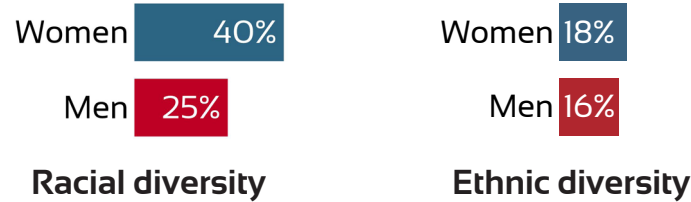


# Changes in Gender, Ethnic, and Racial Diversity in the U.S. Military

Comparing Defense Manpower Data Center data on active duty Service members from 2008, 2013, and 2018

## Women were more racially and ethnically diverse than men in 2018



## Increase in Diversity From 2008 to 2018

- 2 percentage points** increase in the number of women
- 7 percentage points** increase in the number of Hispanic women out of all women
- 1 percentage point** increase in the number of women who were racial minorities out of all women



### Enlisted

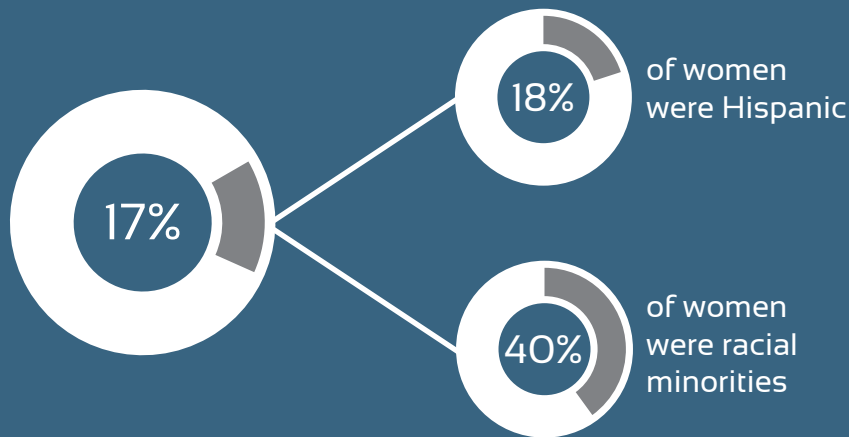
In 2018, the percentage of women who were racial minorities increased with rank across every Service except the Coast Guard



### Officers

Across all years, the percentage of women who were racial minorities in the highest ranks (O7 and above) decreased compared with that in the lower ranks

## 17 percent of all personnel were women in 2018



## Changes in Gender, Ethnic, and Racial Diversity by Service Branch From 2008 to 2018

	Army	Navy	Marine Corps	Air Force	Coast Guard
Women	↑1	↑5	↑2	↑1	↑2
Hispanic women	↑5	↑1	↑13	↑11	↑5
Women who were racial minorities	↑1	↑0.1	↓2	↑2	↓3

Values show change in percentage points from 2008 to 2018 across the following categories for each Service: percentage of active duty personnel who were women, percentage of Hispanic women out of all women, and percentage of women who were racial minorities out of all women.

### Source

Defense Manpower Data Center data on active duty Service members from 2008, 2013, and 2018

### Notes

Ethnicity is defined as Hispanic or non-Hispanic.

Women who were racial minorities are defined as women who identified as Black, Asian, American Indian or Alaska Native, Native Hawaiian or Pacific Islander, or those who selected more than one race. Service members who selected an unknown race were excluded from analyses of racial diversity.

Warrant officers (WI-W5) were not included in the presentation of findings.

