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# *Department of the Air Force*

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## ***IMPLEMENTATION OF WOMEN, PEACE, AND SECURITY REQUIREMENTS***



MR

December 2023

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# Women, Peace, and Security (WPS) Strategy

## ■ Professional Military Education (PME)

- DAF WPS Working Group #1 worked with Air Education and Training Command (AETC) and 2nd AF Chief Learning Officer (CLO) to conduct a PME curriculum gap analysis including Air War College (AWC), Air Command and Staff College (ACSC), Squadron Officer School (SOS), and Enlisted Professional Military Education (EPME).
  - WPS included in the ACSC and AWC exiting curriculums
  - Air University (AU) held Gender Focal Point course in June 2023, graduating 60 PME instructors/curriculum developers
  - Presented WPS objectives to DAF Learning Committee - approved further areas to be incorporated into existing modules
- Next steps
  - Include WPS as a ACSC focus area for AY23-24 (Academic Year)
  - Create WPS training for AU Commander's Course to be delivered to all CY24 (Calendar Year) graduates
  - Hire GS-14 WPS Lead for AETC to ensure continuous implementation

## ■ Senior Leader Training

- DAF WPS Senior Leader 101 training developed and held by MRR program leads quarterly in a group setting, or on a one-on-one basis as needed.
  - 56 DAF senior leaders trained as of 31 Oct 23
- Next steps
  - Continue training DAF senior leaders when requested
  - Develop DAF Senior Leader 201 Training for Senior Leaders requesting more/actionable information

## ■ Entry Level Training

- DAF WPS Working Group #1 worked with 2<sup>nd</sup> AF Chief Training Officer (CTO) and conducted Basic Military Training (BMT) and Technical Training gap analysis.
  - Determined WPS concepts are not yet introduced into DAF Technical Training
- Next steps
  - Identify opportunities to embed learning objectives into specific AF Specialty training (Security Forces, Sexual Assault, Foreign Area Officer)



# RegAF Gender Disparities

## ■ Retention/promotion rates

- A five-year look at demographics by rank shows among RegAF officers, the percentage of female officers decreased as ranks increased. Although females comprised 24% of Company Grade Officers (CGOs), they constituted 18% of Field Grade Officers (FGOs) and 8% of General Officers (GOs). Conversely, males represented 75% of CGOs, 82% of FGOs, and 92% of O7s and above.
- Within the operations AFSC, 70% of GOs come from the pilot AFSC. Cumulatively, this equates to roughly 52% of GOs coming from the pilot community. However, 11X – Pilot and 18X – RPA Pilot contain the lowest female representation of any other career field with 7.7% and 7.1% respectively.
- According to RegAF Military Personnel Data System (MilPDS), 55% of the roughly 5,600 female officers in the year group 2005 to 2010 separated prior to 10 Years of Service (YOS) compared with a separation rate of 33% for the roughly 18,100 male officers in the same year group. Based on these calculations female officers in the 2005 to 2010 year group were 44% more likely to separate than the average separation rate and 66% more likely to separate than their male counterparts.
- Based on MilPDS data, the disparity between male and female officer separation rates prior to 20 YOS (year groups 1995 to 2000) narrows. About 80% of male officers in those year groups separated at or before 20 YOS, while 87% of female officers did the same.
- The gender disparity in enlisted separations prior to 10 YOS is much smaller than the gender disparity in officer separations prior to 10 YOS.
- The percentage of RegAF enlisted females remained relatively stable, at 21% for Airmen E1-E4, 18% for Non-Commissioned Officers (NCOs), and 20% for Senior Non-Commissioned Officers (SNCOs) of 21.2% and the male rate of 21.5%. Conversely, male enlisted members consistently were at or below the average enlisted promotion rate until E9.

## ■ Selection for leadership positions

- While there has been growth in the proportion of female officers moving up through the ranks, there is still a disparity in the female officers holding leadership positions compared to male officers, as shown in the officer leadership models. Low representation could partially be attributed to lower retention of female officers compared to male officers. In 2020, in the O4 – O6 ranks, females made up approximately 20% of RegAF officers. However, moving to O5 and up, this drops to about 10% of female officers.
- Between 2015 and 2020, female officers were notably underrepresented in wing commander and squadron/group commander positions relative to the respective female O5/O6 and O6 populations. Although females comprised 15% of the RegAF O6 population, they constituted 9% of wing commanders.
- About 57% of RegAF squadron/group commanders and roughly 86% of wing commanders were from operations career fields. Female officers accounted for 16% of combined O5s/O6s but only represented 11% of O5/O6s in operations career fields (excluding pilots). Furthermore, pilots accounted for roughly 27% of RegAF squadron/group commanders and about 58% of wing commanders, while only 4% of female O5/O6s are pilots.
- When considering E7-E9s, at a 90% level of confidence and holding all other factors constant, females have 12% lower odds of receiving the leadership positions of command chief, group superintendent, or first sergeant compared to their male counterparts.



