



DEPARTMENT OF THE AIR FORCE  
HEADQUARTERS UNITED STATES SPACE FORCE

15 February 2023

MEMORANDUM FOR DACOWITS

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

SUBJECT: USSF DACOWITS RFI Response RFI #14

**QUESTION #14**

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.

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-7 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

For officer promotions to the grades of O-4 through O-6, DAFI36-2501\_DAFGM2022-01, para 4.5 (Tab 2), establishes the ability and eligibility criteria for Department of the Air Force officers to opt out of promotion to the grades of major, lieutenant colonel, and colonel. To be eligible to opt out officers must:

- a. Be in the grades of captain through lieutenant colonel,
- b. Be scheduled to meet a promotion selection board in the promotion zone (IPZ),
- c. Have no adverse information in his/her current grade, and
- d. Not have previously requested to opt out of promotion consideration three times to the same grade.

Officers may opt out of promotion consideration to the next higher grade for one or more of the following reasons:

- a. To complete a broadening assignment;
- b. To complete a Department of the Air Force-funded resident graduate-level education program (e.g. Masters or PhD);

- c. To complete a career progression requirement, the accomplishment of which has been delayed by either a broadening assignment, a Department of the Air Force-funded resident graduate-level education program, or crossflow to a new career field; or
- d. To complete another assignment of significant value to the Department of the Air Force.

For O4-O6, the Space Force has conducted two O-4 through O-6 promotion boards since the implementation of the Opt-Out policy authorized under title 10 USC section 611(a) and DAFI36-2501\_DAFGM2022-01.

\*In CY21, no officer applied to opt-out of promotion.

CY21	Opt Out		Eligible (IPZ/APZ)		Total
	Male	Female	Male	Female	
Colonel LSF -S	0	0	49	7	56
Colonel LSF-I	0	0	4	2	6
Colonel LSF-F	0	0	16	5	21
Lt Col LSF-S	0	0	92	13	105
Major LSF S	0	0	85	33	118
Maj LSF-I	0	0	14	4	18
Maj LSF-F	0	0	86	12	98

In CY22, one male officer applied and was approved to opt-out of promotion to **complete an assignment of significant value to the USSF.**

CY22	Opt Out		Eligible (IPZ/APZ)		Total
	Male	Female	Male	Female	
Colonel LSF	0	0	94	13	107
Lt Col LSF-O	1 (0.8%)	0	108	14	122
Lt Col LSF-F	0	0	126	15	141
Major LSF-O	0	0	94	27	121
Major LSF-F	0	0	84	8	92

To date, no enlisted Guardian has declined to be considered for promotion or declined a promotion after selection.

	Eligible		Total		Eligible		Total
	Male	Female			Male	Female	
CY21 E7	112	8	120	CY22 E7	310	60	370
CY21 E8	59	9	68	CY22 E8	234	54	288
CY21 E9	45	10	55	CY22 E9	54	16	70