OFFICE OF THE SECRETARY

12 March 2024

MEMORANDUM FOR DACOWITS

FROM: HQ USAF
　　　　1670 Air Force Pentagon
　　　　Washington DC 20330-1670

SUBJECT: DAF DACOWITS RFI Response #3

QUESTION #3

The Committee would like to examine the actual DoD Gender Analysis Framework/Guide/Checklist to understand, assess, and use, to support WPS Objective 1: "modeling and employing WPS for women's meaningful participation within the Joint Force as well as representation across the Joint Force."

The Committee requests a written response from the Military Services (Army, Navy, Marine Corps, Air Force, and Space Force) on the following:

　　　　a. Total number of O4s and break out number and percentage of males and number and percentage of females in the total O4 population. (Included in all answers, e. Request data for 2023, 2022, and 2021).

O4	3e. Request data for 2023, 2022, and 2021.	3a. Total number of O4s and break out number and percentage of males and number and percentage of females in the total O4 population.					
OFF ENL	GRADE	CY	INVENTORY	INVENTORY MALE	PERCENT INVENTORY MALE	INVENTORY FEMALE	PERCENT INVENTORY FEMALE
OFF	O4	2021	14,629	11,415	78%	3,214	22%
OFF	O4	2022	14,796	11,388	77%	3,408	23%
OFF	O4	2023	14,455	10,986	76%	3,469	24%

b. Total number of O4 joint duty assignment list (JDAL) billets.

3b. Total number of O4 joint duty assignment list (JDAL) billets.
JDAL AUTH
1,336
1,355
1,451

c. Total number of O4s who are currently serving (1 Jan 2023-31 Dec 2023) in Joint Duty Assignments (JDA) and break out number and percentage of males and numbers and percentage of females in this total O4 JDA population.

3c. Total number of O4s who are currently serving (1 Jan 2023-31 Dec 2023) in Joint Duty Assignments (JDA) and break out number and percentage of males and numbers and percentage of females in this total O4 JDA population.				
INVENTORY JOINT	INVENTORY MALE JOINT	PERCENT INVENTORY MALE JOINT	INVENTORY FEMALE JOINT	PERCENT INVENTORY FEMALE JOINT
799	655	82%	144	18%
805	662	82%	143	18%
813	657	81%	156	19%

d. Total number of O4s who have JDAL credit (at the O4 level) prior to 1 Jan 2023 but are still O4 rank. Break out number and percentage of males and number and percentage of females in this total O4 JDAL credit population.

3d. Total number of O4s who have JDAL credit (at the O4 level) prior to 1 Jan 2023 but are still O4 rank. Break out number and percentage of males and number and percentage of females in this total O4 JDAL credit population.				
JDAL PRIOR CY NOT PROMOTED	JDAL PRIOR CY NOT PROMOTED	PERCENT JDAL PRIOR CY NOT PROM MALE	JDAL PRIOR CY NOT PROMOTED	PERCENT JDAL PRIOR CY NOT PROM FEMALE
11,613	9,161	79%	2,452	21%
11,221	8,694	77%	2,527	23%
11,747	8,950	76%	2,797	24%

f. Total number of O5s and break out number and percentage of males and number and percentage of females in the total O5 population. (Included in all answers, j. Request data for 2023, 2022, and 2021).

O5		3j. Request data for 2023, 2022, and 2021.	3f. Total number of O5s and break out number and percentage of males and number and percentage of females in the total O5 population.				
OFF ENL	GRADE	CY	INVENTORY	INVENTORY MALE	PERCENT INVENTORY MALE	INVENTORY FEMALE	PERCENT INVENTORY FEMALE
OFF	05	2021	9,953	8,229	83%	1,724	17%
OFF	05	2022	9,936	8,124	82%	1,812	18%
OFF	05	2023	9,851	7,979	81%	1,872	19%

g. Total number of O5 JDAL billets.

3g. Total number of O5 JDAL billets.
JDAL AUTH
1,265
1,292
1,376

h. Total number of O5s who are currently serving (1 Jan 2023-31 Dec 2023) in JDA and break out number and percentage of males and number and percentage of females in this total O5 JDA population.

