



DEPARTMENT OF THE AIR FORCE
HEADQUARTERS UNITED STATES SPACE FORCE

10 April 2023

MEMORANDUM FOR DACOWITS

FROM: HQ USSF/S1
2020 Air Force Pentagon
Washington, DC 20330-2020

SUBJECT: USSF DACOWITS RFI Response RFI #9

QUESTION #9

In 2019, the Committee recommended the Secretary of Defense “establish a DoD policy that defines and provides guidance to eliminate conscious and unconscious gender bias” with a view to tackling the bias that has impeded servicewomen’s promotion and advancement opportunities. The Committee continues to be interested in the gender barriers servicewomen confront during their service. Women in the military and across all industries have historically lagged behind men in career progression opportunities and promotion rates, and women in male-dominated industries (such as the military) typically encounter even greater barriers and resistance to career progression. Gender bias is among the barriers that servicewomen have and continue to experience in their career progression.

a. Promotion results in 2010, 2015, 2020 and 2022:

i. By gender, grade, occupational specialty/MOS/community, number and percentage of males/females considered.

ii. By gender, grade, occupational specialty/MOS/community, number and percentage of males/females selected for enlisted (E-7 thru E-9) and officer (O-4 thru O-6) competitive promotion selection boards.

iii. The top 5 gender promotion variances by MOS/rating, for enlisted (E-7 thru E-9) and officer (O-4 thru O-6).

Data is available on slides 1-6; No Space Force data is available for CY2010 or 2015

Enlisted: The USSF enlisted data is based on the establishment of the service in 2019. In CY20, the USSF only executed an E-9 promotion board

Officer: Due to the small size of the USSF officer career fields, officers are placed into Competitive Categories for promotion board purposes.

The first USSF O-4 through O-6 promotion boards convened CY21.

CY20 O-7 results are from the USAF Space Operations selection board; an O-7 board was not held in CY22; the next O-7 board is currently scheduled for CY23.

b. Identify the trends and compare promotion rates of females and males by occupational specialty/MOS/community to the degree possible. In other words, in what occupational areas do servicewomen's promotion rates lag behind servicemen?

Enlisted: The CY20 CMSgt (E-9) promotion board did not select any women. At the time of the promotion board there was only 1 eligible female SMSgts (E-8). However, in CY22 women promoted at a faster rate to CMSgt (E-9).

Officer: The CY22 O-4, O-5 and O-6 promotion board selected females at a higher rate than male counterparts on all promotion boards.

IPZ promotion rate to O-4 was 93.9% for females and 87.8% for males.

