

**RFI Category and Number:** RFI Category and Number: Implementation of Women, Peace, and Security Requirements, RFI 3

**RFI Question:**

The Committee would like to examine the actual DoD Gender Analysis Framework/Guide/Checklist to understand, assess, and use, to support WPS Objective 1: “modeling and employing WPS for women’s meaningful participation within the Joint Force as well as representation across the Joint Force.

**RFI 3 Response:**

a. Total number of O4s and break out number and percentage of males and number and percentage of females in the total O4 population.

<b>O4</b>	<b>Female</b>	<b>Male</b>	<b>Totals</b>	<b>Female</b>	<b>Male</b>
<b>2021</b>	2370	9587	11957	20%	80%
<b>2022</b>	2425	9557	11982	20%	80%
<b>2023</b>	2440	9322	11762	21%	79%

b. Total number of O4 joint duty assignment list (JDAL) billets.

<b>O4</b>	<b>Authorized JDAL Billets</b>
<b>2021</b>	891
<b>2022</b>	911
<b>2023</b>	897

c. Total number of O4s who are currently serving (1 Jan 2023-31 Dec 2023) in Joint Duty Assignments (JDA) and break out number and percentage of males and numbers and percentage of females in this total O4 JDA population.

<b>O4</b>	<b>Female</b>	<b>Male</b>	<b>Totals</b>	<b>Female</b>	<b>Male</b>
<b>2021</b>	25	165	190	13%	87%
<b>2022</b>	25	166	191	13%	87%
<b>2023</b>	45	181	226	20%	80%

d. Total number of O4s who have JDAL credit (at the O4 level) prior to 1 Jan 2023 but are still O4 rank. Break out number and percentage of males and number and percentage of females in this total O4 JDAL credit population.

<b>O4</b>	<b>Female</b>	<b>Male</b>	<b>Totals</b>	<b>Female</b>	<b>Male</b>
<b>2021</b>	28	165	193	15%	85%
<b>2022</b>	54	274	328	16%	84%
<b>2023</b>	78	375	453	17%	83%

e. Request data for 2023, 2022, and 2021. All responses contain these years.

f. Total number of O5s and break out number and percentage of males and number and percentage of females in the total O5 population.

<b>O5</b>	<b>Female</b>	<b>Male</b>	<b>Totals</b>	<b>Female</b>	<b>Male</b>
<b>2021</b>	1080	6451	7531	14%	86%
<b>2022</b>	1103	6418	7521	15%	85%
<b>2023</b>	1161	6251	7412	16%	84%

g. Total number of O5 JDAL billets.

<b>O5</b>	<b>Authorized JDAL Billets</b>
<b>2021</b>	825
<b>2022</b>	846
<b>2023</b>	853

h. Total number of O5s who are currently serving (1 Jan 2023-31 Dec 2023) in JDA and break out number and percentage of males and number and percentage of females in this total O5 JDA population.

<b>O5</b>	<b>Female</b>	<b>Male</b>	<b>Totals</b>	<b>Female</b>	<b>Male</b>
<b>2021</b>	11	177	188	6%	94%
<b>2022</b>	25	158	183	14%	86%
<b>2023</b>	24	165	189	13%	87%

i. Total numbers of O5s who have JDAL credit prior to 1 Jan 2023 but are still O5 rank. Break out number and percentage of males and number and percentage of females in this total O5 JDAL credit population.

<b>O5</b>	<b>Female</b>	<b>Male</b>	<b>Totals</b>	<b>Female</b>	<b>Male</b>
<b>2021</b>	175	1582	1757	10%	90%
<b>2022</b>	219	2011	2230	10%	90%
<b>2023</b>	245	2390	2635	9%	91%

j. Request data for 2023, 2022, and 2021. All responses contain these years.

k. Total number of O6s and break out number and percentage of males and number and percentage of females in the total O6 population.

