

RFI Category and Number: Gender Discrimination, RFI #14

RFI Question:

In December 2022, via RFI 9, the Committee asked the Military Services to provide varied sets of information regarding promotion trends and rates, broken down by gender. As the Committee continues to examine institutional policies and procedures to identify potential gaps that may unintentionally enable gender discrimination to occur, it will be useful to identify and analyze the reasons why servicewomen opt not to compete for promotion. The Committee requests a written response from the Navy on the following:

- a. The number of “opt outs” (e.g., requests for withdrawal from promotion consideration), submitted by Service members for promotion to the grades of O-4 through O-6 and to the grades of E-7 through E-9, broken out by gender and the percentage of the total number of men and women being considered in their peer group.
- b. The top 5 reasons provided for these opt out requests, broken out by gender, if available.

RFI Response 14a:

Title 10 Sections 619(e) and 14301(j) provide the Secretary of a military department the authority to allow officers to opt out of selection board consideration. The following data is in response to these statutes and NAVADMINs 228/19 (FY-21), 183/20 (FY-22), 154/21 (FY-23) and 132/22 (FY-24) which allowed Promotion Selection Board Deferment of Consideration for FY-21 through FY-24, Promotion Selection Boards for Unrestricted Line (URL) Officers for promotion to O4, O5 and O6.

FY-21 – the number of requests received per NAVADMIN 228/19 (10 Males, 0 Females)

- 1 – CAPT Board (1 Male)
- 5 – CDR Board (5 Males)
- 4 – LCDR Board (4 Males)

FY-22 – the number of requests received per NAVADMIN 183/20 (16 Males, 2 Females)

- 15 – CDR Board (14 Males, 1 Female)
- 3 – LCDR Board (2 Males, 1 Female)

FY-23 – the number of requests received per NAVADMIN 154/21 (28 Males, 2 Females)

- 1 – CAPT Board (1 Male)
- 25 – CDR Board (24 Males, 1 Female)
- 4 – LCDR Board (3 Males, 1 Female)

FY-24 – the number of requests received per NAVADMIN 132/22 (16 Males, 1 Female)

- 17 – CDR Board (16 Males, 1 Female)

PERS-8 response:

The tabular depiction of the FY21-F23 O4 through O6 boards is below. We are unable to provide “Do Not Pick Me Letter” data for the E-7 through E-9 boards. “Do Not Pick Me Letters” are address by 10 USC Section 614, “An officer eligible for consideration by a selection board convened under section 611(a) of this title may send a written communication to the board, to arrive not later than 10 calendar days before the date the board convenes, calling attention to any matter concerning himself that the officer considers important to his case. The selection board shall give consideration to any timely communication under this subsection.”

Do Not Pick Me Letter Submissions - FY-21 through FY-23 Active and Reserve O4-O6 Boards

	Total Eligible	Females Eligible	%	Males Eligible	%	Female Don't Pick Me	%	Male Don't Pick Me	%
FY-21 O4	9734	2096	21.5%	7638	78.5%	4	0.2%	22	0.3%
FY-21 O5	8078	1368	16.9%	6710	83.1%	11	0.8%	53	0.8%
FY-21 O6	5264	723	13.7%	4541	86.3%	9	1.2%	50	1.1%
FY-22 O4	10047	2177	21.7%	7870	78.3%	10	0.5%	32	0.4%
FY-22 O5	7778	1359	17.5%	6419	82.5%	6	0.4%	40	0.6%
FY-22 O6	5021	734	14.6%	4287	85.4%	8	1.1%	58	1.4%
FY-23 O4	11845	2796	23.6%	9049	76.4%	10	0.4%	42	0.5%
FY-23 O5	9431	1750	18.6%	7681	81.4%	6	0.3%	54	0.7%
FY-23 O6	5710	830	14.5%	4880	85.5%	11	1.3%	60	1.2%

RFI Response 14b:

The top 5 reasons provided for these opt out requests, broken out by gender.

FY-21

1. Advanced Education. (7 Males)
2. Complete broadening assignment. (1 Male)
3. Aviation career pipeline. (1 Male)
4. Shift in in-zone promotion timing. (1 Male)

FY-22

1. Advanced Education. (13 Males, 1 Female)
2. Career progression delayed due to assignment or education. (2 Males)
3. Complete broadening assignment. (1 Male, 1 Female)

FY-23

1. Advanced Education. (22 Males, 1 Female)
2. Career progression delayed due to assignment or education. (2 Males)
3. Complete broadening assignment. (3 Males)
4. Shift in in-zone promotion timing. (1 Male)
5. Aviation career pipeline and family planning. (1 Female)

FY-24

1. Advanced Education. (10 Males)
2. Career progression delayed due to assignment or education. (2 Males)
3. Complete broadening assignment. (2 Males)
4. Shift in in-zone promotion timing. (2 Males)
5. Aviation career pipeline and family planning. (1 Female)

Hours Expended Answering this RFI: 7

POC or office responsible: BUPERS-31 and PERS 8