# AFR Gender Disparities

## ■ Retention/promotion rates

- Air Force Reserve (AFR) has the highest female representation of all Air Force components across all rank groups, more than doubling the female representation of GOs compared to the RegAF and Air National Guard (ANG).
- In the AFR and ANG, the percentages of enlisted females within their respective component declined but not as sharply as on the officer's side.

## ■ Selection for leadership positions

- Similar to RegAF data, female AFR officers are notably underrepresented in wing commander and squadron/group commander positions relative to the respective female O5/O6 and O6 populations. Between CY15-CY20, females were underrepresented in wing commander positions by 72% and in squadron/group commander positions by 26%.
- Low female representation is particularly pronounced in the wing commander role, with 7% of AFR wing commanders being female compared to the 25% AFR O6 female population. Approximately 18% of AFR squadron/group commanders are female, below the 24% combined O5/O6 female AFR population. This disparity in representation is amplified in the aggregate representation of females in command since 40.5% of squadron/group command positions and 93.8% of wing command positions are held by officers in operations career fields in the AFR.
- AFR females have increased representation of O5 and O6 grades compared to the RegAF and ANG, particularly in operations career fields. However, this comparatively higher representation does not translate to increased representation of females in AFR command positions.
- For the enlisted force, compared to the gender demographics in the corresponding rank groups, females in the AFR were notably overrepresented in first sergeant and command chief positions, affecting approximately 49 members and three members on average per year, respectively. They were also overrepresented in group superintendent positions, but to a lesser extent than the other positions.



# ANG Gender Disparities

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## ■ Selection for leadership positions

- As with the RegAF and AFR, female ANG officers were notably underrepresented in wing commander and squadron/group commander positions relative to the respective female O5/O6 and O6 populations. Most notable were in wing commander positions, where females were 54% underrepresented, a deficit of 12 members per year.
- Underrepresentation of females in operations commands is significant because 52% of squadron/group command positions and almost 70% of wing command positions in the ANG are held by officers in the operations career fields, where females already have low representation: 4% of pilots are female, and 12% of non-pilots in operations are female. As in the RegAF and AFR the wing command percentages appear to be directly impacted by the pilot demographics.
- Between 2015 and 2020, compared to the gender demographics in the corresponding rank groups, ANG female enlisted members were notably overrepresented in all enlisted leadership positions.



# DAF Civilian Gender Disparities

## ■ Retention/promotion rates

- Female DAF civilians are overrepresented in entry-level “white collar” General Schedule (GS) positions at 64%. Females have decreasing representation as grade increases, with 21% in SES positions. Females are underrepresented in “blue collar” Federal Wage System (FWS) positions with decreasing representation at grade increases.
- As shown in the Demographics section, compared to the DAF civilian average gender representation of 29.6%, female DAF civilians are underrepresented in FWS, upper-level GS, and SES positions. Within the GS civilian wage system, 64% of the entry-level positions are held by females. For mid-level GS employees, females comprise 37% of the workforce. However, for upper-level GS positions, the representation of females decreases to 24%.
- The FWS workforce is significantly less gender diverse than the GS workforce. For mid and upper-level employees, the representation of females decreases as grade increases; females comprise 4% of the upper-level FWS tier.
- Females account for 21% of the DAF Senior Executive Service (SES), which is underrepresented compared to the 29.6% female DAF civilian population and 24% of upper-level female GS employees. However, since 2015, the overall representation of females in GS13-15 and SES positions increased more than 1.3% each.

## ■ Selection for leadership positions

- According to THRMIS data, from 2015 to 2020, the average gender distribution for the DAF civilian force was 70.2% male and 29.8% female. From 2015 to 2020, females were underrepresented in civilian supervisory positions. However, female representation had an increasing trend at 24.9% in 2015 to 25.7% in 2020.



# *Briefing Acronyms*

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- Air Education and Training Command (AETC)
- Air Command and Staff College (ACSC)
- Air War College (AWC)
- Basic Military Training (BMT)
- Chief Learning Officer (CLO)
- Chief Training Officer (CTO)
- Enlisted Professional Military Education (EPME)
- Executive Service (SES)
- Federal Wage System (FWS)
- General Schedule (GS)
- Military Personnel Data System (MilPDs)
- Squadron Officer School (SOS)
- Years of Service (YOS)



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# Questions?