<b>O6</b>	<b>Female</b>	<b>Male</b>	<b>Totals</b>	<b>Female</b>	<b>Male</b>
<b>2021</b>	430	3144	3574	12%	88%
<b>2022</b>	443	3049	3492	13%	87%
<b>2023</b>	461	2962	3423	13%	87%

l. Total number of O6 JDAL billets.

<b>O6</b>	<b>Authorized JDAL Billets</b>
<b>2021</b>	382
<b>2022</b>	386
<b>2023</b>	389

m. Total number and percentage of O6s who are currently serving (1 Jan 2023-31 Dec 2023) in JDA and break out number and percentage of males and number and percentage of females in this total O6 JDA population.

<b>O6</b>	<b>Female</b>	<b>Male</b>	<b>Totals</b>	<b>Female</b>	<b>Male</b>
<b>2021</b>	12	104	116	10%	90%
<b>2022</b>	4	77	81	5%	95%
<b>2023</b>	10	96	106	9%	91%

n. Total number and percentage of O6s who have JDAL credit prior to 1 Jan 2023 but are still O6 rank. Break out number and percentage of males and number and percentage of females in this total O6 JDAL credit population.

<b>O6</b>	<b>Female</b>	<b>Male</b>	<b>Totals</b>	<b>Female</b>	<b>Male</b>
<b>2021</b>	196	2507	2703	7%	93%
<b>2022</b>	207	2663	2870	7%	93%
<b>2023</b>	224	2773	2997	7%	93%

o. Request data for 2023, 2022, and 2021. All responses contain these years.

p. Total number of O7-O8s and break out number and percentage of males and number and percentage of females in the total O7-O8 population (separate O7 and O8 into two separate rows of data).

<b>Year</b>	<b>Rank</b>	<b>Female</b>	<b>Male</b>	<b>Totals</b>	<b>Female</b>	<b>Male</b>
<b>2021</b>	<b>O7</b>	11	116	127	9%	91%
	<b>O8</b>	6	61	67	9%	91%
<b>2022</b>	<b>O7</b>	11	106	117	9%	91%
	<b>O8</b>	4	74	78	5%	95%
<b>2023</b>	<b>O7</b>	7	112	119	6%	94%
	<b>O8</b>	6	59	65	9%	91%

q. Total number of O7 and O8 JDAL billets.

Year	Rank	Authorized JDAL Billets
2021	O7	23
	O8	4
2022	O7	27
	O8	4
2023	O7	22
	O8	4

r. Total number of O7-O8s who are currently serving (1 Jan 2023-31 Dec 2023) in JDA and break out number and percentage of males and number and percentage of females in this total O7-O8 JDA population (separate O7 and O8 into two separate rows of data).

Year	Rank	Female	Male	Totals	Female	Male
2021	O7	0	3	3	0%	100%
	O8	0	0	0	0%	0%
2022	O7	1	6	7	14%	86%
	O8	0	2	2	0%	100%
2023	O7	0	4	4	0%	100%
	O8	0	1	1	0%	100%

s. Total number and percentage of O7-O8s who have JDAL credit prior to 1 Jan 2023 but are still O7-O8 rank. Break out number of males and numbers of females in this total O7-O8 JDAL credit population (separate O7 and O8 into two separate rows of data).

Year	Rank	Female	Male	Totals	Female	Male
2021	O7	13	185	198	7%	93%
	O8	4	87	91	4%	96%
2022	O7	13	192	205	6%	94%
	O8	4	87	91	4%	96%
2023	O7	13	193	206	6%	94%
	O8	4	87	91	4%	96%

t. Request data for 2023, 2022, and 2021. All responses contain these years.

u. Total number of O9-O10s and break out number of males and numbers of females in the total O9-O10 population (separate O9 and O10 into two separate rows of data).