# Changes in Gender, Ethnic, and Racial Diversity by Service Branch in the U.S. Military

Comparing Defense Manpower Data Center data on active duty Service members from 2008, 2013, and 2018



Army  
69,387 • 15%  
Women in 2018

1 out of 2



enlisted women were racial minorities in 2018

65%

of enlisted women in the highest ranks (E7 and above) were racial minorities in 2018



Across Services and years analyzed, the Army had the highest percentage of female officers who were racial minorities (at least 32%)



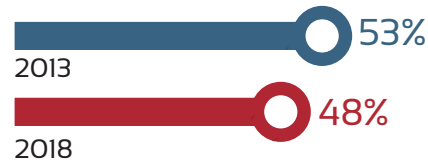
Navy  
63,869 • 20%  
Women in 2018



Among officers, every metric of diversity (gender, ethnicity, and race) increased with each year analyzed

↓5

From 2013 to 2018, the percentage of enlisted women who were racial minorities declined by 5 percentage points



Marine Corps  
15,871 • 9%  
Women in 2018

In 2013 and 2018, the Marine Corps had the greatest percentage of enlisted women who were Hispanic across all Services and ranks

1 out of 3



enlisted women across all ranks were Hispanic in 2018

0

In 2013 and 2018, there were zero Hispanic women or women who were racial minorities among officers in the highest ranks (O7 and above)



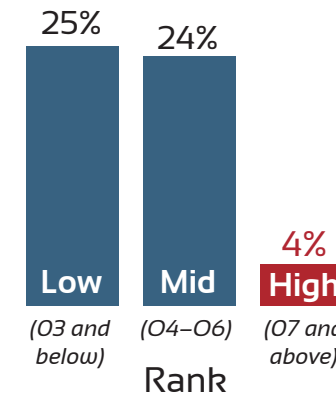
Air Force  
65,076 • 20%  
Women in 2018

19%

of all enlisted women were Hispanic in 2018, up from 6 percent in 2013

The percentage of female officers who were racial minorities out of all female officers substantially declined as rank increased in 2018

Percent of female officers who were racial minorities by rank in 2018



Coast Guard  
5,836 • 15%  
Women in 2018

17% or more

of enlisted women across all ranks were racial minorities since 2008

Percent of enlisted women who were racial minorities by rank and year

	Low (E3 and below)	Mid (E4–E6)	High (E7 and above)
2008	23%	22%	29%
2013	17%	19%	20%
2018	19%	19%	17%

0

Across all years analyzed, there were zero Hispanic women or women who were racial minorities among officers in the highest ranks (O7 and above)

## Source

Defense Manpower Data Center data on active duty Service members from 2008, 2013, and 2018

## Notes

Ethnicity is defined as Hispanic or non-Hispanic.

Women who were racial minorities are defined as women who identified as Black, Asian, American Indian or Alaska Native, Native Hawaiian or Pacific Islander, or those who selected more than one race. Service members who selected an unknown race were excluded from analyses of racial diversity.

Warrant officers (WI–W5) were not included in the presentation of findings.

## Gender, Ethnic, and Racial Diversity of Active Duty Personnel by Year: All Services - Enlisted

### Number and Percentage of **Female Enlisted Personnel** by Rank and Year - All Services

Year	E1	E2	E3	E4	E5	E6	E7	E8	E9
2008	9,078 14%	11,263 13%	31,493 16%	40,022 15%	38,657 15%	22,792 13%	10,822 11%	2,359 8%	793 7%
2013	8,437 15%	10,113 14%	31,073 15%	45,222 16%	35,631 15%	22,494 13%	12,553 13%	2,913 10%	818 8%
2018	10,110 17%	11,751 16%	35,600 18%	42,419 17%	38,408 17%	22,768 14%	13,209 14%	3,315 12%	1,058 10%

Note: Numbers presented show the number of women in each rank by year. Percentages show the proportion of active duty personnel who were women.



