

ACTION MEMO

FOR: DEPUTY CHIEF OF NAVAL PERSONNEL

FROM: LT J. W. McClinton, Flag Secretary *JW 3/2*

SUBJECT: DACOWITS RFI's IN SUPPORT OF 19-20 MARCH 2019 QUARTERLY BUSINESS MEETING

- Admiral, request you sign below, concurring with TAB A, BUPERS-07 and PERS-8 responses to questions in their respective RFI categories. N17I&D requests flag level review (GO/FO) for responses.
- Background: The Defense Advisory Committee on Women in the Services (DACOWITS) is composed of civilian women and men, many of whom are military retirees, each appointed by the Secretary of Defense to provide advice and recommendations on matters and policies relating to the recruitment, retention, treatment, employment, integration and well-being of highly qualified professional women in the Armed Forces. Historically, DACOWITS' recommendations have been instrumental in effecting changes to laws and policies pertaining to military women.

RECOMMENDATION: Sign below, concurring with BUPERS-07 and PERS-8 responses.

DCNP DECISION:

JW 3/2 Concur with responses

_____ Non-concur with responses

COORDINATION: None

ATTACHMENTS:

As stated

RFI Category and Number:

VARIANCE IN WOMEN’S RECRUITMENT AND RETENTION BY RACE/ETHNICITY
RFI #2

RFI Question:

Request for written response from Military Services (to include the Reserves and National Guard) to provide:

- a. Statistics for enlisted and officer accession (AC) rates broken down by gender, race and ethnicity from 2008 to 2018.
- b. Statistics for enlisted and officer promotion (AC) rates broken down by gender, race and ethnicity from 2008 to 2018.

RFI Response: (Active Component data)

- a. Statistics for enlisted and officer accession (AC) rates:

Enlisted Accession total: 423, 657

GENDER	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	TOTAL
FEMALE	8,187	8,291	8,033	8,481	9,464	9,690	8,721	9,632	8,074	10,082	10,437	99092
MALE	33,923	30,147	27,259	27,721	30,943	32,156	28,275	28,308	24,825	29,183	31,828	324568
TOTAL	42,110	38,438	35,292	36,202	40,407	41,846	36,996	37,940	32,899	39,265	42,265	423660

RACE	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	TOTAL
AMERICAN INDIAN OR ALASKA NATIVE	6263	7708	7971	6343	6745	4537	2678	1854	1174	1214	1059	47546
ASIAN	2339	2335	2274	2329	2603	2475	2233	2318	2086	2450	2139	25581
BLACK OR AFRICAN AMERICAN	8661	7286	6614	6794	8039	8612	7796	8017	6701	7473	8448	84441
DECLINE TO RESPOND	112	92	56	413	799	1307	1255	1770	2207	3008	4318	15337
NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	916	962	792	482	610	450	409	441	374	433	456	6325
WHITE	23819	20055	17585	19841	21611	24465	22625	23540	20357	24687	25845	244430
TOTAL	42110	38438	35292	36202	40407	41845	36995	37940	32899	39265	42264	423660

ETHNIC	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	TOTAL
ALEUT	0	1	11	0	5	0	6	3	3	3	8	40
CHINESE	9	65	82	88	84	95	144	212	215	227	165	1386
CUBAN	1	9	15	24	44	30	42	47	29	39	50	330
ESKIMO	1	2	3	1	7	2	11	8	7	4	3	49
FILIPINO	25	149	297	308	535	639	916	983	904	908	880	6544
GUAMANIAN	0	4	2	0	1	0	1	0	1	0	0	9
INDIAN PERSONS FROM INDIA	180	38	23	28	53	19	34	44	49	46	39	553
JAPANESE	1	4	15	15	22	15	48	48	38	53	53	312
KOREAN	4	6	29	48	64	73	90	103	66	93	84	660
LATIN AMERICAN	10	798	3393	3322	4541	4152	2313	738	719	1588	815	22389
MELANESIAN	0	0	4	6	2	5	1	4	1	11	12	46
MEXICAN	12	216	740	681	912	1000	999	856	910	1145	1616	9087
MICRONESIAN	1	1	0	8	3	5	15	28	30	37	20	148
NONE	99	9136	21700	27218	28909	31109	20836	14364	9622	10289	10396	183678
OTHER	53	299	322	765	2024	2623	3155	3986	3698	5285	4603	26813
OTHER ASIAN DESCENT	2	37	103	123	229	247	257	294	246	202	194	1934
OTHER HISPANIC DESCENT	8790	3268	2937	2131	645	329	1957	3445	3301	2740	4720	34263
OTHER PACIFIC ISLAND DESCENT	1	29	66	51	150	105	111	145	126	156	140	1080
POLYNESIAN	0	9	5	9	7	14	26	36	26	48	64	244
PUERTO RICAN	15	69	164	202	278	349	429	540	354	361	650	3411
U.S. CANADIAN INDIAN TRIBES	18	335	822	656	1188	738	675	631	327	240	246	5876
UNKNOWN	32886	23945	4507	469	624	218	4821	11296	12087	15641	17342	123836
VIETNAMESE	2	18	52	49	80	79	109	129	140	149	165	972
TOTAL	42110	38438	35292	36202	40407	41846	36996	37940	32899	39265	42265	423660

