Responses to RFI A6 – Senior Enlisted Women (NCOs):

	Number of E7 – E9		Major Command		Nominative Level *	
Service	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**
USA	**46,931**	**5,985** (11%)	**4,728**	**372** (7%)	**177**	**14** (7%)
USN	**25,768**	**2,807** (10%)	**658**	**51** (7%)	**106**	**12** (10%)
USMC	**12,859**	**753** (6%)	**1,173**	**61** (5%)	**50**	**4** (7%)
USAF	**26,739**	**5,906** (18%)	**23**	**3** (12%)	**Combined w/ Major CMD**	
USCG	**3,023**	**296** (9%)	**434**	**19** (4%)	**Combined w/ Major CMD**	

** Flag/General Officer Assignments*

INFORMATION PAPER

DAPE-MPE-PD
18 November 2014

SUBJECT: Request for Information (DACOWITS, Assignments Working Group, Issue A6 - Upward Progression)

1. Purpose: To provide information on the upward progression of women into senior enlisted ranks.

2. Facts:

a. The number of women currently serving in the United States Army as senior Noncommissioned Officers (NCOs) in the pay-grade E-7 through E-9 is 5,985. This number represents 11.3% of the total senior NCO ranks (comprised of 52,916 NCOs). There are 4,440 E-7s, 1,287 E-8s and 258 E-9s.

b. The number of enlisted women serving in major command positions are as follows:

Rank	Total Females	Total Males	% of Females
Command Sergeant Major	75	1,394	5.4%
First Sergeant	297	3,334	8.9%

c. The number of enlisted women serving in Nominative positions are as follows:

Rank	Total Females	Total Males	% of Females
Command Sergeant Major	2	140	1.4%
Sergeant Major	12	37	24.5%

b. A significant number of leadership requirements (IN, AR, 12B, 13B, 13D, 13F) call for Soldiers who hold military occupational specialties that are otherwise closed to females arising from the 1994 Direct Ground Combat Definition and Assignment Rule.

RFI Category and Number:

Assignments Working Group RFI #6

RFI Question:

The Committee continues to be interested in the upward career progression of women into senior enlisted ranks. The Committee requests a report via a written response from each of the Services indicating the number of women currently serving as senior NCOs (e.g. number of female E7-E9 as compared to men, the number of women serving in major command leadership positions, and the number of women serving nominative level assignment tours).

RFI Response:

1)

Navy E7-E9 Personnel		
	Male	**Female**
Active Duty	25,768	2,807
FTS/SELRES	4,436	1,154

Position	AC/RC	Male	Female
Command Master Chiefs (CMCs)	Active Duty	606	48
	FTS/SELRES	76	9
Command Senior Chiefs (CSCs)	Active Duty	52	3
	FTS/SELRES	10	1
Fleet Master Chiefs (FLTCMs)	Active Duty	4	2
Force Master Chiefs (FORCMs)	Active Duty	13	2
Nominative Flag/General Officer (Navy/USMC) Assignments*	Active Duty	89	8

*There are currently two male Navy FLTCM's that are serving in Four Star Flag Officer Joint Assignments.

<u>Other important Senior NCO Figures</u>
To amplify the Command Master Chief (CMC) data, the following numbers are female CMC's in high visibility Major CMD billets:

Major Command Female CMCs			
	Platform/Unit	*Females*	*Males*
At Sea	CVN	1	12
	CAG	1	8
	CG	1	22
	LPD	1	9
Shore	DESRON	1	11
	NIOC	1	7
	CNIC Installation	3	62
	NLEC Instructor	1	26

	Aviation Type Wing	2	13
	Naval Hospital	1	9
	Test/Eval Squadron	1	1

7) On Submarines:
All Chiefs of the Boat (COBs) currently serving onboard Submarines are male. Navy is currently identifying female CPOs for potential submarine duty and future professional development towards qualifying for a COB billet.

8) In General:
The CMC/CSC Selection Board is held annually in January and is open to all CO/FORCM recommended E8 and E9s to apply.

POC or office responsible:

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DECEMBER 2014- USMC Responses to DACOWITS Quarterly Meeting RFIs

A6. The Committee continues to be interested in the upward career progression of women into senior enlisted ranks. The Committee requests a report via a written response from each of the Services indicating the number of women currently serving as senior NCOs (e.g. number of female E7-E9 as compared to men, the number of women serving in major command leadership positions, and the number of women serving nominative level assignment tours).

