INFORMATION PAPER

ARNG-CSO-EO
20 November 2014

SUBJECT: Defense Advisory Committee on Women in the Services (DACOWITS) Request for Information for 4-5 December 2014 meeting.

1. Purpose: To provide DACOWITS with response to Request for Information for the 4-5 December 2014 meeting.

2. Question A3.

a. Of 351,362 ARNG Soldiers in the 54 States and Territories, 55,894 (15.9%) are female. Women make up 353 (12%) of the total 2,945 ARNG RRNCOs. Therefore, the percentage of female recruiters closely resembles the diversity of our force.

b. The Army National Guard selects the best qualified applicants to serve as RRNCOs, regardless of race, religion, ethnicity or gender, that are representative of the demographics of our force across the 54 States and Territories. Each State has the latitude to establish a state-specific hiring process based on qualifications, personal appearance, personal fitness, proposed sales skills, and overall military bearing and professional record. States screen qualified applicants to ensure they are the right choice to represent the ARNG to the public on a daily basis. Although the National Guard Bureau does not have a nationally directed RRNCO diversity policy, the ARNG State Human Resource Offices ensure they have a balanced and diverse recruiting force that represents our demographics. We understand the importance of peer to peer recruiting and specifically the merits of hiring female recruiters to help increase the number of female applicants to the ARNG.

c. ARNG Recruiting and Retention has advertising campaigns on eight social media platforms, including Tumblr and Instagram, two platforms which have high female participation. Additionally, ARNG Recruiting and Retention strategically ensures that half of content posted on ARNG social media venues features women, including videos and photos.

d. The POCs for the above information are MAJ Carol Stahl, 703-607-0959, and CW4 Lisa Bryan, 703-607-5922.

3. Question A4. An analysis of all ARNG enlistments between Fiscal Years 2011 and 2013 revealed women were lost during basic training at a rate 9% higher than that of men. Further analysis revealed that each month between enlistment and shipment correlated with a 1% lower chance to complete basic training.

4. Question A5.

a. The ARNG will meet its Strength Missions through natural attrition rates in the 54 States and Territories.

b. The ARNG G1, ARNG Diversity Office, ARNG Recruiting and Retention, and ARNG Human Capital Management collects accession, attrition and retention data and conducts analysis on trends, barriers and opportunities that influence lifecycle/talent management.

5. 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).

Prepared by: Mr. Patrick Rinker/703-601-8147
Approved by: Mr. Alfranda Durr/703-607-1460