Officer Accession total: 29,393

SEX	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	TOTAL
FEMALE	332	368	295	350	677	758	675	682	765	777	817	6496
MALE	1588	1627	1473	1319	2223	2399	2421	2368	2252	2580	2647	22897
TOTAL	1920	1995	1768	1669	2900	3157	3096	3050	3017	3357	3464	29393

RACE	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	TOTAL
AMERICAN INDIAN OR ALASKA NATIVE	44	44	33	39	64	63	57	93	91	96	112	736
ASIAN	115	124	110	133	223	260	239	277	272	348	366	2467
BLACK OR AFRICAN AMERICAN	120	146	159	106	185	228	223	196	231	220	254	2068
DECLINE TO RESPOND	66	67	39	29	91	123	137	141	61	72	81	907
IDENTIFICATION PENDING	1	0	0	0	0	0	1	0	0	1	0	3
NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	17	20	7	12	31	21	37	29	27	25	26	252
WHITE	1557	1594	1420	1350	2306	2462	2402	2314	2335	2595	2625	22960
TOTAL	1920	1995	1768	1669	2900	3157	3096	3050	3017	3357	3464	29393

ETHNIC	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	TOTAL
ALEUT	1	0	1	0	0	0	0	0	0	0	1	3
CHINESE	17	16	12	29	36	28	38	35	46	52	50	359
CUBAN	11	4	11	8	20	11	14	7	9	12	18	125
ESKIMO	2	0	0	2	0	0	1	0	2	0	1	8
FILIPINO	43	37	31	33	71	79	67	91	87	105	124	768
GUAMANIAN	0	1	0	1	3	2	0	6	0	1	1	15
INDIAN PERSONS FROM INDIA	7	8	3	9	20	16	18	22	22	21	16	162
JAPANESE	9	11	7	7	16	18	13	16	20	26	23	166
KOREAN	18	16	19	23	38	52	36	42	34	51	56	385
LATIN AMERICAN	24	33	38	34	44	61	70	61	64	71	97	597
MELANESIAN	6	11	3	3	5	3	6	4	7	2	8	58
MEXICAN	49	42	30	38	57	74	87	75	90	72	104	718
MICRONESIAN	0	1	1	0	1	0	3	0	2	2	0	10
NONE	1320	1241	1200	1070	1644	1743	1754	1529	1564	1893	1852	16810
OTHER	179	310	228	213	461	468	436	640	509	510	626	4580
OTHER ASIAN DESCENT	12	22	16	21	17	35	28	30	23	25	28	257
OTHER HISPANIC DESCENT	46	62	33	31	60	69	70	71	76	114	116	748
OTHER PACIFIC ISLAND DESCENT	2	3	3	4	11	2	12	5	5	6	6	59
POLYNESIAN	4	1	0	3	6	6	6	4	3	6	4	43
PUERTO RICAN	22	34	25	21	23	37	44	34	47	43	41	371
U.S. CANADIAN INDIAN TRIBES	34	39	41	46	70	73	65	93	97	115	120	793
UNKNOWN	105	91	59	61	280	364	310	259	285	202	146	2162
VIETNAMESE	9	12	7	12	17	16	18	26	25	29	26	196
TOTAL	1920	1995	1768	1669	2900	3157	3096	3050	3017	3358	3464	29393

b. Statistics for enlisted and officer promotion (AC):

