



**DEPARTMENT OF THE ARMY**  
OFFICE OF THE CHIEF OF CHAPLAINS  
2700 ARMY PENTAGON  
WASHINGTON DC 20310-2700

DACH-PEZ

30 October 2015

MEMORANDUM FOR THE CHIEF OF CHAPLAINS (DACH-ZA), 2700 ARMY  
PENTAGON, WASHINGTON DC 20310

SUBJECT: DACOWITS Information Request Regarding Chaplain Gender Statistics

1. **Tasking.** The Office of the Chief of Chaplains (OCCH) Personnel Directorate was tasked by the Joint Applications Staff Management System through the National Guard Bureau Equal Opportunity Office to provide answers to the following questions from DACOWITS:

- a. *Who has oversight of Chaplain accessions and promotions?*
- b. *How many Chaplains, by rank, are men/women?*
- c. *For the last five years, what was the promotion rate, by rank, of female Chaplains (percentage) as compared to male chaplains (percentage)?*
- d. *What is the promotion rate of chaplains who are endorsed by agencies that accept women versus those who do not endorse women?*
- e. *How is diversity effectively balanced among the Chaplain Corps, in comparison to the population they serve within the military?*

2. **Answers to DACOWITS Questions.**

a. **Oversight of Chaplain Accessions and Promotions.** The overall oversight of Chaplain Accessions is a partnership between the Army G-1, U.S. Army Recruiting Command (USAREC), and the Office of the Chief of Chaplains (OCCH). Within OCCH, the Accessions Officer manages Chaplain Accessions packets received from USAREC for Accession Boards. Promotion Boards are under the oversight of the Department of the Army Secretariat at Fort Knox, Kentucky. OCCH's Personnel Systems Officer coordinates with the Army G-1 for promotion boards.

b. **Chaplains by Gender and Rank.** According to the Active Army Chaplain Strength Report (published by the OCCH's Personnel Directorate in Sept, 2015) of the 1539 Chaplains, 66 (4.2%) were female and 1,473 (95.7%) were male. (See enclosure 1 for breakdown by rank.)

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**c. Promotion Rate Comparison of Male and Female Chaplains (last five years).** Over the last five years, the average promotion rates of male versus female chaplains is (see enclosure 2 for by-year breakdown):

- (1) COL: Male—33.6%; Female—20% (Female 13.6% deficit)
- (2) LTC: Male—50.2%; Female—56.8% (Male 6.6% deficit)
- (3) MAJ: Male—71.2%; Female—90% (Male 18.8% deficit)


**d. Promotion rate of chaplains by comparison of Endorsers who accept women compared with those that do not accept women.** The OCCH is unable to provide the data requested by this question due to the limitations of existing data, and authorities to request the data specified in this question. Religious Organizations that are approved by the Department of Defense to recommend candidates for the Military Departments to consider for the chaplaincy, are not required to share their theological positions on women. The relationship between an endorsed chaplain and their religious organization is a dynamic relationship, and the views of religious organizations on women, may not reflect, nor be required of those that they endorse or ordain, or certify for ministry – be it in a military or civilian context. Religious organizations, and individuals are free to change their views on theological topics without any requirement to notify the Department of Defense, or the Army Office of the Chief of Chaplains.

**e. Balance of Gender Diversity in Chaplain Corps Compared with Department of Defense (DoD).** When Army Chaplaincy females are compared with the total female population within DoD (see Enclosure 3 for chart data):

- (1) COL: down by 8.87% [DoD: 11.9%--CH: 3.03%]
- (2) LTC: up by 3.80% [DoD: 12.8%--CH: 16.6%]
- (3) MAJ: up by 4.40% [DoD: 16.8%--CH: 21.2%]
- (4) CPT/1LT: up by 39.5% [DoD: 39.5%--CH: 59.0%]

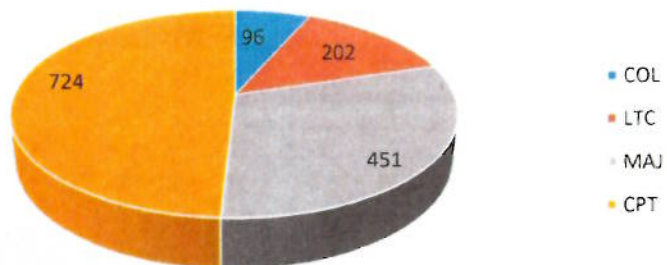
3. POC for this action is Chaplain (MAJ-P) Brad P. Lewis at 571-256-8761, email: [brad.p.lewis.mil@mail.mil](mailto:brad.p.lewis.mil@mail.mil).

