

Headquarters U.S. Air Force

Integrity - Service - Excellence

Implementation Plan for Full Integration of Women in the Air Force



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14 Jun 2016**

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RFI 2 Executive Summary

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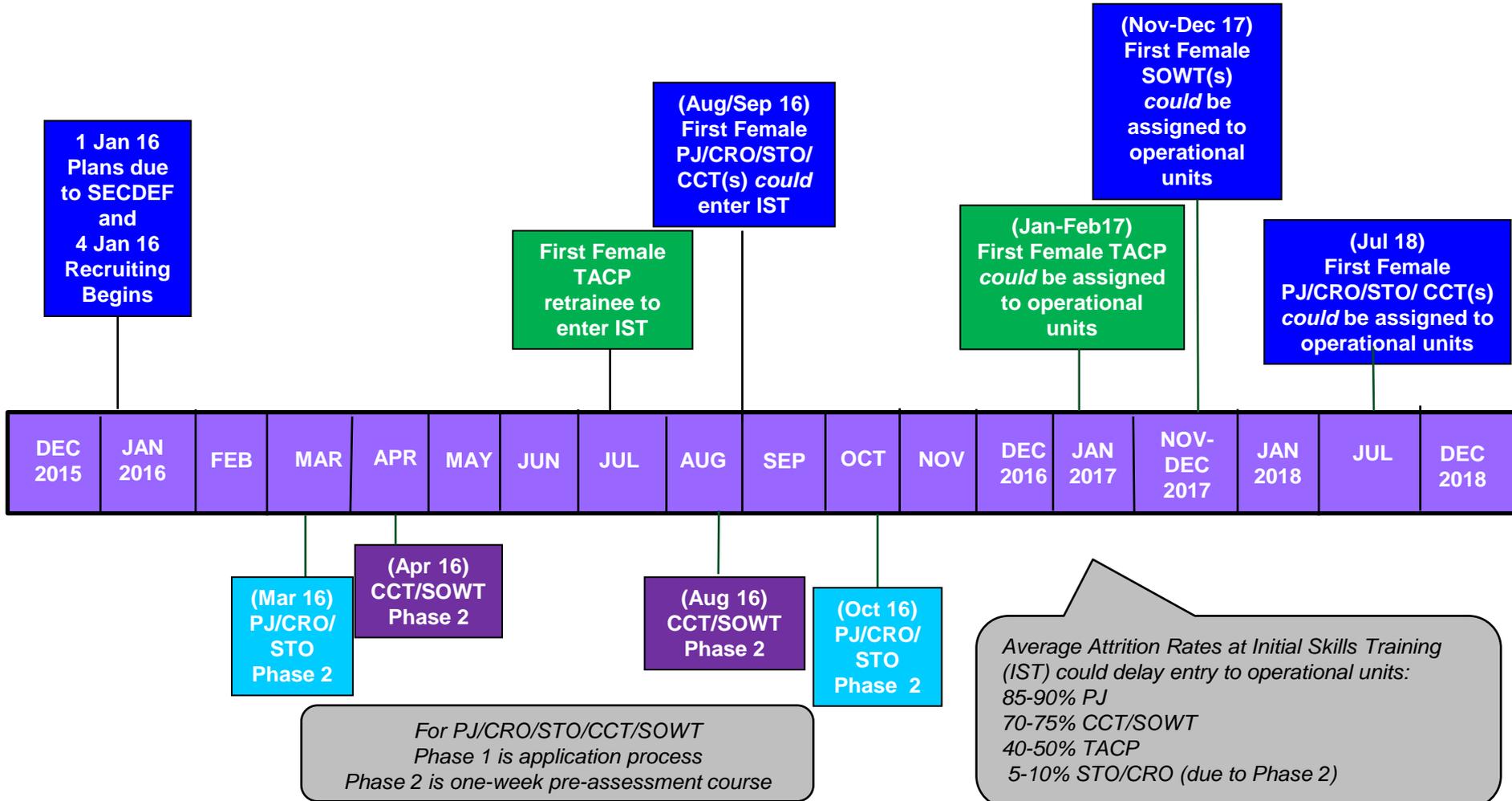
- **Decision to open affected 6 AF occupations/4K+positions**
 - **99% of AF positions already open**
 - **Plan leverages prior efforts, allows deliberate integration of positions**
- **Plan's two main parts:**
 - **Use of and incorporation into existing life cycle processes**
 - **Existing recruiting, accession, training & assignment processes**
 - **Timelines**
 - **Consideration and incorporation of seven SECDEF “concerns”**
 - **Transparent Standards; Population Size; Physical Demands and Physiological Differences; Conduct and Culture; Talent Management; Operating Abroad; Assessment and Adjustment**

Successful gender integration will take time and requires a focus on standards, policy, education & engaged leadership across the Total Force



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AF Implementation Timeline





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RFI 2 cont

Lateral Moves

What is being done to encourage women to laterally move into these newly opened combat billets (e.g. strategic communications plan)

- **Recruiting and Career Field and Functional Managers reaching out to potential females**
- **AF conducted Battlefield Airmen Propensity Survey and AF followed up with males and females interested in retraining or finding out more about these career fields**
- **AF issued policy Apr 2016 to allow Airmen currently serving in the Air Force the opportunity to retrain into these critical career fields, and if an Airman does not pass, to return to his/her current career field without prejudice**



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QUESTIONS?

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