

**US Coast Guard
Briefing to DACOWITS
RFI 5A
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Presented by:

**Representative from Coast Guard Office of Aviation Forces
COMDT (CG-711)**



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

Answer:

- The Coast Guard does not have the ability to break down data by both gender and platform.
- For pilots, data is available by gender and type of platform (rotary-wing or fixed-wing).
- Warrant officers do not serve as pilots or aircrew in the Coast Guard. They instead advance from enlisted ranks and serve as administrative leaders to manage aviation maintenance programs. They can be stationed at any aviation unit and are assigned a specific airframe type based on the type of aircraft flown at the unit.
- Enlisted ratings are not airframe specific. Members are able to change platforms during their career based on member assignment preference or needs of the service.

(Data provided on the next slide)



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

Answer:

Officers:

BOFY 2020 Officer Aviators	Gender	ENS	LTJG	LT	LCDR	CDR	CAPT	RDML	RADM	VADM	ADM	TOTAL
All Airframes	Female	0	2	43	35	11	3	1	0	0	0	95
Fixed		0	0	12	6	2	0	0	0	0	0	20
Rotary		0	2	31	29	9	3	1	0	0	0	75
Both		0	0	0	0	0	0	0	0	0	0	0

Warrant Officers:

Aviation Warrants by PG & Sex, w/ ENL rate	AVI2	AVI3	AVI4	Total
Female	1	1	0	2
AET	1	0	0	1
AMT	0	1	0	1

AVI = Aviation Engineering (for prior AET and AMT enlisted)
MSSD = Marine Safety Specialist Deck (for prior AST enlisted)

Enlisted:

BOFY 2020		E3	E4	E5	E6	E7	E8	E9	Total
AET	Female	0	30	30	17	2	2	0	81
AMT		0	47	31	9	5	2	1	95
AST		0	0	0	1	1	1	0	3
Total		0	77	61	27	8	5	1	179



b. What is the percentage of women in aviation by rank/MOS?

Answer:

Officers

Percentages	Fixed	Rotary	Both	Total
Female	10.3%	9.6%	0.0%	9.5%

Warrant Officers: Women account for 2.1% of the AVI total (out of 95).

There are no female MSSD warrant officers.

AVI = Aviation Engineering (for prior AET and AMT enlisted)

MSSD = Marine Safety Specialist Deck (for prior AST enlisted)

Enlisted:

Percent	AET	AMT	AST	Total
Female	6.4%	5.8%	0.8%	5.5%

AET = Aviation Electronics Technician

AMT = Aviation Maintenance Technician

AST = Aviation Survival Technician



c. What barriers have you identified that may hinder women's ascension into aviation specialties (e.g., equipment, anthropomorphic measures, etc.)?

Answer:

- Only known barrier is the Aviation Survival Technician (AST) Candidate Screening Test.
 - The requirements to pass this test and enter AST "A" school are minimum standards and not gender specific. The requirements are in place due to the unforgiving nature of the operating environments our Rescue Swimmers face.
 - Para. 1.A.2 of the Coast Guard Helicopter Rescue Swimmer Manual, COMDINST M3710.4D, explains why the standards exist.

"The RS must have the mental capacity, flexibility, mobility, strength, power, agility, endurance, and equipment to function for at least 30 minutes in heavy seas, on unstable platforms, on rugged terrain during severe adverse weather conditions."
- Coast Guard anthropomorphic measures mirror those of the U.S. Navy and are used to screen personnel applying for flight training because of Navy training aircraft limits.
- The Coast Guard does not have any specialized equipment for either pilots, aircrew, or Rescue Swimmers (ASTs) that would preclude a woman from performing those duties.



d. What barriers have you identified that may limit women's promotion potential once in the aviation specialties (i.e., berthing limitations, facilities, deployment time, etc.)?

