



## NATIONAL GUARD BUREAU DACOWITS QBM MARCH 2024

**RFI #2** - The Committee is concerned that women opt out of major career progression milestones at a larger rate than their male counterparts (e.g., requests for withdrawal from promotion consideration, Service schools, or command opportunity). The Committee is interested in opt-out data from FY19-23, separated by gender and grade, to determine if there is disparity of mid-career women versus men.

The Committee requests a written response from the Military Services (Army, Navy, Marine Corps, Air Force, Space Force, Coast Guard, and National Guard) on the number of opt outs submitted by Service members in the grades of O-4 through O-6 and E-7 through E-9, broken out by grade, gender, and the percentage of the total number being considered in their peer group.

**Response:** The National Guard does not track “opt-out” data for promotions, service schools, or command opportunities. Careers are managed at the state/local unit level and if the member is not interested or available for these opportunities, they do not apply for them and/or are not selected.