Headquarters U.S. Air Force

Integrity - Service - Excellence

DACOWITS
Requests For Information (RFI)

USAF Input
As of 22 Aug 13

U.S. AIR FORCE

WWG RFI #3

- **Wellness Working Group (WWG) RFI #3:**
  - **"…DACOWITS received a Sexual Assault Prevention and Response Strategic Plan Update briefing at the Committee's June meeting. The briefing described SAPRO's next steps in a timeline slide. The Committee requests copies of the "Strategy Metrics" for the strategic plan, described in the timeline as set to be published in August 2013."**

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WWG RFI #3 Response

- **Draft SAPR Strategy Metrics, 26 Jul 13 AF/CVS eSSS, CORONA CST : SAPR Metrics**
  - Metric: AF prosecution/conviction rates comparable to or better than civilian rates
  - Metric: >50% of victims indicate satisfaction with military justice process
  - Metric: Train 48 agents each fiscal year in SCITP (Sexual Crimes Investigative Training Program)
  - Metric: Increase in “Restricted to Unrestricted” reports from previous year
  - Metric: Decrease in number of victims declining or stopping participation in legal action
  - Metric: Increase in total FY reports, but fewer victims experiencing sexual assault over a period of time (12 months)

WWG RFI #4

- **WWG RFI #4:**
  - **DACOWITS requests that DOD or the Services provide data on the incidence of sexual assault and sexual harassment in OCS/OTS on an annualized basis over 5 years:**
  - **RFI: Show the number of sexual assault reports, both restricted and unrestricted, and the number of formal and informal complaints of sexual harassment**
  - *RESPONSE: Over the past 5 years (FY09-FY13) OTS does not have record of any incidents of sexual assault and only one incident of sexual harassment. The one incident of sexual harassment occurred in FY13 (filed by female cadet against male cadet) and the individual was disenrolled from OTS.*

WWG RFI #4

- **WWG RFI #4 Continued:**
  - **RFI: Indicate in each instance whether the report or complaint was filed by a male or female**
  - *RESPONSE: Report complaint filed by a female*
  - **RFI: Include survey data for OCS/OTS for the same timeframe, if available, showing the percentages of women and men experiencing sexual harassment and/or sexual assault**
  - *RESPONSE: Survey data exists for OTS and is included in word documents showing survey questions and student responses from 2009-2013 (see attached).*
  - **Provide the data in a format that permits comparison to similar data contained in the annual reports of the SAPRO and the Service Academies**
  - *RESPONSE: With so few data points for this RFI, it did not seem value added to include in the report format of SAPRO and the Service Academies. Examples included at link:* http://www.sapr.mil/index.php/annual-reports

AWG RFI #1

- **Assignments Working Group (AWG) RFI #1:**
  - **RFI: Some Services and SOCOM have said they will survey Service members as part of their plans to implement the DOD directive to integrate women into closed MOSs and units. DACOWITS requests copies of any such troop surveys. From the entities using surveys, the Committee requests a written report on the way in which the surveys were developed, to whom they will be administered, when they will be administered and the ways in which the results of the surveys will be used.**
  - *RESPONSE: Air Force does not plan on surveying its members to implement DoD directive to integrate women into closed occupations and units.*

AWG RFI #2

- **Assignments Working Group (AWG) RFI #2:**
  - **RFI: Does the AF have recruiting goals for accession of women officers overall and, if so, what are these goals?**
  - *RESPONSE: IAW AFI 36-7001, Diversity, paragraph 1.5.1., OTS, ROTC and USAFA (and all AF agencies) are prohibited from setting numeric goals for "hiring or promotion of Air Force military or civilian personnel on the basis of race, color, sex, religion, national origin, or age. Nor may race, color, sex, religion, national origin, or age be a basis for admission to any training or development program."*
  - **RFI: Whether DOD or the Services have recruiting goals for the accession of women officers by recruitment sources (academy, OCS/OTS, ROTC, direct commission) and, if so, what are these goals?**
  - *RESPONSE: While there are no set goals, each commissioning source does conduct active marketing and outreach to attract a diverse demographic.*

AWG RFI #3

- **Assignments Working Group (AWG) RFI #3:**
  - **RFI 3 - DACOWITS requests a briefing describing activities directed toward recruiting women officers and if/how the success of such outreach is measured.**
  - *RESPONSE: Activities addressed in slide #9*

    Note: AF does not levy goals for females or any demographic, therefore, specific outreach measurement indicators do not exist. However, the AF uses the Diversity Strategic Roadmap to achieve diversity objectives. The AF tracks accessions data from all recruitment sources to measure performance of all diversity efforts and engages in targeted efforts if any demographic groups are underrepresented. We strive to mirror the eligible population for individual recruitment programs.

  - **RFI: Please include the same information on the recruiting of men officers and the recruiting of racial minorities or other groups into the officer ranks.**
  - *Response: Activities addressed in slide #10*

Recruiting Females

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AWG RFI #3

AF Commercial:

- In FY12 AF Recruiting Service produced a 30 second commercial featuring AF active duty women in 4 different career fields (Officer and Enlisted); 100% of TV production funds were used to produce the "I'm an American Airman" female commercial featuring:
  - Fighter Pilot
  - Judge Advocate General Corps
  - Physician
  - Fire Fighter
- $9.3M (55%) of the FY12 $16.9M TV media buy focused on female markets—ages 16-24 (youth) & 25-54 (influencers)
- AFRS did not fund a TV campaign in FY13

American Airmen Series:

- AFRS features eight AF active duty women as part of the American Airmen series on AIRFORCE.COM; 4 of the 8 were recently produced in 2012 or 2013.
  - Gen Wolfenbarger
  - SSgt Zaloudek
  - Lt Col Malachowski
  - Capt Holloway

Other Initiatives:

- AF recruiters attend annual conventions focused on women [aviators, nurses, etc]
- Previous TV campaign (It's Not Science Fiction) featured women in prominent roles

Marketing to women has been a focus for AFRS

Recruiting Males/Minorities

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AWG RFI #3

AF TV Campaign

- In FY12 AF Recruiting Service devoted 45% of it's $16.9M TV media spend on racial minorities
- $7.6M campaign focused on African American and Hispanic influencer markets
- Featured African American astronaut Hispanic cyber officer
- Hispanic ad was Spanish language
- AFRS did not fund a TV campaign in FY13

Colonel Alvin Drew

Captain Nicolas Aquino

American Airmen Series:

- AFRS features nine AF active duty men as part of the American Airmen series on AIRFORCE.COM; 8 of the 9 feature racial minority men including:
  - Gen Rice
  - Lt Gen McDew
  - Major Gen Stewart
  - Col Alvin Drew
  - 2 Hispanic Officers
  - 2 Hispanic senior NCOs

Other Initiatives:

- AF recruiters attend major conventions focused on minorities [science, engineering, etc]
- Executed minority focused campaign in digital, print, radio and TV targeting high achieving African American and Hispanic officer candidates (USAFA, AFROTC, OTS) in FY09-12

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QUESTIONS