### Number and Percentage of **Hispanic Female Enlisted Personnel** by Rank and Year - All Services

Year	E1	E2	E3	E4	E5	E6	E7	E8	E9
2008	1,208 13%	1,613 14%	4,023 13%	5,683 14%	5,346 14%	2,521 11%	883 8%	158 7%	44 6%
2013	1,316 16%	1,812 18%	4,002 13%	6,343 14%	5,119 14%	3,249 14%	1,496 12%	302 10%	57 7%
2018	2,445 24%	2,786 24%	7,895 22%	8,719 21%	7,668 20%	4,071 18%	2,255 17%	526 16%	122 12%

Note: Numbers presented show the number of Hispanic women out of all women in each rank by year. Percentages show the proportion of women who were Hispanic out of all active duty women. Hispanic is reported as an ethnicity, a separate indicator from race. People who identify as Hispanic may be any race.



### Number and Percentage of **Female Enlisted Personnel Who Were Racial Minorities** by Rank and Year - All Services

Year	E1	E2	E3	E4	E5	E6	E7	E8	E9
2008	3,351 37%	4,043 36%	11,669 38%	14,820 39%	15,952 45%	10,130 49%	5,212 53%	1,181 54%	346 47%
2013	3,304 40%	4,100 41%	12,354 41%	19,463 44%	15,393 46%	10,013 50%	5,749 52%	1,382 53%	371 49%
2018	3,378 35%	4,090 36%	13,092 38%	17,371 42%	16,798 46%	10,502 50%	6,016 52%	1,488 52%	432 45%

Note: Numbers presented show the number of women who were racial minorities out of all women in each rank by year. Percentages show the proportion of women who were racial minorities out of all active duty women.



Women who were racial minorities are defined as women who identified as Black, Asian, American Indian or Alaska Native, Native Hawaiian or Pacific Islander, or those who selected more than one race. Service members who selected an unknown race were excluded from the analysis.

Source: Defense Manpower Data Center data on active duty Service members from 2008, 2013, and 2018

Note: A zero with no percentage indicates that there were no women at that rank.

Developed by Insight Policy Research for the Defense Advisory Committee on Women in the Services within the Department of Defense under contract number H9821017C0008, June 2019

## Gender, Ethnic, and Racial Diversity of Active Duty Personnel by Year: Army, Navy, Marine Corps, and Coast Guard - Warrant Officers

### Number and Percentage of **Female Warrant Officers** by Rank and Year - Army, Navy, Marine Corps, and Coast Guard

Year	W01	W02	W03	W04	W05
2008	345 10%	568 8%	382 7%	202 6%	20 3%
2013	217 10%	838 9%	476 8%	232 7%	48 6%
2018	252 10%	682 9%	530 9%	234 7%	62 8%

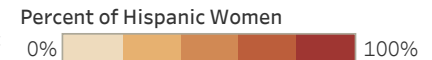
Note: Numbers presented show the number of women in each rank by year. Percentages show the proportion of active duty personnel who were women.



### Number and Percentage of **Hispanic Female Warrant Officers** by Rank and Year - Army, Navy, Marine Corps, and Coast Guard

Year	W01	W02	W03	W04	W05
2008	38 11%	62 11%	29 8%	15 7%	0 0%
2013	31 14%	106 13%	50 11%	28 12%	5 10%
2018	50 20%	98 14%	81 15%	34 15%	10 16%

Note: Numbers presented show the number of Hispanic women out of all women in each rank by year. Percentages show the proportion of women who were Hispanic out of all active duty women. Hispanic is reported as an ethnicity, a separate indicator from race. People who identify as Hispanic may be any race.



### Number and Percentage of **Female Warrant Officers Who Were Racial Minorities** by Rank and Year - Army, Navy, Marine Corps, and Coast Guard

Year	W01	W02	W03	W04	W05
2008	166 59%	246 51%	159 46%	99 56%	5 25%
2013	92 49%	383 53%	234 55%	104 51%	18 41%
2018	115 54%	280 48%	238 53%	122 59%	30 55%

Note: Numbers presented show the number of women who were racial minorities out of all women in each rank by year. Percentages show the proportion of women who were racial minorities out of all active duty women.