Answer:

- Officer promotion boards are guided by law and policy. These boards recommend officers on either a best qualified or fully-qualified basis, and consider fundamentally the SAME type of information. Each board will develop its own selection criteria, but the basic criteria is centered on four dimensions; Performance, Professionalism, Leadership and Education. The selection boards consider ONLY matters of record (officer evaluations, records of professional development, etc.) and the proceedings of the selection boards are confidential. (Reference: Officer Accessions, Evaluations, and Promotions, COMDTINST M1000.3 (series), Chapt. 6.A.3.a)

Pertinent Laws:

14 USC § 2115 Selection boards; information to be furnished boards:

- Section (a) (2) states “the names and records of all officers who are eligible for consideration for promotion to the grade to which the board will recommend officers for promotion.”

14 USC § 2118 Selection boards; submission of reports:

- Section (d) states “...the proceedings of a selection board, including a special selection board convened under section 2120, shall not be disclosed to any person not a member of the board.”
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(cont.) d. What barriers have you identified that may limit women's promotion potential once in the aviation specialties (i.e., berthing limitations, facilities, deployment time, etc.)?

➤ Evaluation Reports

- ❖ To minimize the impact of gender bias in evaluation reports, the Coast Guard changed policy to eliminate all gender-specific pronouns and text, as well as the use of names. The removal of gender specific pronouns and member names from OERs and EERs advances the objective of a mission ready workforce by evaluating a member on standards of performance of duty and proficiency. Names are now replaced with terms like, “reported-on officer” and “this officer.” *See ALCOAST COMMANDANT NOTICE 125/18*



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

Answer:

- The Coast Guard sends recruiters to, and sponsors current members' participation in, the Women in Aviation Conference. Female ASTs have also been involved in the Coast Guard's innovative Rescue Swimmer recruiting initiatives.
 - ❖ To battle high attrition without compromising training and fitness standards, the Coast Guard actively recruits competitors at adventure sports events such as CrossFit Games, "Red Bull Surf + Rescue" competition, etc.
 - However, the Coast Guard's Women's Retention Study completed in 2018 identified several opportunities for improvement throughout the entire Coast Guard.
 - ❖ As the Coast Guard takes action in these areas, we expect to see an increase in retention of women in aviation.
 - Noteworthy data point:
 - ❖ From 2014 to 2019, the Coast Guard saw a 47% increase of women in enlisted aviation ratings. In 2014, there were 122 total women in enlisted aviation ratings, and in 2019, there were 179.
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Aviation Retention – Findings from RAND 2018

Table 4.1
Prevalence of Select Characteristics and Average Length of Service in Years
(Category with Highest Level of Female Retention Shown in Bold)

	Percentage of Total		Average Length of Service	
	Female	Male	Female	Male
Family-related				
Unmarried (no children)	49.3	33.2	8.7	9.4
Married (no children)	22.4	22.7	8.0	10.1
Unmarried (one or more children)	6.1	4.0	12.3	15.5
Married (one or more children)	22.2	40.1	12.8	17.3
Occupation				
Engineering rating (enlisted only)	14.2	40.8	10.4	12.8
Operations rating (enlisted only)	27.1	32.1	9.6	12.5
Service/Support rating (enlisted only)	47.1	17.0	11.1	12.5
Nonpilot (officer only)	95.2	84.5	13.2	15.5
Pilot (officer only)	4.8	15.5	19.8	20.9
Ashore versus afloat				
Not assigned to cutter	85.0	77.5	8.9	11.2
Assigned to cutter	15.0	22.5	11.2	12.6
Did not deploy in previous year	80.2	71.0	8.8	10.9
Deployed in previous year	19.8	29.0	11.5	13.3

NOTE: Calculations are based on pooled end-of-FY snapshots from FY05 to FY16. Average length of service is based on CCRs using all person-year records with a given characteristic, with YOS top-coded at 25 (as there tend to be few personnel in each individual YOS value above that level). We defined rating categories for enlisted members as the first rating each person entered after their initial term as a non-rate and excluded those who never progressed beyond non-rate status.

“For officer occupations, men have more than triple the likelihood of being pilots compared with women, and pilots have substantially higher retention (likely due, in part, to longer service commitments associated with flight training).”
(Improving Gender Diversity in the Coast Guard, RAND 2018)