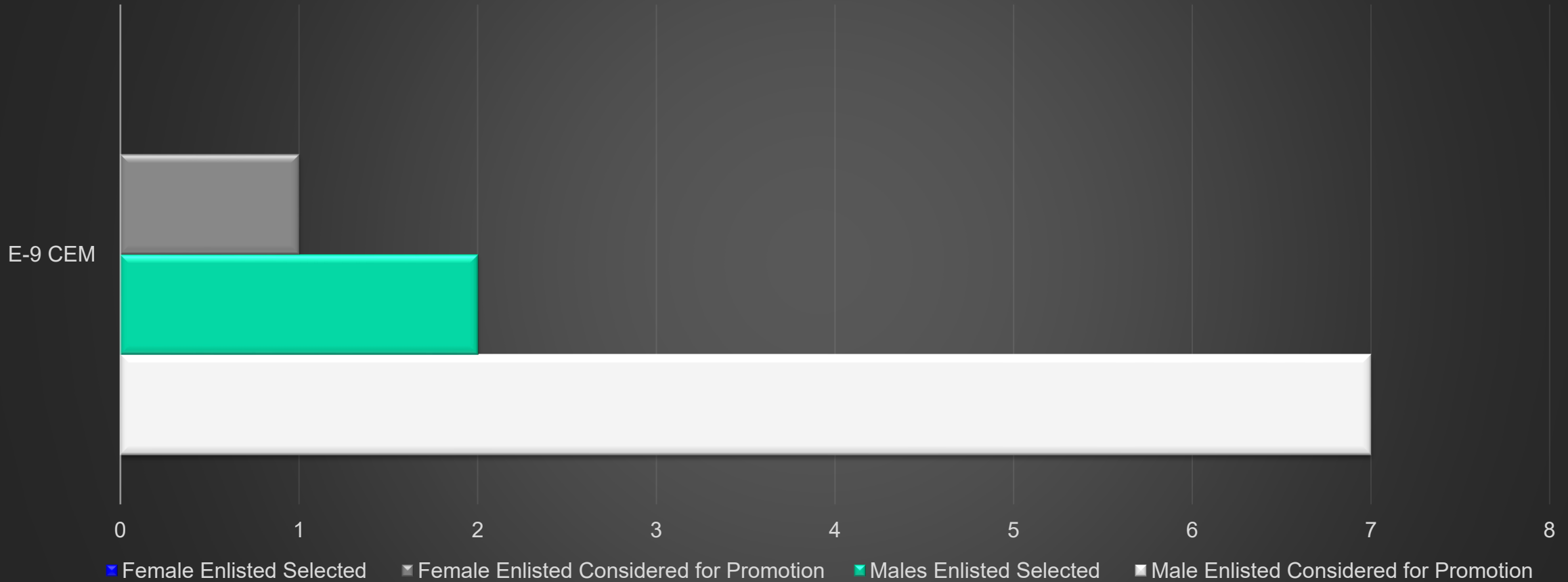
IPZ promotion rate to O-5 was 93.8% for females and 70.7% for males.

IPZ promotion rate to O-6 was 66.7% for females and 64.7% for males.