Women who were racial minorities are defined as women who identified as Black, Asian, American Indian or Alaska Native, Native Hawaiian or Pacific Islander, or those who selected more than one race. Service members who selected an unknown race were excluded from the analysis.



Source: Defense Manpower Data Center data on active duty Service members from 2008, 2013, and 2018

Note: A zero with no percentage indicates that there were no women at that rank.

Across all years analyzed, the Coast Guard did not use the W01 or W05 ranks; the Navy did not use the W01 rank; and the Air Force had no Warrant Officers.

Developed by Insight Policy Research for the Defense Advisory Committee on Women in the Services within the Department of Defense under contract number H9821017C0008, June 2019

## Gender, Ethnic, and Racial Diversity of Active Duty Personnel by Year: All Services - Officers

### Number and Percentage of **Female Officers** by Rank and Year - All Services

Year	O1	O2	O3	O4	O5	O6	O7	O8	O9	O10
2008	5,142 19%	4,671 19%	13,111 18%	6,233 14%	3,506 12%	1,315 11%	41 8%	16 5%	7 5%	0 0%
2013	5,165 21%	6,285 20%	14,895 19%	7,337 15%	3,669 12%	1,450 12%	34 7%	26 8%	15 9%	1 3%
2018	6,012 21%	6,125 21%	15,736 21%	8,089 18%	4,015 14%	1,348 12%	44 10%	17 5%	14 9%	1 3%

Note: Numbers presented show the number of women in each rank by year. Percentages show the proportion of active duty personnel who were women.



### Number and Percentage of **Hispanic Female Officers** by Rank and Year - All Services

Year	O1	O2	O3	O4	O5	O6	O7	O8	O9	O10
2008	286 6%	298 6%	758 6%	332 5%	134 4%	46 3%	1 2%	0 0%	0 0%	0 0%
2013	372 7%	433 7%	883 6%	479 7%	182 5%	40 3%	2 6%	1 4%	0 0%	0 0%
2018	741 12%	711 12%	1,401 9%	637 8%	265 7%	61 5%	2 5%	1 6%	1 7%	0 0%

Note: Numbers presented show the number of Hispanic women out of all women in each rank by year. Percentages show the proportion of women who were Hispanic out of all active duty women. Hispanic is reported as an ethnicity, a separate indicator from race. People who identify as Hispanic may be any race.



### Number and Percentage of **Female Officers Who Were Racial Minorities** by Rank and Year - All Services

Year	O1	O2	O3	O4	O5	O6	O7	O8	O9	O10
2008	1,112 24%	1,061 26%	3,197 28%	1,572 27%	684 20%	186 15%	3 8%	0 0%	0 0%	0 0%
2013	1,100 23%	1,582 27%	3,784 28%	2,160 32%	882 25%	250 18%	4 12%	2 8%	1 7%	0 0%
2018	1,461 26%	1,532 27%	3,905 27%	2,170 29%	1,056 28%	287 22%	4 10%	0 0%	4 29%	0 0%

Note: Numbers presented show the number of women who were racial minorities out of all women in each rank by year. Percentages show the proportion of women who were racial minorities out of all active duty women.



Women who were racial minorities are defined as women who identified as Black, Asian, American Indian or Alaska Native, Native Hawaiian or Pacific Islander, or those who selected more than one race. Service members who selected an unknown race were excluded from the analysis.

Source: Defense Manpower Data Center data on active duty Service members from 2008, 2013, and 2018

Note: A zero with no percentage indicates that there were no women at that rank.