<b>Year</b>	<b>Rank</b>	<b>Female</b>	<b>Male</b>	<b>Totals</b>	<b>Female</b>	<b>Male</b>
<b>2021</b>	<b>O9</b>	3	41	44	7%	93%
	<b>O10</b>	0	9	9	0%	100%
<b>2022</b>	<b>O9</b>	3	34	37	8%	92%
	<b>O10</b>	1	9	10	10%	90%
<b>2023</b>	<b>O9</b>	3	30	33	9%	91%
	<b>O10</b>	1	7	8	13%	88%

v. Total number of O9 and O10 JDAL billets.

<b>Year</b>	<b>Rank</b>	<b>Authorized JDAL Billets</b>
<b>2021</b>	<b>O9</b>	3
	<b>O10</b>	3
<b>2022</b>	<b>O9</b>	3
	<b>O10</b>	2
<b>2023</b>	<b>O9</b>	4
	<b>O10</b>	2

w. Total number of O9-O10s who are currently serving (1 Jan 2023-31 Dec 2023) in JDA and break out number and percentage of males and number and percentage of females in this total O9-O10 JDA population (separate O9 and O10 into two separate rows of data).

<b>Year</b>	<b>Rank</b>	<b>Female</b>	<b>Male</b>	<b>Totals</b>	<b>Female</b>	<b>Male</b>
<b>2021</b>	<b>O9</b>	0	0	0	0%	0%
	<b>O10</b>	0	1	1	0%	100%
<b>2022</b>	<b>O9</b>	1	0	1	100%	0%
	<b>O10</b>	0	1	1	0%	100%
<b>2023</b>	<b>O9</b>	0	0	0	0%	0%
	<b>O10</b>	0	0	0	0%	0%

x. Total number of O9-O10s who have JDAL credit prior to 1 Jan 2023 but are still O9-O10 rank. Break out number and percentage of males and number and percentage of females in this total O9-O10 JDAL credit population (separate O9 and O10 into two separate rows of data).

<b>Year</b>	<b>Rank</b>	<b>Female</b>	<b>Male</b>	<b>Totals</b>	<b>Female</b>	<b>Male</b>
<b>2021</b>	<b>O9</b>	8	62	70	11%	89%
	<b>O10</b>	2	14	16	13%	88%
<b>2022</b>	<b>O9</b>	8	62	70	11%	89%
	<b>O10</b>	2	14	16	13%	88%
<b>2023</b>	<b>O9</b>	8	62	70	11%	89%
	<b>O10</b>	2	14	16	13%	88%

y. Request data for 2023, 2022, and 2021. All responses contain these years.

z. The total number of E5-E6 and break out number and percentage of males and number and percentage of females in E5-E6 population (separate E5 and E6 into two separate rows of data).

<b>Year</b>	<b>Rank</b>	<b>Female</b>	<b>Male</b>	<b>Totals</b>	<b>Female</b>	<b>Male</b>
<b>2021</b>	<b>E5</b>	16701	59189	75890	22%	78%
	<b>E6</b>	9212	46186	55398	17%	83%
<b>2022</b>	<b>E5</b>	16501	57393	73894	22%	78%
	<b>E6</b>	9368	45312	54680	17%	83%
<b>2023</b>	<b>E5</b>	16379	57001	73380	22%	78%
	<b>E6</b>	9427	43839	53266	18%	82%

aa. The total number of E5-E6 currently serving in a Joint Assignment (Joint Staff, COCOM, etc.) and break out number and percentage of males and number and percentage of females in this total population (separate E5 and E6 into two separate rows of data).

BSC is unavailable for enlisted in NES. Therefore enlisted could not be joined with their particular billet and Joint Assignment credit could not be found.

bb. Request data for 2023, 2022, and 2021. All responses contain these years.

cc. The total number of E7-E9 and break out number and percentage of males and number and percentage of females in E7-E9 population (separate E7, E8, and E9 into three separate rows of data).

