



**DEPARTMENT OF THE AIR FORCE
WASHINGTON, DC**

OFFICE OF THE SECRETARY

22 February 2024

MEMORANDUM FOR DACOWITS

FROM: SF/S1
2020 Space Force Pentagon
Washington DC 20330-2020

SUBJECT: USSF DACOWITS RFI Response #2

1. The first quarter 2024 Defense Advisory Committee on Women in the Service (DACOWITS) requested a response on a concern regarding the number of women that opt out of major career milestones as compared to their male counterparts. Specifically, the request was for data from fiscal year (FY) 2019-2023 on data for withdrawals from promotion consideration, Service schools, or command opportunities as described below.

2. The United States Space Force was stood up in 2019 and conducted its first officer and enlisted promotion boards in 2021.

- a. Pursuant to section 619 of Title 10, United States Code and Department of Defense Instruction 1320.14, *DoD Commissioned Officer Promotion Program Procedures*, one male officer in the calendar year 2022 (CY22) Lieutenant Colonel Line of the Space Force-Space Operations developmental category requested, and was approved, to opt out of consideration for promotion selection in FY22. No opt out requests were submitted for FY21 or FY23.

Board	Eligible			Considered			Opt Out		
	Male	Female	Total	Male	Female	Total	Male	Female	% Total
CY22 LtCol LSF-O	59	6	65	58	6	64	1	0	1.5%

- b. In accordance with Department of the Air Force Manual 36-2664, *Personnel Assessment Program*, four enlisted Guardians submitted an Air Force Form 1566 to decline promotion consideration between FY22 and FY23. None were female. No enlisted Guardians declined promotion opportunities in FY21.

Board	Space Force Specialty Code	Eligible			Considered			Opt Out		
		Male	Female	Total	Male	Female	Total	Male	Female	% Total
22S8	Space Ops (5S071)	83	13	96	82	13	95	1	0	1.1%
23S8	Cyber Ops (5C071)	158	31	189	155	31	186	3	0	2.1%

- c. Data for Squadron Commander and Material Leader opportunities is limited before CY23. For CY23, total of 576 candidates were eligible with 258 males (53% of males) and 63 females (68% of females) opting out of consideration.

Year	Board	Eligible			Opt-In (candidates)			Opt-Out		
		Male	Female	Total	Male	Female	Total	Male	Female	% Total
CY23	Sq/CC & Material Leader	484	92	576	226	29	255	258	63	56%

- d. Data for Intermediate and Senior Level Education opportunities is limited before CY21. For CY22 and CY23, female Guardians have a significantly lower rate of opting-out of opportunities as compared to their male counterparts with the exception of the CY23 Intermediate Board, where the percentages are within 1.5% of each other.

Year	Education Board	Eligible			Opt-In (candidates)			Opt-Out		
		Male	Female	Total	Male	Female	Total	Male	Female	% Total
CY23	Intermediate	384	85	469	299	65	364	85	20	22.3%
CY22	Intermediate	332	65	397	235	49	284	97	16	28.4%

Year	Education Board	Eligible			Opt-In (candidates)			Opt-Out		
		Male	Female	Total	Male	Female	Total	Male	Female	% Total
CY23	Senior	363	70	433	167	38	205	196	32	53%
CY22	Senior	356	69	425	185	40	225	171	29	47%

3. My POC for this action is Ms Ruth Afiesimama, SF/S1P, ruth.afiesimama.3@spaceforce.mil.

TODD L. REMINGTON, SES, DAF
Associate Deputy Chief of Space Operations
for Human Capital