Active Component Marine Senior NCOs (as of 12 Nov 2014)

RANK	FEMALE	MALE	TOTAL
E9	60	1,471	1,531
E8	190	3,607	3,797
E7	503	7,781	8,284

Note: Marine E9 are either Sergeant Major or Master Gunnery Sergeant. Marine E8 are either First Sergeant of Master Sergeant. All Marine E7 are Gunnery Sergeants.

There are 22 active duty female Sergeants Major and 39 female First Sergeants in the Marine Corps. By the nature of the rank, these Marines are in leadership positions.

There are currently three active duty female Sergeants Major serving in nominative level assignment billets. Additionally, there is one female Sailor serving as a Command Master Chief in a Marine Corps major command.

Number of women currently serving as senior NCOs (E7-E9) as compared to men, the number of women serving in major command leadership positions, and the number of women serving nominative level assignment tours			
	RegAF	**ANG**	**AFR**
E-7			
Female	**4,643**	**2,768**	**2,050**
Male	20,438	12,241	6,483
Total	25,081	15,009	8,533
E-8			
Female	**956**	**710**	**723**
Male	4,125	3,823	2,329
Total	5,081	4,533	3,052
E-9			
Female	**307**	**240**	**189**
Male	2,176	1,670	783
Total	2,483	1,910	972

MAJCOM/COCOM/Nominative Leadership Positions* currently filled by Airmen:				
	MAJCOM	**COCOM/Allied Cmds**	**FOA/DRU/IA**	**SAF/HAF Staff**
RegAF				
Female	1 (AMC)	0	1 (DIA)	1 (SAF/MR)
Male	9	5	0	5 (A1 & SAF)
Total	10	5	2	6
ANG				
Female	0	0	0	0
Male	1	0	2	0
Total	1	0	1	0
AFR				
Female	0	0	0	0
Male	1	0	0	0
Total	1	0	0	0

*Nominative positions above the MAJCOM are owned by the hiring authority and are not tracked by the AF. Each hiring authority determines if/when Air Force is invited to nominate; unless the incumbent is Air Force, the position will not be on the Air Force's radar until the call for nominations.

SUBJ: DACOWITS RFI (FALL 2014)

FROM: Office of Workforce Forecasting and Analysis (CG-12A)

TO: CG-12B

A6: The Committee continues to be interested in the upward career progression of women into senior enlisted ranks. The Committee requests a report via a written response from each of the Services indicating the number of women currently serving as senior NCOs (e.g. number of female E7-E9 as compared to men, the number of women serving in major command leadership positions, and the number of women serving normative level assignment tours).

The positions considered in this study as senior leadership assignments were the following:

Gold and Silver CMC/SCS positions
Recruit Company Commanders
Academy Company Chiefs
School Chiefs
Officers in Charge
Aviation Leading Master Chiefs
Rating Force Master Chief's

	Female	Male	Total	% Female	% Male
Senior Enlisted Leadership Assignments	19	434	453	4%	96%
Normative Assignments	296	3023	3319	9%	91%
Total Assignments	315	3457	3772	8%	92%

LCDR Ryan S. Engel
Office of Workforce Forecasting and Analysis
Enlisted Team Lead
United States Coast Guard
202-475-5235

1 Dec 14

INFORMATION PAPER

SUBJECT: Female Representation among Senior Non-Commissioned Officers (NCOs) and Senior NCO Leadership for the Army National Guard (ARNG)

1. **Purpose.** To provide to Defense Advisory Committee on Women in the Services (DACOWITS) with response to Request for Information for the 4-5 December 2014 meeting.

2. **Question A6.**

a. As of 30 September 2014, the ARNG had 2,429 female E7s (11% of all E7s), 708 female E8s (9% of all E8s), and 148 female E9s (7% of all E9s). Additionally, this represents an increase for all three Senior NCO grades. In 2004, Women made up 9% of E7s, 7% of E8s and 5% of E9s.

b. These increases in female representation among Senior NCOs are consistent with the service-wide increase. Since 2004, the ARNG has seen a service-wide 3.1% increase in female representation.

c. As of 30 September 2014, the ARNG had 113 female First Sergeants (4% of all First Sergeants) and 39 Command Sergeant Majors (4% of all Command Sergeant Majors).

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