Encl

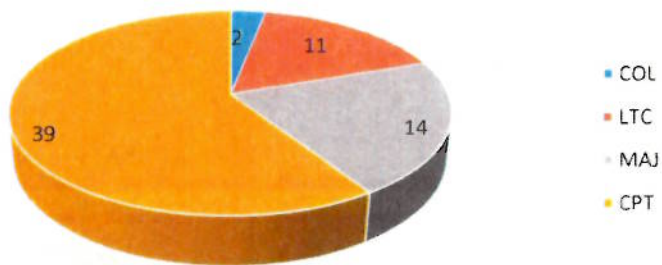
  
SCOTT F. JONES  
Chaplain (Colonel) US Army  
Director, Human Resources &  
Ecclesiastical Relations

# CHAPLAIN GENDER DEMOGRAPHICS BY RANK (Sept, 2015)

## MALE



## FEMALE



### MALE

96 COL  
202 LTC  
MAJ 451  
CPT 724

### FEMALE

2 COL  
11 LTC  
14 MAJ  
39 CPT

## ARMY CHAPLAIN GENDER DIVERSITY COMPARISON WITH TOTAL DoD

(Data from: DMDC, as of August 15)

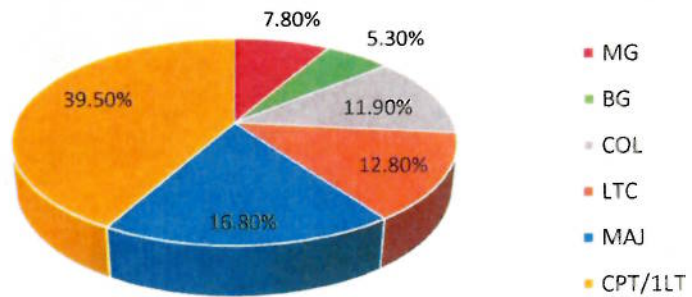
### DoD TOTAL

7.8 % MG  
5.3 % BG  