Enlisted Promotions total: 970,516

GENDER	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	TOTAL
FEMALE	14,294	15,442	13,784	14,295	17,264	18,677	17,726	18,254	16,799	18,750	19,812	185,097
MALE	76,382	76,004	67,767	66,609	74,837	77,492	72,089	71,752	63,837	67,757	70,893	785,419
TOTAL	90,676	91,446	81,551	80,904	92,101	96,169	89,815	90,006	80,636	86,507	90,705	970,516

RACE	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	TOTAL
AMERICAN INDIAN OR ALASKA NATIVE	9,524	10,959	11,816	12,720	13,773	14,251	11,479	9,782	6,831	6,167	5,258	112,560
ASIAN	5,250	5,596	4,969	5,185	6,129	6,429	5,917	5,811	5,233	5,730	5,986	62,235
BLACK OR AFRICAN AMERICAN	16,551	17,571	15,109	15,020	17,802	18,637	17,705	18,139	16,130	17,443	17,944	188,051
DECLINE TO RESPOND	1,530	1,270	1,041	1,074	1,509	1,915	2,198	2,633	3,167	3,875	5,196	25,408
IDENTIFICATION PENDING	0	0	0	0	0	0	0	0	0	0	1	1
NATIVE HAWAIIAN OR OTHER PACIFIC ISLA	1,314	1,652	1,610	1,558	1,642	1,630	1,332	1,272	1,082	1,123	1,192	15,407
WHITE	56,507	54,398	47,006	45,347	51,246	53,307	51,184	52,369	48,193	52,169	55,128	566,854
TOTAL	90,676	91,446	81,551	80,904	92,101	96,169	89,815	90,006	80,636	86,507	90,705	970,516

ETHNIC	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	TOTAL
ALEUT	24	19	17	11	19	22	12	12	10	12	9	167
CHINESE	183	232	206	235	261	255	212	244	305	370	405	2,908
CUBAN	57	67	65	63	96	98	104	113	99	105	129	996
ESKIMO	37	30	32	19	24	21	14	27	16	23	20	263
FILIPINO	1,832	1,767	1,372	1,394	1,689	1,849	1,848	2,067	2,117	2,349	2,599	20,883
GUAMANIAN	21	21	19	22	31	25	20	20	17	21	22	239
INDIAN PERSONS FROM INDIA	705	549	320	231	233	197	120	133	90	128	124	2,830
JAPANESE	88	79	68	55	62	70	64	90	85	116	127	904
KOREAN	174	145	105	117	128	155	168	175	160	186	213	1,726
LATIN AMERICAN	2,064	1,836	3,393	4,559	5,838	7,653	7,640	6,415	4,315	4,420	3,844	51,977
MELANESIAN	14	16	10	8	13	10	8	5	3	9	18	114
MEXICAN	1,828	1,419	1,462	1,728	2,092	2,404	2,420	2,368	2,128	2,448	2,865	23,162
MICRONESIAN	21	21	11	21	27	26	19	34	41	48	43	312
NONE	57,428	53,261	47,250	49,156	58,104	64,116	61,097	56,194	43,970	41,573	37,038	569,187
OTHER	1,297	1,216	1,120	1,244	1,965	2,808	3,889	5,196	5,754	6,999	8,474	39,962
OTHER ASIAN DESCENT	348	331	250	280	312	406	450	511	528	581	540	4,537
OTHER HISPANIC DESCENT	12,002	14,094	10,819	9,180	9,037	6,434	4,334	5,093	5,514	6,393	7,331	90,231
OTHER PACIFIC ISLAND DESCENT	316	276	214	189	229	292	265	295	248	332	360	3,016
POLYNESIAN	65	55	54	44	52	50	70	77	76	83	115	741
PUERTO RICAN	684	521	532	554	693	793	787	915	977	966	1,074	8,496
U.S. CANADIAN INDIAN TRIBES	2,904	2,317	2,073	1,998	2,229	2,398	2,092	2,101	1,649	1,548	1,371	22,680
UNKNOWN	8,416	13,017	12,053	9,679	8,797	5,906	4,000	7,708	12,321	17,553	23,678	123,128
VIETNAMESE	168	157	106	117	170	181	182	213	213	244	306	2,057
TOTAL	90,676	91,446	81,551	80,904	92,101	96,169	89,815	90,006	80,636	86,507	90,705	970,516