<b>Year</b>	<b>Rank</b>	<b>Female</b>	<b>Male</b>	<b>Totals</b>	<b>Female</b>	<b>Male</b>
<b>2021</b>	<b>E7</b>	3705	20956	24661	15%	85%
	<b>E8</b>	920	6878	7798	12%	88%
	<b>E9</b>	301	2730	3031	10%	90%
<b>2022</b>	<b>E7</b>	3767	20889	24656	15%	85%
	<b>E8</b>	915	6669	7584	12%	88%
	<b>E9</b>	316	2630	2946	11%	89%
<b>2023</b>	<b>E7</b>	3868	20751	24619	16%	84%
	<b>E8</b>	950	6495	7445	13%	87%
	<b>E9</b>	347	2701	3048	11%	89%

dd. The total number of E7-E9 currently serving in a Joint Assignment (Joint Staff, COCOM, etc.) and break out number and percentage of males and number and percentage of females in this total population (separate E7, E8, and E9 into three separate rows of data).

BSC is unavailable for enlisted in NES. Therefore enlisted could not be joined with their particular billet and Joint Assignment credit could not be found.

ee. Request data for 2023, 2022, and 2021. All responses contain these years.

ff. The total number of WO1-WO5 and break out number and percentage of males and number and percentage of females in WO1-WO5 population (separate into five separate rows of data).

<b>Year</b>	<b>Rank</b>	<b>Female</b>	<b>Male</b>	<b>Totals</b>	<b>Female</b>	<b>Male</b>
<b>2021</b>	<b>WO1</b>	0	12	12	0%	100%
	<b>WO2</b>	90	570	660	14%	86%
	<b>WO3</b>	64	673	737	9%	91%
	<b>WO4</b>	33	452	485	7%	93%
	<b>WO5</b>	5	82	87	6%	94%
<b>2022</b>	<b>WO1</b>	1	19	20	5%	95%
	<b>WO2</b>	99	586	685	14%	86%
	<b>WO3</b>	76	685	761	10%	90%
	<b>WO4</b>	35	448	483	7%	93%
	<b>WO5</b>	6	83	89	7%	93%
<b>2023</b>	<b>WO1</b>	2	20	22	9%	91%
	<b>WO2</b>	102	605	707	14%	86%
	<b>WO3</b>	82	684	766	11%	89%
	<b>WO4</b>	45	433	478	9%	91%
	<b>WO5</b>	5	73	78	6%	94%

gg. The total number of WO1-WO5 currently serving in a Joint Assignment (Joint Staff, COCOM, etc.) and break out number and percentage of males and number and percentage of females in this total population (separate into five separate rows of data).

<b>Year</b>	<b>Rank</b>	<b>Female</b>	<b>Male</b>	<b>Totals</b>	<b>Female</b>	<b>Male</b>
<b>2021</b>	<b>WO1</b>	0	0	0	0%	0%
	<b>WO2</b>	0	0	0	0%	0%
	<b>WO3</b>	0	1	1	0%	100%
	<b>WO4</b>	0	0	0	0%	0%
	<b>WO5</b>	0	0	0	0%	0%
<b>2022</b>	<b>WO1</b>	0	0	0	0%	0%
	<b>WO2</b>	0	0	0	0%	0%
	<b>WO3</b>	0	1	1	0%	100%
	<b>WO4</b>	0	0	0	0%	0%
	<b>WO5</b>	0	0	0	0%	0%
<b>2023</b>	<b>WO1</b>	0	0	0	0%	0%
	<b>WO2</b>	0	0	0	0%	0%
	<b>WO3</b>	0	2	2	0%	100%
	<b>WO4</b>	0	0	0	0%	0%
	<b>WO5</b>	0	0	0	0%	0%

hh. Request data for 2023, 2022, and 2021. All responses contain these years.



Hours Expended Answering this RFI: 20

POC or office responsible: PERS-452

NX: Joint Officer Management