Developed by Insight Policy Research for the Defense Advisory Committee on Women in the Services within the Department of Defense under contract number H9821017C0008, June 2019

## Gender, Ethnic, and Racial Diversity of Active Duty Personnel by Year: Army - Enlisted

### Number and Percentage of **Female Enlisted Personnel** by Rank and Year - Army

Year	E1	E2	E3	E4	E5	E6	E7	E8	E9
2008	3,268 14%	5,024 14%	9,510 15%	17,115 14%	11,087 13%	7,611 12%	4,695 12%	1,090 9%	303 9%
2013	2,649 13%	3,587 14%	7,898 14%	18,765 15%	9,933 13%	6,646 11%	4,617 11%	1,309 11%	277 7%
2018	3,670 14%	4,252 15%	8,040 16%	16,095 15%	9,866 15%	6,659 12%	4,330 12%	1,351 13%	323 9%

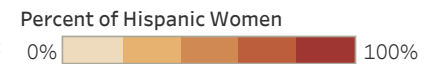
Note: Numbers presented show the number of women in each rank by year. Percentages show the proportion of active duty personnel who were women.



### Number and Percentage of **Hispanic Female Enlisted Personnel** by Rank and Year - Army

Year	E1	E2	E3	E4	E5	E6	E7	E8	E9
2008	415 13%	674 13%	1,270 13%	2,505 15%	1,675 15%	939 12%	394 8%	68 6%	18 6%
2013	448 17%	573 16%	1,210 15%	2,645 14%	1,545 16%	1,027 15%	589 13%	147 11%	15 5%
2018	891 24%	958 23%	1,888 23%	3,138 19%	1,768 18%	1,134 17%	745 17%	232 17%	37 11%

Note: Numbers presented show the number of Hispanic women out of all women in each rank by year. Percentages show the proportion of women who were Hispanic out of all active duty women. Hispanic is reported as an ethnicity, a separate indicator from race. People who identify as Hispanic may be any race.



### Number and Percentage of **Female Enlisted Personnel Who Were Racial Minorities** by Rank and Year - Army

Year	E1	E2	E3	E4	E5	E6	E7	E8	E9
2008	1,044 32%	1,732 35%	3,498 37%	6,855 42%	5,213 52%	4,400 67%	2,987 72%	693 71%	178 66%
2013	1,103 42%	1,574 44%	3,502 45%	8,575 47%	4,759 51%	3,511 60%	2,787 71%	813 72%	182 72%
2018	1,381 38%	1,826 43%	3,512 44%	7,715 49%	4,889 52%	3,428 57%	2,390 66%	702 64%	187 68%

Note: Numbers presented show the number of women who were racial minorities out of all women in each rank by year. Percentages show the proportion of women who were racial minorities out of all active duty women.



Women who were racial minorities are defined as women who identified as Black, Asian, American Indian or Alaska Native, Native Hawaiian or Pacific Islander, or those who selected more than one race. Service members who selected an unknown race were excluded from the analysis.

Source: Defense Manpower Data Center data on active duty Service members from 2008, 2013, and 2018  
Note: A zero with no percentage indicates that there were no women at that rank.

Developed by Insight Policy Research for the Defense Advisory Committee on Women in the Services within the Department of Defense under contract number H9821017C0008, June 2019

## Gender, Ethnic, and Racial Diversity of Active Duty Personnel by Year: Army - Warrant Officers

### Number and Percentage of **Female Warrant Officers** by Rank and Year - Army

Year	W01	W02	W03	W04	W05
2008	339 10%	453 9%	270 8%	170 7%	16 3%
2013	198 10%	694 10%	384 10%	176 7%	38 6%
2018	238 10%	496 9%	408 10%	184 9%	47 8%

Note: Numbers presented show the number of women in each rank by year. Percentages show the proportion of active duty personnel who were women.



### Number and Percentage of **Hispanic Female Warrant Officers** by Rank and Year - Army

Year	W01	W02	W03	W04	W05
2008	36 11%	44 10%	23 9%	11 6%	0 0%
2013	24 12%	91 13%	37 10%	22 13%	3 8%
2018	45 19%	66 13%	66 16%	23 13%	8 17%

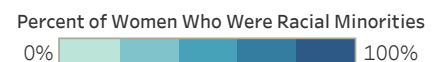
Note: Numbers presented show the number of Hispanic women out of all women in each rank by year. Percentages show the proportion of women who were Hispanic out of all active duty women. Hispanic is reported as an ethnicity, a separate indicator from race. People who identify as Hispanic may be any race.