Officer Promotions total: 114,689

GENDER	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	TOTAL
FEMALE	1,312	1,547	1,627	1,836	1,690	1,764	1,826	1,804	1,916	2,046	2,125	19,493
MALE	8,342	8,969	8,866	8,977	8,114	8,624	8,477	8,607	8,554	8,907	8,759	95,196
TOTAL	9,654	10,516	10,493	10,813	9,804	10,388	10,303	10,411	10,470	10,953	10,884	114,689

RACE	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	TOTAL
AMERICAN INDIAN OR ALASKA NATIVE	143	239	182	233	190	232	219	259	228	301	308	2,534
ASIAN	388	444	511	571	559	571	603	638	653	777	802	6,517
BLACK OR AFRICAN AMERICAN	737	974	939	970	908	891	890	921	892	954	1,053	10,129
DECLINE TO RESPOND	372	393	418	393	351	360	372	383	398	457	367	4,264
IDENTIFICATION PENDING	4	3	5	2	2	0	0	0	1	2	2	21
NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	31	31	57	51	54	90	71	69	96	74	91	715
WHITE	7,979	8,432	8,381	8,593	7,740	8,244	8,148	8,141	8,202	8,388	8,261	90,509
TOTAL	9,654	10,516	10,493	10,813	9,804	10,388	10,303	10,411	10,470	10,953	10,884	114,689

ETHNIC	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	TOTAL
ALEUT	1	1	3	0	2	0	2	0	0	0	0	9
CHINESE	52	51	66	70	60	71	74	71	90	77	96	778
CUBAN	17	24	42	25	37	32	46	31	42	33	34	363
ESKIMO	2	5	3	8	2	4	1	0	3	2	3	33
FILIPINO	172	204	227	222	206	244	246	243	249	280	302	2,595
GUAMANIAN	6	4	4	5	4	5	6	7	3	9	3	56
INDIAN	24	30	22	37	23	38	36	42	49	51	42	394
JAPANESE	43	34	46	40	46	35	42	54	42	50	55	487
KOREAN	67	60	74	84	79	74	89	91	97	118	108	941
LATIN AMERICAN WITH HISPANIC DESCENT	82	93	101	112	131	114	158	155	171	188	214	1,519
MELANESIAN	5	10	12	12	12	12	12	6	14	7	13	115
MEXICAN	151	182	197	214	193	207	200	227	246	265	273	2,355
MICRONESIAN	2	2	1	2	3	4	2	1	3	0	4	24
NONE	6,908	7,315	7,476	7,329	6,903	6,915	6,657	6,562	6,592	6,570	6,719	75,946
OTHER	1,319	1,523	1,116	1,385	1,008	1,347	1,450	1,503	1,346	1,626	1,346	14,969
OTHER ASIAN DESCENT	57	83	71	92	66	73	55	72	63	89	76	797
OTHER HISPANIC DESCENT	243	292	265	298	213	252	279	255	303	303	340	3,043
OTHER PACIFIC ISLAND DESCENT	12	12	17	15	14	17	19	12	28	14	25	185
POLYNESIAN	9	6	11	7	6	11	9	15	13	16	15	118
PUERTO RICAN	91	88	107	126	114	124	112	132	131	135	156	1,316
U.S. CANADIAN INDIAN TRIBES	129	148	197	191	174	213	190	234	218	286	264	2,244
UNKNOWN	239	321	408	489	478	551	582	647	731	774	736	5,956
VIETNAMESE	23	28	27	50	30	45	36	51	36	60	60	446
TOTAL	9,654	10,516	10,493	10,813	9,804	10,388	10,303	10,411	10,470	10,953	10,884	114,689

RFI Response: (Reserve Component data)

a. Statistics for enlisted and officer accession (RC):

Enlisted Accession total: 110,644

GENDER	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	TOTAL
FEMALE	1440	1320	1252	1216	2281	2404	2147	2838	3929	3427	2315	24569
MALE	6184	4750	3666	4214	8827	8265	6923	10134	13423	11481	8208	86075
TOTAL	7624	6070	4918	5430	11108	10669	9070	12972	17352	14908	10523	110644