11.9 % COL  
12.8 % LTC  
16.8 % MAJ  
19.3 % CPT  
39.5 % CPT/1LT

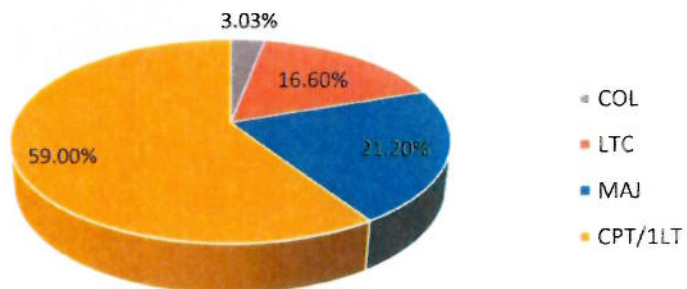
### CHAPLAINCY

0.0 % MG  
0.0 % BG  
3.03 % COL  
16.6 % LTC  
21.2 % MAJ  
59.0 % CPT/1LT

FEMALES IN DEPARTMENT OF DEFENSE

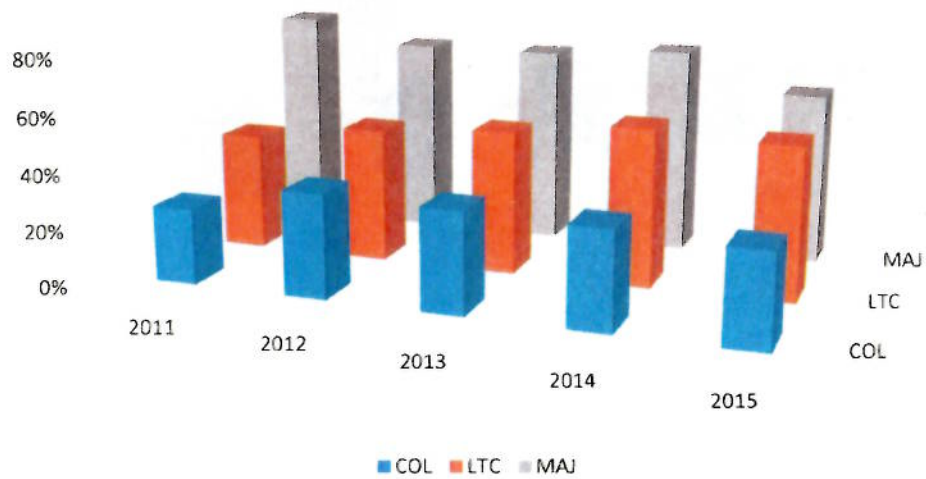


FEMALES IN ARMY CHAPLAINCY

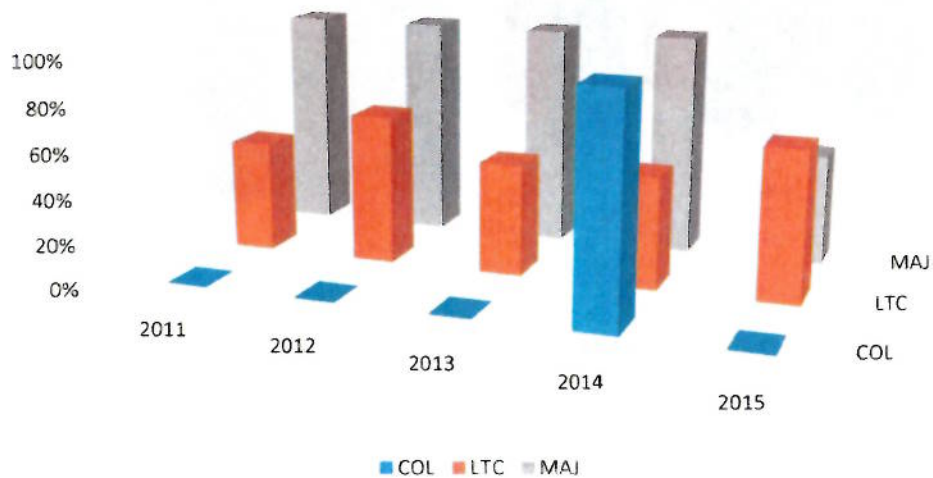


## CHAPLAIN GENDER PROMOTION RATES (5 Yrs)

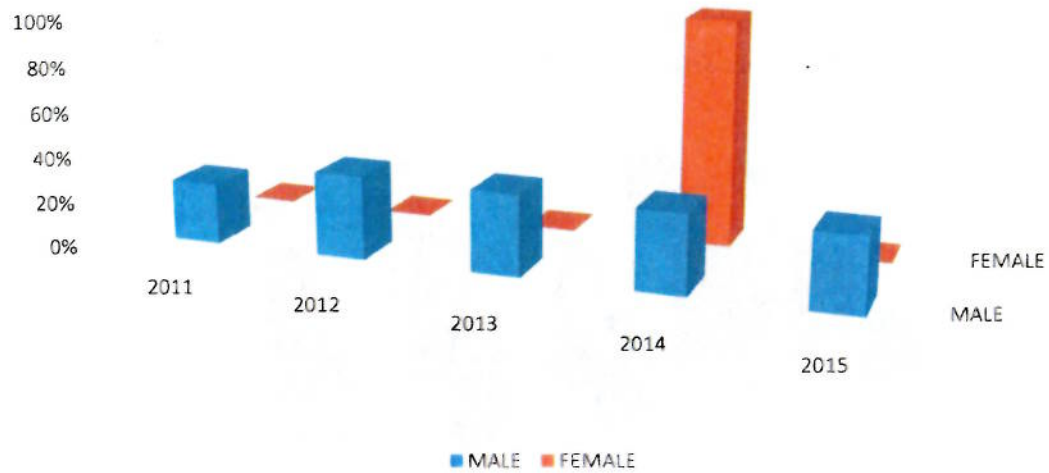
### CHAPLAIN MALE PROMOTION RATES (Primary Zone, by rank: 2011-2015)



