MAJ	0.50	0.88	0.75
7566	0.50	0.66	0.32
LTCOL	0.30	0.69	1.31
MAJ	0.69	0.62	-0.11
0102	0.66	0.81	0.23
COL	0.00	0.67	#DIV/0!
LTCOL	0.73	0.92	0.25
MAJ	0.92	0.77	-0.16
7557	0.56	0.65	0.18
LTCOL	0.44	0.66	0.48
MAJ	0.67	0.65	-0.02
7202	0.67	0.74	0.11
LTCOL	0.67	0.74	0.11
4402	0.60	0.66	0.09
COL	0.00	0.33	#DIV/0!
LTCOL	0.86	0.74	-0.14
MAJ	0.94	0.89	-0.06
7210	0.83	0.90	0.07
MAJ	0.83	0.90	0.07
7565	0.69	0.74	0.07
COL	0.00	0.67	#DIV/0!
LTCOL	0.75	0.83	0.11
MAJ	0.89	0.70	-0.21
0602	0.61	0.63	0.04
COL	0.33	0.42	0.27
LTCOL	0.69	0.71	0.03
MAJ	0.73	0.72	-0.02
0802	1.00	1.00	0.00
LTCOL	1.00	1.00	0.00

7315		1.00	1.00	0.00
LTCOL		1.00	1.00	0.00
0204		1.00	1.00	0.00
MAJ		1.00	1.00	0.00
0206		1.00	1.00	0.00
MAJ		1.00	1.00	0.00
1802		1.00	1.00	0.00
LTCOL		1.00	1.00	0.00
1803		1.00	1.00	0.00
LTCOL		1.00	1.00	0.00
0180		0.68	0.66	-0.03
COL		0.50	0.75	0.50
LTCOL		0.75	0.63	-0.17
MAJ		0.73	0.65	-0.11
6602		0.76	0.73	-0.04
LTCOL		1.00	1.00	0.00
MAJ		0.70	0.66	-0.06
7563		0.75	0.71	-0.06
LTCOL		0.67	0.63	-0.06
MAJ		0.83	0.78	-0.06
6002		0.76	0.71	-0.07
LTCOL		0.67	0.58	-0.13
MAJ		0.83	0.81	-0.03
7208		1.00	0.90	-0.10
MAJ		1.00	0.90	-0.10
5803		1.00	0.89	-0.11
COL		1.00	1.00	0.00
LTCOL		1.00	0.87	-0.13
MAJ		1.00	0.86	-0.14
7532		0.84	0.74	-0.12
LTCOL		1.00	0.78	-0.22
MAJ		0.68	0.71	0.04
0402		0.81	0.71	-0.13
COL		0.70	0.42	-0.40

LTCOL	0.80	0.75	-0.06
MAJ	0.89	0.81	-0.08
1702	1.00	0.87	-0.13
MAJ	1.00	0.87	-0.13
3002	0.85	0.72	-0.15
COL	1.00	0.64	-0.36
LTCOL	0.67	0.69	0.04
MAJ	0.92	0.81	-0.11
7564	1.00	0.81	-0.19
LTCOL	1.00	1.00	0.00
MAJ	1.00	0.63	-0.38
1302	0.74	0.60	-0.19
COL	0.50	0.38	-0.23
LTCOL	0.67	0.58	-0.13
MAJ	1.00	0.78	-0.22
7562	0.67	0.54	-0.20
LTCOL	0.50	0.44	-0.13
MAJ	1.00	0.73	-0.27
0202	0.98	0.75	-0.23
COL	1.00	0.66	-0.34
LTCOL	1.00	0.75	-0.25
MAJ	0.94	0.78	-0.17
7588	0.92	0.71	-0.23
COL	1.00	0.67	-0.33
LTCOL	0.83	0.83	0.00
MAJ	1.00	0.50	-0.50
4502	0.85	0.65	-0.23
LTCOL	1.00	1.00	0.00
MAJ	0.78	0.48	-0.38
4302	0.90	0.68	-0.24
COL	1.00	1.00	0.00
LTCOL	1.00	0.83	-0.17
MAJ	0.75	0.38	-0.50
7525	1.00	0.73	-0.27