### Number and Percentage of **Female Warrant Officers Who Were Racial Minorities** by Rank and Year - Army

Year	W01	W02	W03	W04	W05
2008	165 60%	212 57%	117 50%	87 60%	4 25%
2013	87 51%	340 57%	206 61%	80 53%	14 40%
2018	112 56%	218 51%	195 58%	107 67%	21 53%

Note: Numbers presented show the number of women who were racial minorities out of all women in each rank by year. Percentages show the proportion of women who were racial minorities out of all active duty women.



Women who were racial minorities are defined as women who identified as Black, Asian, American Indian or Alaska Native, Native Hawaiian or Pacific Islander, or those who selected more than one race. Service members who selected an unknown race were excluded from the analysis.

Source: Defense Manpower Data Center data on active duty Service members from 2008, 2013, and 2018

Note: A zero with no percentage indicates that there were no women at that rank.

Developed by Insight Policy Research for the Defense Advisory Committee on Women in the Services within the Department of Defense under contract number H9821017C0008, June 2019

## Gender, Ethnic, and Racial Diversity of Active Duty Personnel by Year: Army - Officers

### Number and Percentage of **Female Officers** by Rank and Year - Army

Year	O1	O2	O3	O4	O5	O6	O7	O8	O9	O10
2008	1,951 19%	1,514 20%	5,027 19%	2,125 14%	1,193 13%	497 12%	10 6%	2 2%	2 4%	0 0%
2013	1,701 20%	2,669 19%	5,634 20%	2,901 17%	1,295 13%	511 12%	9 6%	8 7%	6 12%	0 0%
2018	2,064 21%	2,309 20%	5,678 20%	2,922 19%	1,334 15%	470 12%	14 10%	7 6%	3 7%	0 0%

Note: Numbers presented show the number of women in each rank by year. Percentages show the proportion of active duty personnel who were women.



### Number and Percentage of **Hispanic Female Officers** by Rank and Year - Army

Year	O1	O2	O3	O4	O5	O6	O7	O8	O9	O10
2008	135 7%	111 7%	311 6%	129 6%	60 5%	17 3%	0 0%	0 0%	0 0%	0 0%
2013	175 10%	219 8%	379 7%	214 7%	68 5%	16 3%	0 0%	1 13%	0 0%	0 0%
2018	266 13%	261 11%	489 9%	225 8%	94 7%	14 3%	0 0%	0 0%	0 0%	0 0%

Note: Numbers presented show the number of Hispanic women out of all women in each rank by year. Percentages show the proportion of women who were Hispanic out of all active duty women. Hispanic is reported as an ethnicity, a separate indicator from race. People who identify as Hispanic may be any race.



### Number and Percentage of **Female Officers Who Were Racial Minorities** by Rank and Year - Army

Year	O1	O2	O3	O4	O5	O6	O7	O8	O9	O10
2008	560 32%	485 36%	1,566 35%	699 36%	340 30%	95 20%	1 10%	0 0%	0 0%	0 0%
2013	361 23%	765 31%	1,850 36%	1,094 42%	415 34%	117 23%	1 11%	1 13%	0 0%	0 0%
2018	509 27%	604 29%	1,566 30%	985 37%	469 38%	123 27%	3 21%	0 0%	2 67%	0 0%

Note: Numbers presented show the number of women who were racial minorities out of all women in each rank by year. Percentages show the proportion of women who were racial minorities out of all active duty women.



Women who were racial minorities are defined as women who identified as Black, Asian, American Indian or Alaska Native, Native Hawaiian or Pacific Islander, or those who selected more than one race. Service members who selected an unknown race were excluded from the analysis.