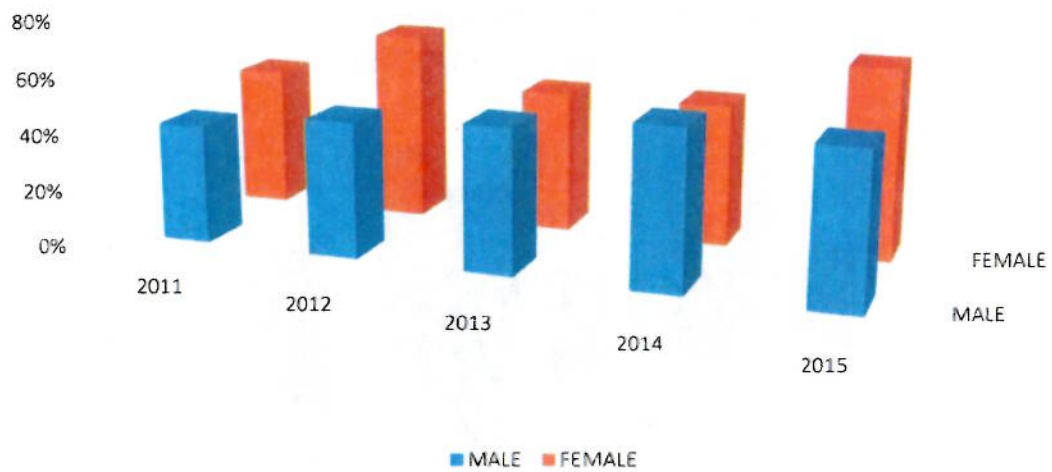
### CHAPLAIN FEMALE PROMOTION RATES (Primary Zone, by rank: 2011-2015)



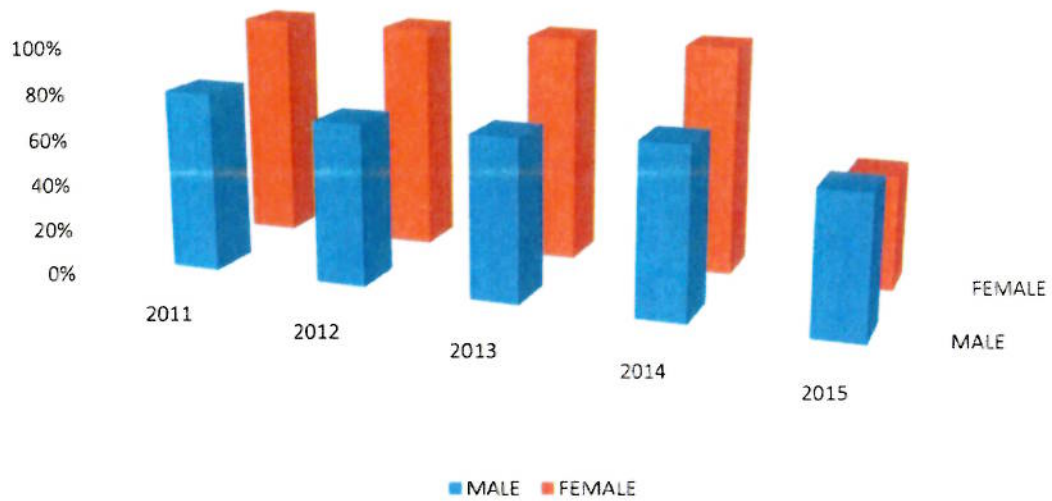
### CH COL PROMOTIONS: MALE VS. FEMALE



### CH LTC PROMOTIONS: MALE VS. FEMALE



### CH MAJ PROMOTIONS: MALE VS. FEMALE





*RFI Category and Number:*

*ASSIGNMENTS – 3 (A3)*

*RFI Question:*

*DACOWITS continues to be interested in the career progression of women. The Committee requests a written response from the Office of the Chief of Chaplains on the following:*

- 1. Who has oversight of Chaplain accessions and promotions?*
- 2. How many chaplains, by rank, are men/women?*
- 3. For the last five years, what was the promotion rate, by rank, of female chaplains (percentage) as compared to male chaplains (percentage)?*
- 4. What is the promotion rate of chaplains who are endorsed by agencies that accept women versus those who do not endorse women?*
- 5. How is diversity effectively balanced among the Chaplain Corps, in comparison to the population they serve within the military?*