Enlisted Considered Versus Selected

CY20 SNCO Promotions

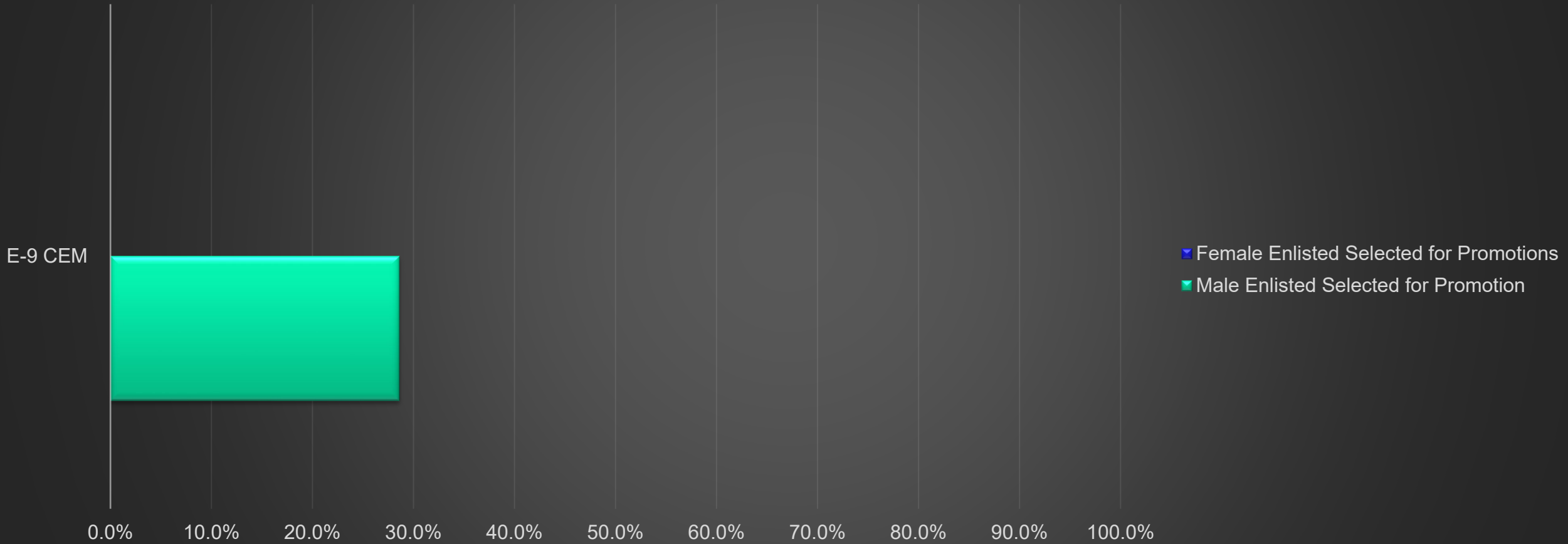


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CY20 SNCO Promotions by Gender

CY20 SNCO Enlisted Promotions

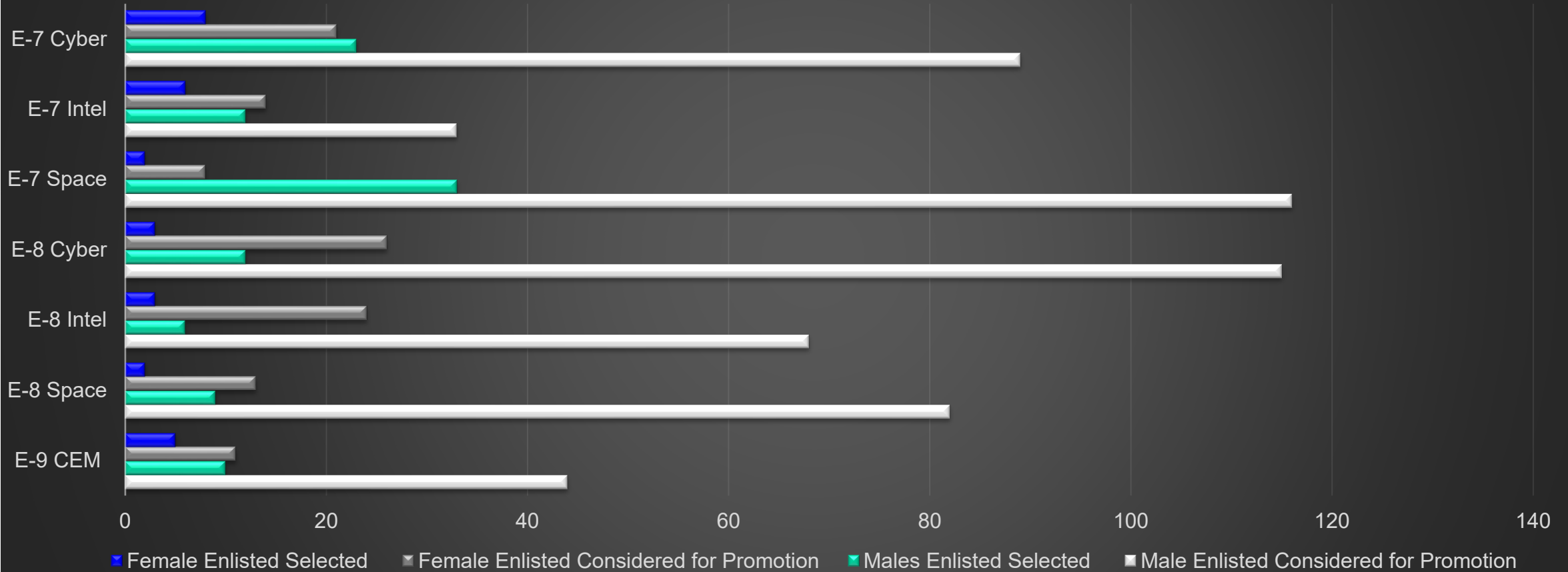


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Enlisted Considered Versus Selected