3h. Total number of O5s who are currently serving (1 Jan 2023-31 Dec 2023) in JDA and break out number and percentage of males and number and percentage of females in this total O5 JDA population.				
INVENTORY JOINT	INVENTORY MALE JOINT	PERCENT INVENTORY MALE JOINT	INVENTORY FEMALE JOINT	PERCENT INVENTORY FEMALE JOINT
1,029	886	86%	143	14%
1,040	890	86%	150	14%
1,101	923	84%	178	16%

i. Total numbers of O5s who have JDAL credit prior to 1 Jan 2023 but are still O5 rank. Break out number and percentage of males and number and percentage of females in this total O5 JDAL credit population.

3i. Total numbers of O5s who have JDAL credit prior to 1 Jan 2023 but are still O5 rank. Break out number and percentage of males and number and percentage of females in this total O5 JDAL credit population.				
JDAL PRIOR CY NOT PROMOTED	JDAL PRIOR CY NOT PROMOTED MALE	PERCENT JDAL PRIOR CY NOT PROM MALE	JDAL PRIOR CY NOT PROMOTED FEMALE	PERCENT JDAL PRIOR CY NOT PROM FEMALE
8,334	6,939	83%	1,395	17%
8,128	6,717	83%	1,411	17%
8,272	6,724	81%	1,548	19%

k. Total number of O6s and break out number and percentage of males and number and percentage of females in the total O6 population. (Included in all answers, o. Request data for 2023, 2022, and 2021).

O6		3o. Request data for 2023, 2022, and 2021	3k. Total number of O6s and break out number and percentage of males and number and percentage of females in the total O6 population					
OFF ENL	GRADE	CY	INVENTORY	INVENTORY MALE	PERCENT INVENTORY MALE	INVENTORY FEMALE	PERCENT INVENTORY FEMALE
OFF	06	2021	3,302	2,762	84%	540	16%
OFF	06	2022	3,342	2,778	83%	564	17%
OFF	06	2023	3,390	2,808	83%	582	17%

l. Total number of O6 JDAL billets.

3l. Total number of O6 JDAL billets.
JDAL AUTH
542
546
555

m. Total number and percentage of O6s who are currently serving (1 Jan 2023-31 Dec 2023) in JDA and break out number and percentage of males and number and percentage of females in this total O6 JDA population.

3m. Total number and percentage of O6s who are currently serving (1 Jan 2023-31 Dec 2023) in JDA and break out number and percentage of males and number and percentage of females in this total O6 JDA population.				
INVENTORY JOINT	INVENTORY MALE JOINT	PERCENT INVENTORY MALE JOINT	INVENTORY FEMALE JOINT	PERCENT INVENTORY FEMALE JOINT
554	493	89%	61	11%
561	491	88%	70	12%
599	529	88%	70	12%

n. Total number and percentage of O6s who have JDAL credit prior to 1 Jan 2023 but are still O6 rank. Break out number and percentage of males and number and percentage of females in this total O6 JDAL credit population.

3n. Total number and percentage of O6s who have JDAL credit prior to 1 Jan 2023 but are still O6 rank. Break out number and percentage of males and number and percentage of females in this total O6 JDAL credit population.				
JDAL PRIOR CY NOT PROMOTED	JDAL PRIOR CY NOT PROMOTED MALE	PERCENT JDAL PRIOR CY NOT PROM MALE	JDAL PRIOR CY NOT PROMOTED FEMALE	PERCENT JDAL PRIOR CY NOT PROM FEMALE
2,691	2,245	83%	446	17%
2,596	2,167	83%	429	17%
2,765	2,286	83%	479	17%

p. Total number of O7-O8s and break out number and percentage of males and number and percentage of females in the total O7-O8 population (separate O7 and O8 into two separate rows of data). (Included in all answers, t. Request data for 2023, 2022, and 2021).

O7-O8		3t. Request data for 2023, 2022, and 2021	3p. Total number of O7-O8s and break out number and percentage of males and number and percentage of females in the total O7-O8 population (separate O7 and O8 into two separate rows of data).				
OFF ENL	GRADE	CY	INVENTORY	INVENTORY MALE	PERCENT INVENTORY MALE	INVENTORY FEMALE	PERCENT INVENTORY FEMALE
OFF	07	2021	131	113	86%	18	14%
OFF	07	2022	113	103	91%	10	9%
OFF	07	2023	108	95	88%	13	12%
OFF	08	2021	86	75	87%	11	13%
OFF	08	2022	82	72	88%	10	12%
OFF	08	2023	91	81	89%	10	11%

q. Total number of O7 and O8 JDAL billets.