*RFI Response:*

- 1) The Chief of Naval Personnel has oversight of Chaplain accessions and promotions, in accordance with the following instructions which provide policy, responsibilities, and procedures for the appointment and promotion of Navy chaplain officers.*
  - a) Chaplain accessions:*
    - 10 U.S.C.*
    - DoDI 1304.28 series, Guidance for the Appointment of Chaplains for the Military Departments*
    - OPNAVINST 1120.9 series, Appointment of Officers in the Chaplain Corps of the Navy)*
  - b) Chaplain promotions:*
    - 10 U.S.C.*
    - DoDI 1320.14 series, Commissioned Officer Promotion Program Procedures*
    - SECNAVINST 1420.1 series, Promotion, Special Selection, Selective Early Retirement, and Selective Early Removal Boards for Commissioned Officers of the Navy and Marine Corps*
- 2) Data, as of 1 Dec 2015, regarding chaplains (Active Duty), by rank, are Men/Women:*

RANK	FEMALE	MALE	TOTAL
RADM	1	0	1
RDML	0	1	1
CAPT	3	68	71
CDR	6	146	152

<b>LCDR</b>	<b>15</b>	<b>208</b>	<b>223</b>
<b>LT</b>	<b>28</b>	<b>312</b>	<b>340</b>
<b>LTJG</b>	<b>1</b>	<b>26</b>	<b>27</b>
<b>TOTAL</b>	<b>54</b>	<b>761</b>	<b>815</b>

- 3) 5-year data regarding chaplains (Active Duty) promotion rate, by rank (control grade), of female chaplains (percentage) as compared to male chaplains (percentage):

FY	RANK	FEMALE									MALE								
		IN-ZONE			ABOVE-ZONE			BELOW-ZONE			IN-ZONE			ABOVE-ZONE			BELOW-ZONE		
		CON	SEL	%	CON	SEL	%	CON	SEL	%	CON	SEL	%	CON	SEL	%	CON	SEL	%
2016	CAPT	NO PROMOTIONS HELD FOR FY16																	
2016	CDR																		
2016	LCDR																		
2015	CAPT	1	1	100%	0	0	0	4	0	0	15	6	40%	49	1	2%	27	0	0
2015	CDR	3	0	0	2	0	0	3	0	0	38	22	57.9%	44	3	6.8%	58	0	0
2015	LCDR	5	2	40%	5	0	0	5	0	0	43	26	60.5%	24	6	25%	67	0	0
2014	CAPT	0	0	0	1	0	0	3	0	0	18	6	33.3%	57	4	7.4%	33	0	0
2014	CDR	1	1	100%	4	0	0	4	0	0	23	13	56.5%	44	3	6.8%	54	0	0
2014	LCDR	3	1	33.3%	4	0	0	8	0	0	37	25	67.6%	44	2	4.6%	76	0	0
2013	CAPT	1	1	100%	2	0	0	1	0	0	19	10	52.6%	54	1	1.9%	33	0	0
2013	CDR	2	1	50%	4	0	0	3	0	0	29	17	58.6%	44	4	9.1%	48	0	0
2013	LCDR	6	4	66.7%	6	1	16.7%	6	0	0	42	23	54.8%	52	6	11.5%	65	0	0
2012	CAPT	0	0	0	2	0	0	1	0	0	20	8	40%	50	2	4%	35	0	0
2012	CDR	1	0	0	6	0	0	3	0	0	26	17	65.4%	48	3	6.3%	52	0	0
2012	LCDR	3	0	0	3	0	0	8	0	0	36	24	66.7%	48	2	4.2%	73	1	1.4%

- 4) Similarly answered in DACOWITS RFI (September 2015 Meeting), we cannot provide data that is not tracked or maintained by the Armed Forces Chaplains Board, DoDI 5120.08. By DoDI 1304.28, the AFCB maintains administrative requirements for a Religious Organization (RO) endorsing Religious Ministry Professionals (RMPs) for military chaplaincy.
- 5) By policy. AFCB approved ROs, by DODI 1304.28, that support military chaplaincy may not necessarily align with the civilian sector in terms of religious diversity. However, by policy (DoDI 1304.28), an endorsed RMP (chaplain) "... is willing to function in a pluralistic environment, as defined in this Instruction, and is willing to support directly and indirectly the free exercise of religion by all members of the Military Services, their family members, and other persons authorized to be served by the military chaplaincies."

POC or office responsible:

Chaplain Corps Force Structure Division (OPNAV N0971)

Director: CAPT Richard Bonnette, CHC, USN, [richard.a.bonnette@navy.mil](mailto:richard.a.bonnette@navy.mil), 703-614-4437

POC: John Nichols, CIV, USN, [john.e.nichols@navy.mil](mailto:john.e.nichols@navy.mil), 703-697-7098

## Air Force response to DACOWITS RFI A3 for Dec 2015 Meeting

### - Who has oversight of Chaplain accessions and promotions?

The Assistant Secretary of Defense for Force Management Policy, under the Under Secretary of Defense for Personnel and Readiness, exercises oversight of the DoD commissioned officer accessions and promotions.

