

SUBJECT: DACOWITS RFIs for September 2019 Quarterly Business Meeting

1. Purpose: To reply to request for information on **RFI 1.a.** “to what [does the Army] attribute the disparity in the percentage of total women to [its] total force, as compared to the population of the country.”

2. Facts:

a. According to U.S. Department of Labor statistics, of the U.S. labor force, women 20 years old and older who are employed or actively seeking employment represented 60.8% in 1999 and 58.6% in 2019. During this same period, women represented 16% and 17.8% respectively, of the total U.S. Army population.

b. In February 2012, the SECDEF announced the removal of the colocation restriction to the Direct Ground Combat Assignment (DGCA) rule for infantry, armor, and field artillery battalions. In December 2015, the SECDEF opened all remaining units, positions, and occupations to women across all Services. Since 2015, the Army has opened ~233K positions to women affording them additional opportunities to serve in previously off-limit occupations and units. As of Jul 2019, women occupied 1,227 of those recently opened positions.

c. In April 2015, the Department of Defense used a Joint Advertising Market Research and Studies survey to determine recruits' most significant concerns when deciding to join the Army. The survey revealed that in nearly every category, women reported a higher percentage of concern about joining the Army than men. The largest category of concern for women compared to men was leaving family and friends (35% to 31%), followed by the possibility of physical injury / death (28% to 25%), and entering basic training (27% to 13%).

d. Additionally, a moderate continuation difference exists between genders in the Army. In a comparison of active officers from 2014-2016, female and male attrition were similar during the first four years of service, then females attrited at an average rate of approximately 5% higher than males through years 5-20. In the enlisted ranks, female attrition was approximately 1%-6% higher than males during the first six years then remained relatively similar from years 7-20. The leading reasons for female attrition were: entry-level separation (22.1%), disability (14.8%), parenthood and pregnancy (14%), and physical condition (not disability) (12.9%).

e. Since 1973, the Army has been an all-volunteer force. The Army does not set quotas on any population—whether by gender, ethnicity, or race—but does seek to ensure equal opportunity for all Soldiers. Since opening all branches to females, the Army has featured more females in ads and posters, endeavored to assign female recruiters to large recruiting stations, and developed female engagement teams in 2016 to pool female recruiters and surge recruiting efforts tied to outreach events.

INFORMATION PAPER

21 Aug 19

SUBJECT: DACOWITS RFIs for September 2019 Quarterly Business Meeting

1. Purpose. To reply to the **DACOWITS RFI Question 1d**, “To what does the Army attribute the high number of racially diverse (65%) senior enlisted women in 2018?”

2. Facts.

a. Retention. Historically, the Army reenlists racially diverse women Soldiers and Non-Commissioned Officers (NCOs) at a higher rate than Caucasian women Soldiers and NCOs. Over the past three fiscal years, women account for 15% of all reenlistments, with racially diverse women accounting for 57.6% of those reenlistments. Racially diverse women also reenlist at twice the rate (20%) of Caucasian women (10%).

b. Promotion. The Army promotes NCOs based on demonstrated performance and leadership potential. Since fiscal year 2013, women have been promoted to Sergeant First Class (E-7), Master Sergeant (E-8), and Sergeant Major (E-9) at an average rate of 26.3%. Promotion rates for racially diverse women remain in line with those promotion rates for the same period at 26.4%.

3. Summary. Senior enlisted leaders are built through retention and refined by the promotion process. The high number of racially diverse senior enlisted women is attributed to the propensity for racially diverse women to reenlist. This creates increased opportunities to promote racially diverse women into senior enlisted ranks.

INFORMATION PAPER

21 Aug 19

SUBJECT: DACOWITS RFIs for September 2019 Quarterly Business Meeting

1. Purpose. To reply to the **DACOWITS Question 1e**, “To what do you attribute the overall low percentage of senior women officers (O-7 and above), and even lower or non-existent percentages of senior women officers with ethnic or racial diversity?”

2. Facts. General officers account for less than 1% of the officer cohort. Over the last twenty years, Infantry or Armor Officers have consistently accounted for 40% of all general officers, with all combat arms branches accounting for 75%-80% of general officers. There is a significant increase in percentage of combat arms officers selected to Brigadier General (48% accessed; 72% BG combat arms). This trend continues through the general officer ranks--of the 81% of Lieutenant Generals selected to General, 92% are combat arms. Historically, minority officers are under-represented in Infantry, Armor, Special Operations Forces, and other Combat Arms Branches from Accession through Colonel.

- Female officers account for approximately 15% of the active component Army: 23% of the accessed Lieutenants, 17% of Captains, 15% of Majors, 12% of Lieutenant Colonels, and 8% of Colonels. Of the General Officer (GO) force, 7.6% are female.
- Of Female officers, 23% serve in combat arms branches (First Lieutenant to Colonel), but only 3.7% serve as assessed combat arms in the GO ranks.
- 43% of active component female officers (First Lieutenant to Colonel) are minorities; 17% of female general officers are minorities.
- Since 2015, promotion selection rates for male and female officers are roughly equivalent (79% male, 83% female) in the Captain through Colonel Promotion Selection Boards; however the considered populations of female officers is significantly smaller than male officers.
- Since 2015, promotion selection rates for female minority officers is slightly smaller (78%) than female Caucasian officers (88%); however, the population of female minority officers is smaller than female Caucasian officers.

3. Summary. With the small population of female and minority female officers available for consideration to general officer, especially within combat arms branches, the statistical percentage of females serving in the grade of O-7 and above is low, in line with the DMDC Infographic.