3q. Total number of O7 and O8 JDAL billets.
JDAL AUTH
27
23
15
18
14
6

r. Total number of O7-O8s who are currently serving (1 Jan 2023-31 Dec 2023) in JDA and break out number and percentage of males and number and percentage of females in this total O7-O8 JDA population (separate O7 and O8 into two separate rows of data).

3r. Total number of O7-O8s who are currently serving (1 Jan 2023-31 Dec 2023) in JDA and break out number and percentage of males and number and percentage of females in this total O7-O8 JDA population (separate O7 and O8 into two separate rows of data).				
INVENTORY JOINT	INVENTORY MALE JOINT	PERCENT INVENTORY MALE JOINT	INVENTORY FEMALE JOINT	PERCENT INVENTORY FEMALE JOINT
20	18	90%	2	10%
22	20	91%	2	9%
20	19	95%	1	5%
8	8	100%	0	0%
8	8	100%	0	0%
9	8	89%	1	11%

s. Total number and percentage of O7-O8s who have JDAL credit prior to 1 Jan 2023 but are still O7-O8 rank. Break out number of males and numbers of females in this total O7-O8 JDAL credit population (separate O7 and O8 into two separate rows of data).

3s. Total number and percentage of O7-O8s who have JDAL credit prior to 1 Jan 2023 but are still O7-O8 rank. Break out number of males and numbers of females in this total O7-O8 JDAL credit population (separate O7 and O8 into two separate rows of data).				
JDAL PRIOR CY NOT PROMOTED	JDAL PRIOR CY NOT PROMOTED MALE	PERCENT JDAL PRIOR CY NOT PROM MALE	JDAL PRIOR CY NOT PROMOTED FEMALE	PERCENT JDAL PRIOR CY NOT PROM FEMALE
98	84	86%	14	14%
83	74	89%	9	11%
68	63	93%	5	7%
55	49	89%	6	11%
55	48	87%	7	13%
61	54	89%	7	11%

u. Total number of O9-O10s and break out number of males and numbers of females in the total O9-O10 population (separate O9 and O10 into two separate rows of data). (Included in all answers, y. Request data for 2023, 2022, and 2021).

O9-O10		3y. Request data for 2023, 2022, and 2021	3u. Total number of O9-O10s and break out number of males and numbers of females in the total O9-O10 population (separate O9 and O10 into two separate rows of data).				
OFF ENL	GRADE	CY	INVENTORY	INVENTORY MALE	PERCENT INVENTORY MALE	INVENTORY FEMALE	PERCENT INVENTORY FEMALE
OFF	09	2021	47	45	96%	2	4%
OFF	09	2022	50	43	86%	7	14%
OFF	09	2023	45	40	89%	5	11%
OFF	10	2021	14	13	93%	1	7%
OFF	10	2022	13	12	92%	1	8%
OFF	10	2023	15	14	93%	1	7%

v. Total number of O9 and O10 JDAL billets.

3v. Total number of O9 and O10 JDAL billets.
JDAL AUTH
11
9
8
2
2
3

w. Total number of O9-O10s who are currently serving (1 Jan 2023-31 Dec 2023) in JDA and break out number and percentage of males and number and percentage of females in this total O9-O10 JDA population (separate O9 and O10 into two separate rows of data).

3w. Total number of O9-O10s who are currently serving (1 Jan 2023-31 Dec 2023) in JDA and break out number and percentage of males and number and percentage of females in this total O9-O10 JDA population (separate O9 and O10 into two separate rows of data).				
INVENTORY JOINT	INVENTORY MALE JOINT	PERCENT INVENTORY MALE JOINT	INVENTORY FEMALE JOINT	PERCENT INVENTORY FEMALE JOINT
6	6	100%	0	0%
7	7	100%	0	0%
6	6	100%	0	0%
1	1	100%	0	0%
1	1	100%	0	0%
1	1	100%	0	0%

x. Total number of O9-O10s who have JDAL credit prior to 1 Jan 2023 but are still O9-O10 rank. Break out number and percentage of males and number and percentage of females in this total O9-O10 JDAL credit population (separate O9 and O10 into two separate rows of data).