CY22 SNCO Promotions

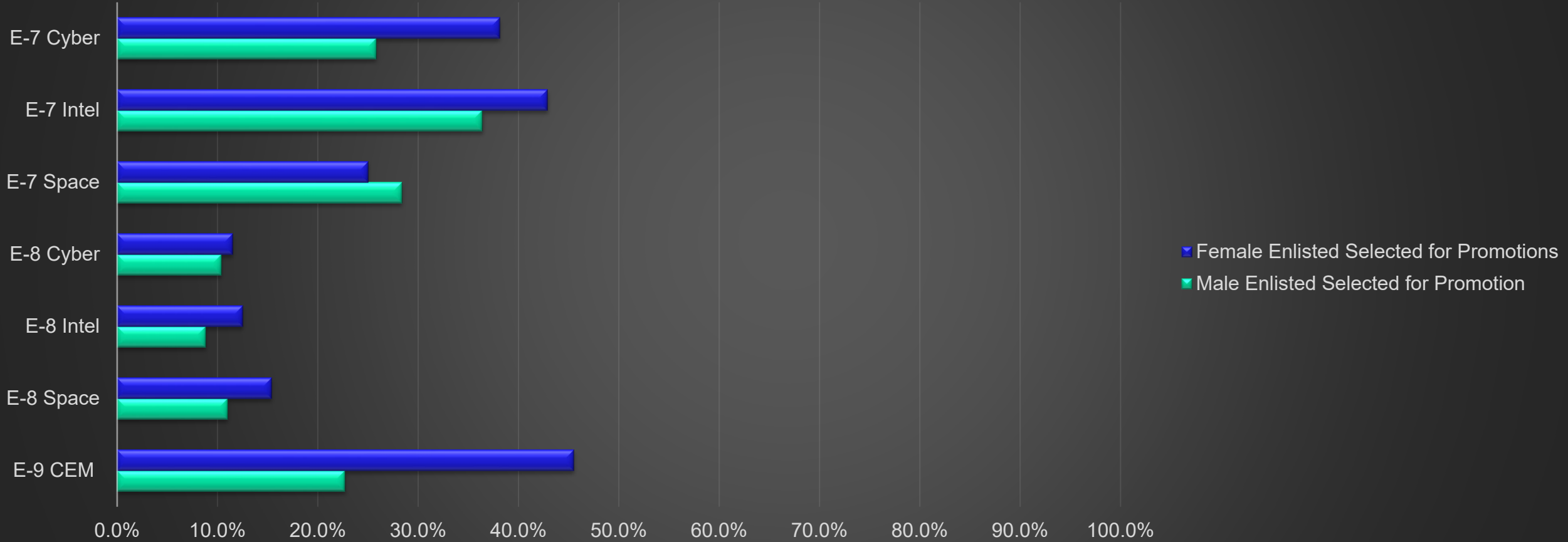


“Semper Supra”



