

RFI Category and Number: Retention Initiatives, RFI #2

RFI Question:

In March 2024, the Committee asked the Military Services to provide a response to the following 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.

a. 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.

RFI Response 2:

The following Officer data is pulled from requests submitted in response to NAVADMINs 228/19 (FY-21), 183/20 (FY-22), 154/21 (FY-23), 132/22 (FY-24), and 134/23 (FY-25) which allowed Promotion Selection Board Deferment of Consideration for respective Unrestricted Line (URL) Officer promotion boards from FY-21 through FY-25, 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)

FY-25 the number of requests received per NAVADMIN 134/23 (11 Males, 1 Female)

1 – CAPT Board (1 Male)

8 - CDR Board (7 Males, 1 Female)

3 – LCDR Board (3 Males)

The data is not captured for E-7 through E-9.

The top 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)

FY-25

1. Advanced Education. (7 Males)
2. Career progression delayed due to assignment or education. (1 Male)
3. Complete broadening assignment. (2 Males, 1 Female)
4. Legal/Medical issues. (1 Male)

Hours Expended Answering this RFI: 2

POC or office responsible: BUPERS-31

NX: Officer Community Management