



DEPARTMENT OF THE AIR FORCE
WASHINGTON, DC

OFFICE OF THE SECRETARY

15 November 2023

MEMORANDUM FOR DACOWITS

FROM: HQ USAF
1720 Air Force Pentagon
Washington DC 20330-1720

SUBJECT: DAF DACOWITS RFI Response #4

QUESTION #4

The Committee requests a **written response** from the **Army, Navy, Marine Corps, Air Force, Space Force, Coast Guard, and National Guard** on the following:

a. Provide information on key influencers and recruitment efforts for female officers currently attending the MSAs and ROTC to pursue careers in special operations forces (SOF) and other previously closed career fields.

The United States Air Force Academy's recruitment efforts for women are not specifically targeted to create a pipeline for special operations forces or previously closed career fields. However, there are ongoing efforts to recruit women to attend the Academy in pursuit of earning a Bachelor of Science degree and receiving a commission. To that end the Admissions office engages with influencers in Congressional offices which creates opportunities for congressional staffs and educators to visit the Academy. In addition, the Admissions office conducts outreach and targets specific engagements to include:

- Women in Aviation regional convention
- Girls in Aviation event
- Girls Scouts STEM exhibits
- Girls Academic Leadership Events

During their tenure as cadets there are opportunities for women and all cadets to hear from representative from various career fields via warfighting lecture series, targeted visits and from the staff that are assigned to USAFA.

Additionally, Air Force Reserve Officer Training Corps (AFROTC) does not emphasize or show partiality toward traditional or nontraditional career paths for male and female cadets. Pursuant to AFMAN 36-2100, Military Utilization and Classification, the Air Force Personnel Center (AFPC) classifies AFROTC cadets based on Air Force requirements, cadet qualifications, and cadet desires.

The Officer Training School (OTS) mission is to train and develop officer candidates' post-selection and is not involved in the application or board selection process. Officer candidates arrive at OTS with their assigned Air Force Specialty Code (AFSC) and a date for technical training following graduation.

b. Provide information on key influencers and mentoring efforts for enlisted women that impact career selection into SOF and other previously closed career fields, such as submarines and artillery force.

The DAF does not have mentoring efforts for enlisted women that impact career selection into previously closed career fields.