

(UNCLASSIFIED)

RFI #2 GENDER INTEGRATION

6 Jun 18

1. SUBJECT: Air Force Gender Integration Implementation
2. PURPOSE: To provide the Defense Advisory Committee on Women in the Services (DACOWITS) with responses to requests for information (RFIs) on gender integration.
3. The Committee requires a written response to address the following questions. The Air Force responses are extracted from the “2017 Assessment Regarding the Full Integration of Women in the Air Force” (attached, signed 11 May 2018).

a. What office is responsible for gender integration oversight and accountability and what areas are specifically covered?

The Air Force Deputy Chief of Staff, Manpower, Personnel, and Services (AF/A1), is responsible for oversight of policies and programs related to career field classification policies. The Air Force Deputy Chief of Staff, Operations, Plans, and Requirements (AF/A3) is responsible for oversight and management of the seven recently opened Battlefield Airmen (BA) specialties.

Moreover, as stated in the “Implementation Guidance for the Full Integration of Women in the Armed Forces” memorandum issued by the Secretary of Defense (signed 3 Dec 2015), the responsibility for implementation is borne in equal measure by the entire force and the military and civilian leadership of the DoD.

b. What policies and regulations are in place to ensure long term integration?

In accordance with the aforementioned memorandum directing the military services to open all military occupational specialties to women, the Air Force has implemented gender-neutral standards for all specialty codes and these standards are in use at all associated training locations and schools.

To meet this direction, the Senior Advisor to the Undersecretary of Defense for Personnel and Readiness (USD/P&R) issued a memorandum directing annual assessments regarding full implementation of gender integration no later than December 31st of each calendar year.

With the opening of the seven BA specialties to females, the Air Force incorporated a number of existing programs that address resilience, mentorship, diversity and integration. Specifically, Air Education and Training Command utilizes a seven-hour training module for all new and current BA instructors. The module includes topics pertaining to integration concerns, gender differences, unconscious bias, and reinforcement of zero tolerance for sexual harassment and assault.

c. What measures/metrics are used?

The “2017 Assessment Regarding the Full Integration of Women in the Air Force” evaluates transparent standards (i.e. Inspector General complaints data), population size and

demographic information, physical demands and physiological differences (i.e. injury rates), and recruiting data.

d. What systems are in place to track compliance, success and deficiencies?

Per the “2017 Assessment Regarding the Full Integration of Women in the Air Force,” in 2017 the Vice Chief of Staff of the Air Force commissioned a Battlefield Airmen Force Improvement Program requiring a comprehensive review of the entire enterprise. The Force Improvement Program is still underway.

e. What is the timeline for changes?

The timeline for the integration of women in the seven BA career field pipelines is to be Combat Mission Ready (CMR) by 2019.

f. Who is responsible for measurements and gaps?

Please see response to question a. In addition, the following agencies have OPR responsibilities: Air Force Inspector General (SAF/IG), Air Force Surgeon General (AF/SG), Air Education and Training Command (AETC), and Air Force Recruiting Service (AFRS).

g. What is the current data on schools preparing Service members to serve in newly opened positions, including graduating occurring from Mar 16 to present?

The USAF Academy currently has 16 males and 0 females projected for accession into BA career fields in 2018, compared to 11 males and 0 females in 2017.

h. What military schools have not had women accessions, graduation, or completion?

Although all military schools are open to women, no women have completed BA career field training to date. No female officers have accessed into BA career fields, entered training or completed training in FY18. Through FY17, only one female Air Force member had successfully completed the Tactical Air Control Party (TACP) preparation course. Three other females entered the preparation course, but were eliminated (two self-eliminations, one medical). In FY 18, two female enlisted members were accessed into BA career fields (also TACP) and started training however, neither completed training.

i. What are the areas of success, positive trends or unexpected trends?

Aside from the information provided in the “2017 Assessment Regarding the Full Integration of Women in the Air Force,” the Air Force has nothing significant to report. More information will be available in the 2018 annual report, expected to be released in May 2019.