Source: Defense Manpower Data Center data on active duty Service members from 2008, 2013, and 2018

Note: A zero with no percentage indicates that there were no women at that rank.

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## Gender, Ethnic, and Racial Diversity of Active Duty Personnel by Year: Navy - Enlisted

### Number and Percentage of **Female Enlisted Personnel** by Rank and Year - Navy

Year	E1	E2	E3	E4	E5	E6	E7	E8	E9
2008	2,880 18%	3,251 18%	8,004 20%	9,230 17%	9,852 15%	5,658 12%	1,767 8%	408 6%	143 5%
2013	3,557 25%	4,042 23%	8,966 22%	12,020 20%	9,630 16%	5,969 13%	2,220 11%	431 7%	154 6%
2018	3,076 24%	3,760 24%	10,706 25%	11,904 23%	13,555 20%	6,969 14%	2,794 13%	649 10%	209 8%

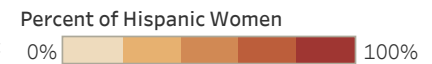
Note: Numbers presented show the number of women in each rank by year. Percentages show the proportion of active duty personnel who were women.



### Number and Percentage of **Hispanic Female Enlisted Personnel** by Rank and Year - Navy

Year	E1	E2	E3	E4	E5	E6	E7	E8	E9
2008	726 25%	754 23%	1,958 24%	2,001 22%	1,596 16%	653 12%	166 9%	37 9%	9 6%
2013	648 18%	760 19%	1,686 19%	2,582 21%	2,109 22%	959 16%	317 14%	47 11%	17 11%
2018	739 24%	784 21%	2,127 20%	2,360 20%	2,706 20%	1,371 20%	540 19%	101 16%	33 16%

Note: Numbers presented show the number of Hispanic women out of all women in each rank by year. Percentages show the proportion of women who were Hispanic out of all active duty women. Hispanic is reported as an ethnicity, a separate indicator from race. People who identify as Hispanic may be any race.



### Number and Percentage of **Female Enlisted Personnel Who Were Racial Minorities** by Rank and Year - Navy

Year	E1	E2	E3	E4	E5	E6	E7	E8	E9
2008	1,475 51%	1,569 48%	3,953 50%	4,075 46%	4,588 49%	2,719 50%	759 44%	164 41%	48 35%
2013	1,614 47%	1,932 49%	4,698 53%	6,492 55%	5,100 54%	2,940 52%	1,060 51%	191 46%	67 46%
2018	1,083 39%	1,353 39%	4,267 43%	5,066 45%	6,969 53%	3,754 56%	1,391 53%	339 56%	87 43%

Note: Numbers presented show the number of women who were racial minorities out of all women in each rank by year. Percentages show the proportion of women who were racial minorities out of all active duty women.



Women who were racial minorities are defined as women who identified as Black, Asian, American Indian or Alaska Native, Native Hawaiian or Pacific Islander, or those who selected more than one race. Service members who selected an unknown race were excluded from the analysis.

Source: Defense Manpower Data Center data on active duty Service members from 2008, 2013, and 2018  
 Note: A zero with no percentage indicates that there were no women at that rank.

Developed by Insight Policy Research for the Defense Advisory Committee on Women in the Services within the Department of Defense under contract number H9821017C0008, June 2019

## Gender, Ethnic, and Racial Diversity of Active Duty Personnel by Year: Navy - Warrant Officers

### Number and Percentage of **Female Warrant Officers** by Rank and Year - Navy

Year	W02	W03	W04	W05
2008	27 5%	43 6%	10 3%	1 1%
2013	31 6%	33 5%	23 6%	6 8%
2018	56 9%	50 8%	16 4%	8 9%

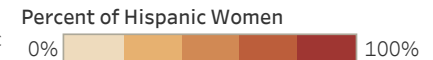
Note: Numbers presented show the number of women in each rank by year. Percentages show the proportion of active duty personnel who were women.