The Secretary of the Air Force (SecAF) oversees Air Force Chaplain accessions through Air Force Recruiting in coordination with Headquarters Air Force Officer Accessions and Training Branch. In addition, Headquarters Air Force Office of the Chief of Chaplains conducts an agency review of all chaplain accessions applicants' packages.

SecAF administers the promotion program through the Air Force Personnel Center Promotion Board and Headquarters Air Force Promotion Branch in AF/A1.

### - How many chaplains, by rank, are men/women?

Answer: Please see the attachments titled, "Rank and Gender Demographics" and "Gender, Rank Breakdown by Denomination." The former includes our entire Active Duty chaplain population, the latter reflects the comparison numbers for solely those faith groups which allow female chaplains.

### - For the last five years, what was the promotion rate, by rank, of female chaplains (percentage) as compared to male chaplains (percentage)?

Answer: Please see the attachment titled, "Promotion Rate by Rank – Male vs. Female Chaplains." The data is extracted from the available years in the system at the moment, as noted in the attachment.

### - What is the promotion rate of chaplains who are endorsed by agencies that accept women versus those who do not endorse women?

Answer: This information is not available.

### - How is diversity effectively balanced among the Chaplain Corps, in comparison to the population they serve within the military?"

Answer: The Air Force Chaplain Corps does not use quotas for the accession of chaplains. We consistently select the best qualified chaplain accession candidates. While we strive for diversity and seek a faith group balance to that of our overall Air Force population, our main concern is fulfilling the requirements of our Combatant Commanders.

We place chaplains based upon their rank and vector in addition to requisitions made by Wing Commanders. Our concern is the career progression of chaplains and we do our best to make certain each chaplain meets the requirements for promotion. Since chaplains serve men and women equally, we do not limit women chaplains to certain bases or populations.



## Rank/Gender Demographics

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### 52R – Chaplain Rank and Gender Demographics

	<i>TOTAL</i>	<i>FEMALE</i>	<i>MALE</i>
(1LT) FIRST LIEUTENANT	6	0	6 / 1%
(CAPT) CAPTAIN	260	20 / 4%	240 / 48%
(MAJ) MAJOR	123	10 / 2%	113 / 22%
(LT COL) LIEUTENANT COLONEL	88	5 / 1%	83 / 16%
(COL) COLONEL	26	1 / <1%	25 / 5%
(BRIG GEN) BRIGADIER GENERAL	1	0	1 / <1%
(MAJ GEN) MAJOR GENERAL	1	0	1 / <1%



Air Force Promotion Rate  
by Rank  
Male vs. Female Chaplains

		Male				Female	
	Considered	Selected	%		Considered	Selected	%
Promo to Maj *	181	105	58.01%		6	6	100.00%
Promo to Lt Col *	144	70	48.61%		17	4	23.53%
Promo to Col **	112	21	18.75%		3	2	66.67%
Total	437	196	44.85%		26	12	46.15%
Notes:							
* Years 2010 to 2014							
** Years 2011 to 2015							



Breakdown by Gender/Rank  
Air Force Chaplains in  
Religious Affiliations w/Female Chaplains

RELIGION (by self-identified religious affiliation)									Male							
Rank	O1	O2	O3	O4	O5	O6	O7	O8	O1	O2	O3	O4	O5	O6	O7	O8
					2								2	1		
					1								1	1		
			1	1	1							6	2	2	3	
			2								12					
			1									2	1	1		1
			1							1	5			1	2	
			1									2	1			
			1		1							2	4	4	1	
			4									1		1		
			1									1				
				1								3	1	1		
			1													
			1									1	3			
				1								2	1	2		
			2									11	2	2		
						1						1	1	1		
					1					1	31	17	15	4		
					1							1	1	1		
			1													
			1	1	1											
			2	1	2											
Total by Rank	0	0	20	10	5	1	0	0		0	3	96	45	38	11	1
% by Rank/Gender	0%	0%	56%	28%	14%	3%	0%	0%		0%	2%	49%	23%	20%	6%	0%
Total by Gender	36								194							
Grand Total																
all chaplains of listed affiliations	230															