RACE	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	TOTAL
AMERICAN INDIAN OR ALASKA NATIVE	965	969	809	602	1261	1388	1301	1863	2511	1834	1104	14607
ASIAN	467	383	338	364	755	715	633	849	1085	911	651	7151
BLACK OR AFRICAN AMERICAN	1470	1166	990	1209	2418	2015	1731	2131	3055	2431	1648	20264
BLANK	1	3	0	1	0	0	2	1	0	0	1	9
DECLINE TO RESPOND	152	111	115	175	330	334	262	354	603	574	393	3403
NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	159	108	78	85	169	180	168	198	267	185	122	1719
WHITE	4410	3330	2588	2994	6175	6037	4973	7576	9831	8973	6604	63491
TOTAL	7624	6070	4918	5430	11108	10669	9070	12972	17352	14908	10523	110644

ETHNIC	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	TOTAL
ALEUT	1	2	2	0	4	0	0	2	2	0	1	14
BLANK	1	3	0	1	0	0	2	1	0	0	1	9
CHINESE	32	24	19	27	48	48	40	67	66	71	40	482
CUBAN	11	7	3	7	6	12	14	10	27	11	15	123
ESKIMO	1	2	1	2	2	2	2	3	2	2	2	21
FILIPINO	83	70	68	87	207	163	147	178	227	175	179	1584
GUAMANIAN	5	3	3	2	7	2	2	6	4	2	1	37
INDIAN	29	13	7	17	46	25	18	23	23	16	9	226
JAPANESE	7	5	3	6	13	6	8	13	8	8	5	82
KOREAN	11	9	9	15	19	18	13	22	37	22	25	200
LATIN AMERICAN WITH HISPANIC DESCENT	160	382	390	342	373	541	509	869	1233	1111	892	6802
MELANESIAN	1	5	0	0	0	1	1	0	3	0	2	13
MEXICAN	115	133	120	119	193	227	189	269	403	362	311	2441
MICRONESIAN	0	0	2	0	1	3	1	2	2	4	0	15
NONE	3162	3439	3127	3616	7137	6591	4890	8030	10885	9971	6494	67342
OTHER	170	127	101	162	296	307	386	515	767	728	692	4251
OTHER ASIAN DESCENT	24	24	22	31	45	42	36	54	89	81	71	519
OTHER HISPANIC DESCENT	1261	528	462	508	1615	1314	984	1129	1402	822	470	10495
OTHER PACIFIC ISLAND DESCENT	18	10	8	13	26	21	17	30	37	30	24	234
POLYNESIAN	3	7	1	1	8	3	5	5	9	6	5	53
PUERTO RICAN	60	49	44	49	78	68	85	110	143	97	108	891
U.S. CANADIAN INDIAN TRIBES	160	156	140	125	210	184	186	283	371	307	237	2359
UNKNOWN	2295	1063	374	289	749	1058	1513	1318	1574	1045	907	12185
VIETNAMESE	14	9	12	11	25	33	22	33	38	37	32	266
TOTAL	7624	6070	4918	5430	11108	10669	9070	12972	17352	14908	10523	110644

Officer Accession total: 16,910

GENDER	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	TOTAL
FEMALE	206	261	379	421	429	440	478	432	479	561	451	4537
MALE	697	719	873	971	1063	1101	1343	1435	1549	1411	1211	12373
TOTAL	903	980	1252	1392	1492	1541	1821	1867	2028	1972	1662	16910

RACE	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	TOTAL
AMERICAN INDIAN OR ALASKA NATIVE	20	16	32	41	44	37	47	37	55	46	31	406
ASIAN	65	76	96	114	122	148	135	161	174	160	162	1413
BLACK OR AFRICAN AMERICAN	58	63	93	130	119	115	107	97	107	112	81	1082
DECLINE TO RESPOND	15	27	38	32	30	43	45	174	66	60	170	700
IDENTIFICATION PENDING	0	0	0	0	0	1	0	0	0	1	1	3
NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	7	4	13	9	6	9	7	8	9	12	15	99
WHITE	738	794	980	1066	1171	1188	1480	1390	1617	1581	1202	13207
TOTAL	903	980	1252	1392	1492	1541	1821	1867	2028	1972	1662	16910