3x. Total number of O9-O10s who have JDAL credit prior to 1 Jan 2023 but are still O9-O10 rank. Break out number and percentage of males and number and percentage of females in this total O9-O10 JDAL credit population (separate O9 and O10 into two separate rows of data).				
JDAL PRIOR CY NOT PROMOTED	JDAL PRIOR CY NOT PROMOTED MALE	PERCENT JDAL PRIOR CY NOT PROM MALE	JDAL PRIOR CY NOT PROMOTED FEMALE	PERCENT JDAL PRIOR CY NOT PROM FEMALE
36	34	94%	2	6%
32	30	94%	2	6%
38	33	87%	5	13%
12	11	92%	1	8%
9	8	89%	1	11%
13	12	92%	1	8%

z. The total number of E5-E6 and break out number and percentage of males and number and percentage of females in E5-E6 population (separate E5 and E6 into two separate rows of data). (Included in all answers, bb. Request data for 2023, 2022, and 2021).

E5-E6		3bb. Request data for 2023, 2022, and 2021.	3z. The total number of E5-E6 and break out number and percentage of males and number and percentage of females in E5-E6 population (separate E5 and E6 into two separate rows of data).				
OFF ENL	GRADE	CY	INVENTORY	INVENTORY MALE	PERCENT INVENTORY MALE	INVENTORY FEMALE	PERCENT INVENTORY FEMALE
ENL	E5	2021	60,778	48,833	80%	11,945	20%
ENL	E5	2022	59,719	47,556	80%	12,163	20%
ENL	E5	2023	56,078	44,536	79%	11,542	21%
ENL	E6	2021	44,534	36,812	83%	7,722	17%
ENL	E6	2022	44,364	36,756	83%	7,608	17%
ENL	E6	2023	41,280	34,175	83%	7,105	17%

aa. The total number of E5-E6 currently serving in a Joint Assignment (Joint Staff, COCOM, etc.) and break out number and percentage of males and number and percentage of females in this total population (separate E5 and E6 into two separate rows of data).

3aa. The total number of E5-E6 currently serving in a Joint Assignment (Joint Staff, COCOM, etc.) and break out number and percentage of males and number and percentage of females in this total population (separate E5 and E6 into two separate rows of data).				
INVENTORY JOINT	INVENTORY MALE JOINT	PERCENT INVENTORY MALE JOINT	INVENTORY FEMALE JOINT	PERCENT INVENTORY FEMALE JOINT
1,029	759	74%	270	26%
1,024	744	73%	280	27%
1,079	763	71%	316	29%
1,439	1,092	76%	347	24%
1,418	1,083	76%	335	24%
1,418	1,080	76%	338	24%

cc. The total number of E7-E9 and break out number and percentage of males and number and percentage of females in E7-E9 population (separate E7, E8, and E9 into three separate rows of data). (Included in all answers, ee. Request data for 2023, 2022, and 2021).

E7-E9		3ee. Request data for 2023, 2022, and 2021.	3cc. The total number of E7-E9 and break out number and percentage of males and number and percentage of females in E7-E9 population (separate E7, E8, and E9 into three separate rows of data).				
OFF ENL	GRADE	CY	INVENTORY	INVENTORY MALE	PERCENT INVENTORY MALE	INVENTORY FEMALE	PERCENT INVENTORY FEMALE
ENL	E7	2021	26,316	20,994	80%	5,322	20%
ENL	E7	2022	25,388	20,228	80%	5,160	20%
ENL	E7	2023	24,436	19,511	80%	4,925	20%
ENL	E8	2021	4,891	3,776	77%	1,115	23%
ENL	E8	2022	4,743	3,650	77%	1,093	23%
ENL	E8	2023	4,963	3,771	76%	1,192	24%
ENL	E9	2021	2,656	2,158	81%	498	19%
ENL	E9	2022	2,578	2,065	80%	513	20%
ENL	E9	2023	2,542	2,020	79%	522	21%

dd. The total number of E7-E9 currently serving in a Joint Assignment (Joint Staff, COCOM, etc.) and break out number and percentage of males and number and percentage of females in this total population (separate E7, E8, and E9 into three separate rows of data).

3dd. The total number of E7-E9 currently serving in a Joint Assignment (Joint Staff, COCOM, etc.) and break out number and percentage of males and number and percentage of females in this total population (separate E7, E8, and E9 into three separate rows of data).				
INVENTORY JOINT	INVENTORY MALE JOINT	PERCENT INVENTORY MALE JOINT	INVENTORY FEMALE JOINT	PERCENT INVENTORY FEMALE JOINT
1,347	976	72%	371	28%
1,299	947	73%	352	27%
1,326	975	74%	351	26%
277	208	75%	69	25%
276	200	72%	76	28%
295	207	70%	88	30%
96	83	86%	13	14%
78	64	82%	14	18%
94	73	78%	21	22%

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