CY22 SNCO Promotions by Gender

CY22 SNCO Enlisted Promotions

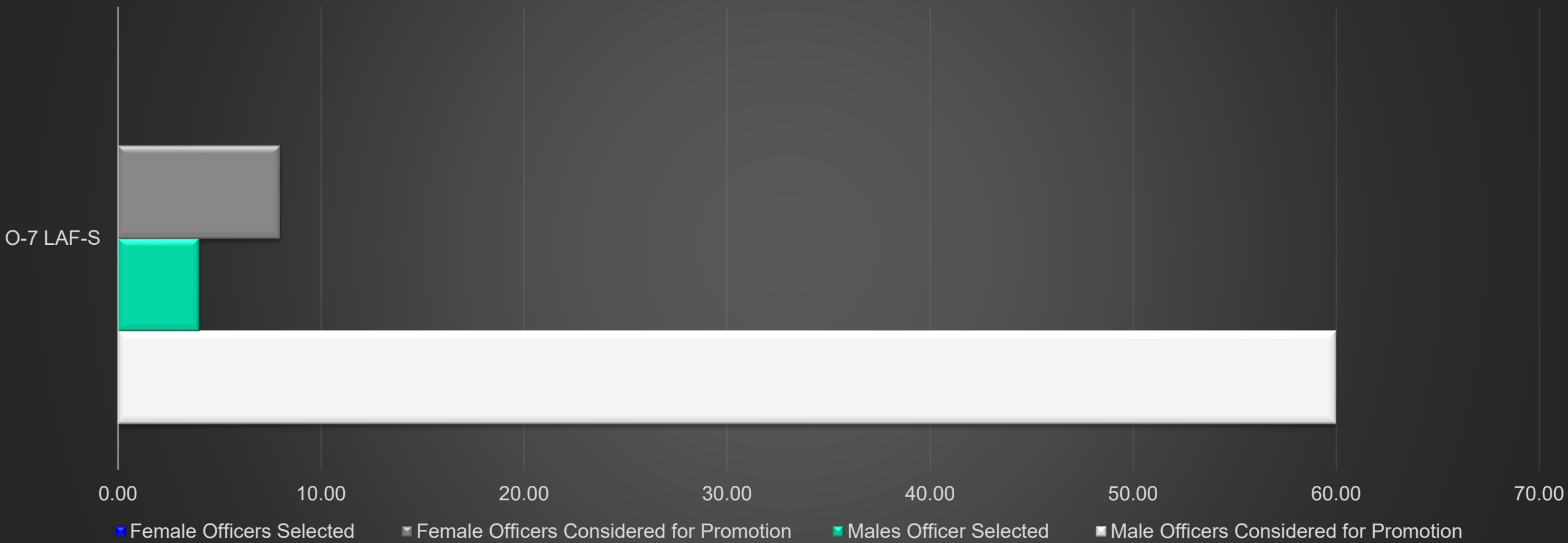


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Officers Considered Versus Selected