ETHNIC	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	TOTAL
ALEUT	0	0	0	0	1	0	0	0	1	0	0	2
CHINESE	14	7	16	15	14	26	25	25	26	19	25	212
CUBAN	2	1	4	2	6	2	5	14	10	11	8	65
ESKIMO	0	0	0	0	0	1	1	1	0	1	0	4
FILIPINO	11	18	31	24	25	32	23	40	41	37	40	322
GUAMANIAN	1	1	0	1	1	0	0	1	0	1	2	8
INDIAN	5	9	4	8	12	14	15	11	18	7	6	109
JAPANESE	6	6	9	6	6	3	8	12	6	7	12	81
KOREAN	3	8	15	19	16	25	28	25	29	21	30	219
LATIN AMERICAN WITH HISPANIC DESCENT	7	17	13	20	31	29	28	26	37	31	34	273
MELANESIAN	5	4	8	6	2	2	2	1	3	2	1	36
MEXICAN	12	10	12	25	29	23	27	34	49	36	22	279
MICRONESIAN	0	0	0	2	1	1	1	1	0	0	0	6
NONE	583	509	633	738	770	783	991	979	1023	1092	909	9010
OTHER	115	130	180	147	172	200	201	241	260	242	186	2074
OTHER ASIAN DESCENT	7	8	9	12	14	20	14	14	23	26	26	173
OTHER HISPANIC DESCENT	27	25	44	27	37	39	32	47	48	76	49	451
OTHER PACIFIC ISLAND DESCENT	0	0	1	1	3	2	2	3	3	5	2	22
POLYNESIAN	0	0	3	1	2	4	3	0	0	5	2	20
PUERTO RICAN	8	7	16	12	13	17	25	13	21	19	22	173
U.S. CANADIAN INDIAN TRIBES	21	37	36	103	85	85	105	112	121	88	73	866
UNKNOWN	70	176	209	209	235	216	269	246	292	229	197	2348
VIETNAMESE	6	7	9	14	17	17	16	21	17	17	16	157
TOTAL	903	980	1252	1392	1492	1541	1821	1867	2028	1972	1662	16910

b. Statistics for enlisted and officer promotion (RC):

Enlisted Promotions total: 204,848

GENDER	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	TOTAL
FEMALE	5497	6017	5777	4861	3886	3343	3258	3276	3838	3680	3044	46477
MALE	21089	22069	20478	16968	13333	11155	10855	10488	11820	11497	8619	158371
TOTAL	26586	28086	26255	21829	17219	14498	14113	13764	15658	15177	11663	204848

RACE	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	TOTAL
AMERICAN INDIAN OR ALASKA NATIVE	2856	3728	3952	3213	2353	1810	1309	960	886	953	748	22768
ASIAN	1609	1730	1725	1419	1098	994	1063	1009	1107	1209	800	13763
BLACK OR AFRICAN AMERICAN	4760	4889	4714	4041	3389	2840	2973	3015	3502	3062	2366	39551
BLANK	5	3	3	7	2	2	3	3	0	1	0	29
DECLINE TO RESPOND	602	638	558	474	476	529	623	679	1029	1118	926	7652
IDENTIFICATION PENDING	0	0	0	0	2	0	0	0	0	0	0	2
NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	425	506	454	327	280	194	197	153	218	196	159	3109
WHITE	16329	16592	14849	12348	9619	8129	7945	7945	8916	8638	6664	117974
TOTAL	26586	28086	26255	21829	17219	14498	14113	13764	15658	15177	11663	204848

ETHNIC	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	TOTAL
ALEUT	6	4	8	5	3	1	3	2	0	1	1	34
BLANK	5	3	3	7	2	2	3	3	0	1	0	29
CHINESE	109	119	101	80	61	47	61	75	111	127	61	952
CUBAN	30	31	29	12	21	17	26	22	25	30	24	267
ESKIMO	18	17	10	8	9	4	4	5	2	6	3	86
FILIPINO	322	322	314	273	265	218	303	315	378	401	268	3379
GUAMANIAN	10	18	12	8	11	11	5	9	7	5	5	101
INDIAN	122	88	45	31	42	52	24	38	34	42	26	544
JAPANESE	28	31	19	19	24	16	27	28	14	13	17	236
KOREAN	43	46	31	35	32	22	35	41	34	43	20	382
LATIN AMERICAN WITH HISPANIC DESCENT	481	900	1413	1455	1177	1120	955	695	746	776	568	10286
MELANESIAN	6	9	5	4	4	0	2	4	2	2	0	38
MEXICAN	425	486	532	488	403	407	486	408	546	492	430	5103
MICRONESIAN	9	4	13	6	5	3	4	3	7	5	3	62
NONE	12069	13465	14564	13127	10621	9424	8076	6868	6732	6259	4862	106067
OTHER	693	699	549	581	539	589	772	1058	1231	1190	861	8762
OTHER ASIAN DESCENT	107	85	119	88	69	60	112	81	93	98	68	980
OTHER HISPANIC DESCENT	4283	3914	2999	2043	1419	949	1007	1102	1577	1384	1113	21790
OTHER PACIFIC ISLAND DESCENT	75	65	54	35	30	33	35	35	53	42	45	502
POLYNESIAN	12	17	13	9	13	10	14	11	16	13	18	146
PUERTO RICAN	217	254	210	199	166	161	196	186	245	228	159	2221
U.S. CANADIAN INDIAN TRIBES	636	587	614	469	433	326	330	276	276	286	204	4437
UNKNOWN	6840	6876	4547	2803	1831	981	1575	2452	3460	3672	2857	37894
VIETNAMESE	40	46	51	44	39	45	58	47	69	61	50	550
TOTAL	26586	28086	26255	21829	17219	14498	14113	13764	15658	15177	11663	204848