LTCOL	1.00	1.00	0.00
MAJ	1.00	0.60	-0.40
3404	1.00	0.73	-0.27
MAJ	1.00	0.73	-0.27
3404	0.92	0.67	-0.27
COL	1.00	0.45	-0.55
LTCOL	0.83	0.79	-0.05
MAJ	1.00	0.72	-0.28
7523	1.00	0.66	-0.34
COL	1.00	0.33	-0.67
LTCOL	1.00	1.00	0.00
MAJ	1.00	0.63	-0.37
0207	1.00	0.38	-0.63
LTCOL	1.00	0.00	-1.00
MAJ	1.00	0.75	-0.25
8061	1.00	0.33	-0.67
COL	1.00	0.33	-0.67
Grand Total	0.79	0.72	-0.09

FY	Rank	PMOS	Female Cons	Female Sel	% Selected vs Considered (Female)	Male Cons	Male Sel	% Selected vs Considered (Male)
FY12	MAJ	0302	0	0	0%	70	61	87%
FY15	MAJ	0302	0	0	0%	68	53	78%
FY20	MAJ	0102	6	5	83%	23	19	83%
FY20	MAJ	0302	0	0	0%	96	87	91%
FY22	MAJ	0102	10	10	100%	18	13	72%
FY22	MAJ	0302	0	0	0%	76	64	84%
FY12	LTCOL	0302	0	0	0%	74	59	80%
FY15	LTCOL	0302	0	0	0%	41	41	100%
FY22	LTCOL	0102	6	4	67%	6	5	83%
FY22	LTCOL	0302	0	0	0%	68	44	65%
FY12	COL	0302	0	0	0%	74	59	80%
FY15	COL	0302	0	0	0%	27	15	56%
FY20	COL	0302	0	0	0%	43	20	47%
FY22	COL	0102	1	0	0%	3	2	67%
FY22	COL	0302	0	0	0%	26	15	58%
FY20	LTCOL	0102	5	4	80%	3	3	100%
FY20	LTCOL	0302	0	0	0%	67	49	73%

Count of BOARDNAME	Column Labels		
Row Labels	N	Y	Grand Total
E-7	70.50%	29.50%	100.00%
F	68.57%	31.43%	100.00%
M	70.67%	29.33%	100.00%
E-8	65.38%	34.62%	100.00%
F	65.32%	34.68%	100.00%
M	65.39%	34.61%	100.00%
E-9	70.25%	29.75%	100.00%
F	78.65%	21.35%	100.00%
M	69.78%	30.22%	100.00%
Grand Total	69.07%	30.93%	100.00%

*Note: Data derived is from the Above zone and In Zone population only. Below Zone is not reflected as it is not a 100% consideration rate.

N= Considered

Y= Selected

IMOS (Multiple Items)

Count of BOARDNAME	Column Labels		
Row Labels	N	Y	Grand Total
GySgt	70.45%	29.55%	100.00%
F	68.57%	31.43%	100.00%
M	70.61%	29.39%	100.00%
MSgt	63.35%	36.65%	100.00%
F	62.34%	37.66%	100.00%
M	63.42%	36.58%	100.00%
1stSgt	70.97%	29.03%	100.00%
F	73.41%	26.59%	100.00%
M	70.80%	29.20%	100.00%
MGySgt	71.56%	28.44%	100.00%
F	77.42%	22.58%	100.00%
M	71.26%	28.74%	100.00%
SgtMaj	67.18%	32.82%	100.00%
F	80.88%	19.12%	100.00%
M	66.22%	33.78%	100.00%
Grand Total	69.05%	30.95%	100.00%

N= Considered

Y= Selected

Count of BOARDNAME	Column Labels		
Row Labels	N	Y	Grand Total
F			
E-7	68.51%	31.49%	100.00%
E-8	65.32%	34.68%	100.00%
E-9	78.65%	21.35%	100.00%
M			
E-7	70.61%	29.39%	100.00%
E-8	65.45%	34.55%	100.00%
E-9	69.83%	30.17%	100.00%
Grand Total	69.05%	30.95%	100.00%

N= Considered

Y= Selected