CY20 Brig Gen (O-7) Officer Promotions

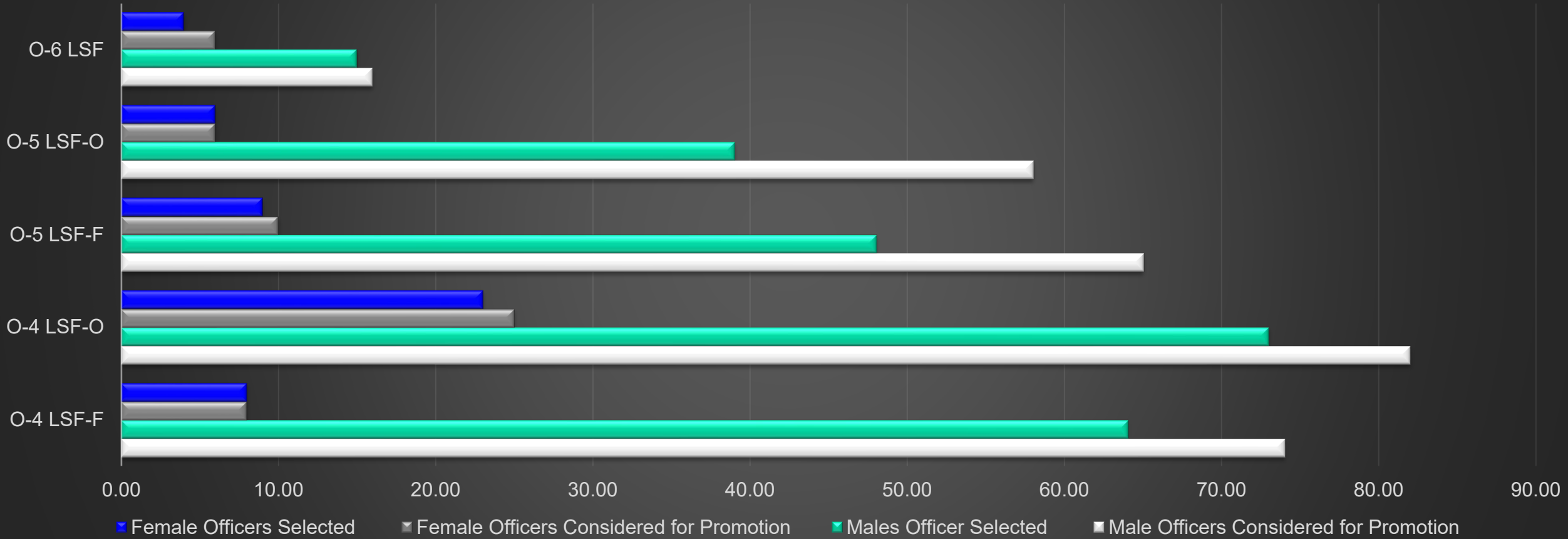


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Officers Considered Versus Selected

CY22 IPZ FGO Officer Promotions

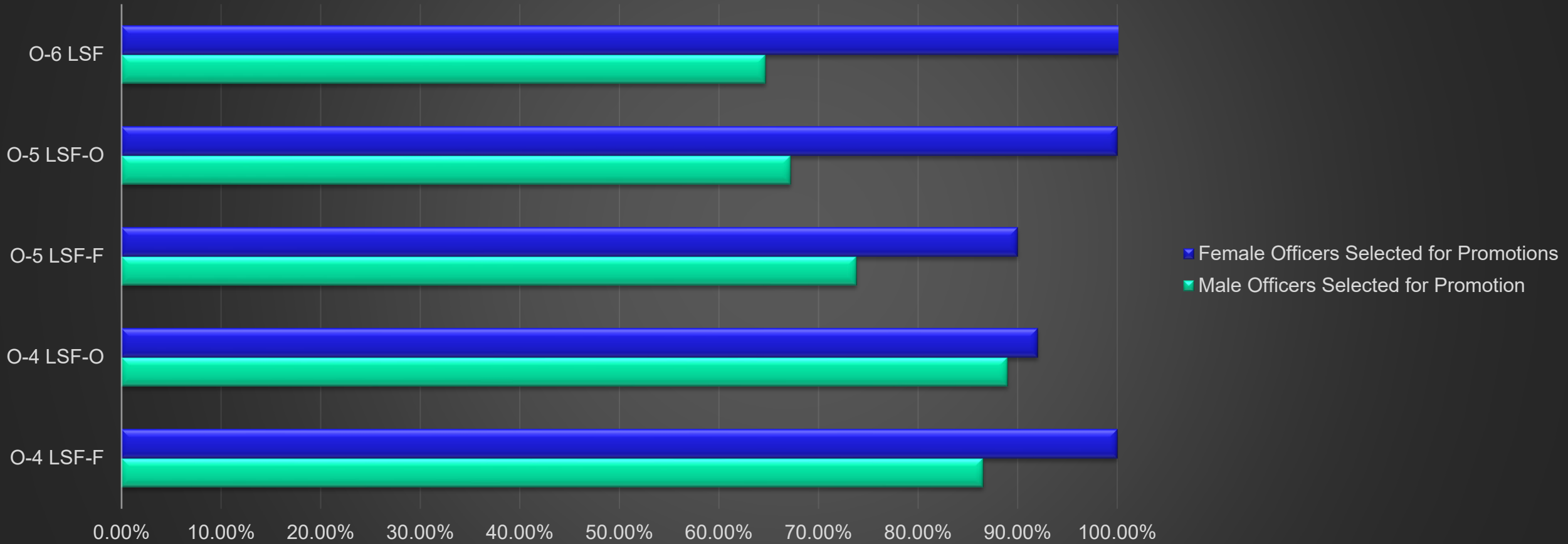


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CY22 IPZ Officer Promotions by Gender

CY22 IPZ FGO Officer Promotions



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