Officer Promotions total: 39,243

GENDER	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	TOTAL
FEMALE	493	501	581	715	760	879	926	884	801	893	804	8237
MALE	2269	2217	2483	2697	2767	3284	3086	3080	3015	3138	2970	31006
TOTAL	2762	2718	3064	3412	3527	4163	4012	3964	3816	4031	3774	39243

RACE	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	TOTAL
AMERICAN INDIAN OR ALASKA NATIVE	54	38	56	47	68	77	96	105	84	82	91	798
ASIAN	174	158	179	237	257	290	298	261	274	318	273	2719
BLACK OR AFRICAN AMERICAN	165	176	212	239	272	322	335	302	285	248	251	2807
BLANK	0	0	0	0	0	1	0	0	1	1	0	3
DECLINE TO RESPOND	142	156	135	151	168	153	156	158	149	299	135	1802
NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	11	11	18	18	22	22	30	19	20	14	20	205
WHITE	2216	2179	2464	2720	2740	3298	3097	3119	3003	3069	3004	30909
TOTAL	2762	2718	3064	3412	3527	4163	4012	3964	3816	4031	3774	39243

ETHNIC	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	TOTAL
ALEUT	0	0	0	0	0	0	1	0	0	1	0	2
CHINESE	18	24	36	36	31	31	43	34	43	43	29	368
CUBAN	7	6	6	5	11	7	11	6	12	9	15	95
ESKIMO	2	1	0	2	0	0	2	1	0	2	0	10
FILIPINO	58	49	49	77	69	79	84	69	70	80	73	757
GUAMANIAN	0	3	1	2	3	2	1	0	1	0	2	15
INDIAN	14	12	7	18	11	16	20	26	24	24	16	188
JAPANESE	13	20	11	11	15	21	16	16	19	9	13	164
KOREAN	23	16	20	32	28	41	40	36	37	53	43	369
LATIN AMERICAN WITH HISPANIC DESCENT	36	26	52	41	57	69	70	64	68	86	60	629
MELANESIAN	5	6	1	4	10	5	9	8	2	2	8	60
MEXICAN	41	39	43	47	52	73	67	58	73	65	75	633
MICRONESIAN	0	0	0	0	0	0	2	1	3	1	1	8
NONE	1758	1808	1985	2030	2154	2372	2323	2212	2092	2203	2115	23052
OTHER	336	270	340	386	413	512	433	470	384	435	380	4359
OTHER ASIAN DESCENT	17	16	17	25	23	34	37	26	27	24	31	277
OTHER HISPANIC DESCENT	67	76	57	89	86	104	102	109	101	112	102	1005
OTHER PACIFIC ISLAND DESCENT	6	2	3	2	3	2	4	3	6	5	8	44
POLYNESIAN	3	1	3	1	5	5	5	3	3	5	2	36
PUERTO RICAN	35	33	41	37	41	54	45	63	63	48	41	501
U.S. CANADIAN INDIAN TRIBES	49	42	69	85	91	164	131	171	130	167	149	1248
UNKNOWN	259	252	303	463	404	532	532	562	633	623	588	5151
VIETNAMESE	15	16	20	19	20	40	34	26	25	34	23	272
TOTAL	2762	2718	3064	3412	3527	4163	4012	3964	3816	4031	3774	39243

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