### Number and Percentage of **Hispanic Female Warrant Officers** by Rank and Year - Navy

Year	W02	W03	W04	W05
2008	3 11%	1 2%	0 0%	0 0%
2013	2 6%	2 6%	1 4%	1 17%
2018	9 16%	3 6%	4 25%	1 13%

Note: Numbers presented show the number of Hispanic women out of all women in each rank by year. Percentages show the proportion of women who were Hispanic out of all active duty women. Hispanic is reported as an ethnicity, a separate indicator from race. People who identify as Hispanic may be any race.



### Number and Percentage of **Female Warrant Officers Who Were Racial Minorities** by Rank and Year - Navy

Year	W02	W03	W04	W05
2008	14 52%	23 53%	4 40%	1 100%
2013	16 53%	15 45%	17 74%	3 50%
2018	28 57%	29 59%	9 56%	6 75%

Note: Numbers presented show the number of women who were racial minorities out of all women in each rank by year. Percentages show the proportion of women who were racial minorities out of all active duty women.



Women who were racial minorities are defined as women who identified as Black, Asian, American Indian or Alaska Native, Native Hawaiian or Pacific Islander, or those who selected more than one race. Service members who selected an unknown race were excluded from the analysis.

Source: Defense Manpower Data Center data on active duty Service members from 2008, 2013, and 2018

Notes: A zero with no percentage indicates that there were no women at that rank.

Across all years analyzed, there was no W01 rank in the Navy.

Developed by Insight Policy Research for the Defense Advisory Committee on Women in the Services within the Department of Defense under contract number H9821017C0008, June 2019

## Gender, Ethnic, and Racial Diversity of Active Duty Personnel by Year: Navy - Officers

### Number and Percentage of **Female Officers** by Rank and Year - Navy

Year	O1	O2	O3	O4	O5	O6	O7	O8	O9	O10
2008	1,224 19%	1,037 17%	2,747 16%	1,366 13%	886 13%	379 12%	7 6%	6 9%	2 5%	0 0%
2013	1,443 22%	1,361 21%	3,285 18%	1,592 15%	783 12%	416 13%	13 11%	5 7%	4 9%	0 0%
2018	1,607 23%	1,521 23%	4,030 22%	1,858 18%	859 13%	355 11%	10 9%	3 5%	4 11%	0 0%

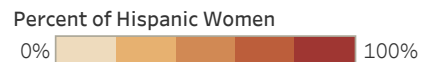
Note: Numbers presented show the number of women in each rank by year. Percentages show the proportion of active duty personnel who were women.



### Number and Percentage of **Hispanic Female Officers** by Rank and Year - Navy

Year	O1	O2	O3	O4	O5	O6	O7	O8	O9	O10
2008	82 7%	82 8%	174 6%	73 5%	43 5%	12 3%	0 0%	0 0%	0 0%	0 0%
2013	126 9%	124 9%	239 7%	114 7%	45 6%	16 4%	1 8%	0 0%	0 0%	0 0%
2018	201 13%	181 12%	368 9%	139 7%	58 7%	21 6%	1 10%	0 0%	1 25%	0 0%

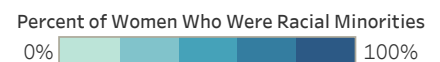
Note: Numbers presented show the number of Hispanic women out of all women in each rank by year. Percentages show the proportion of women who were Hispanic out of all active duty women. Hispanic is reported as an ethnicity, a separate indicator from race. People who identify as Hispanic may be any race.



### Number and Percentage of **Female Officers Who Were Racial Minorities** by Rank and Year - Navy

Year	O1	O2	O3	O4	O5	O6	O7	O8	O9	O10
2008	240 20%	202 21%	641 24%	324 25%	140 16%	40 11%	1 14%	0 0%	0 0%	0 0%
2013	348 26%	322 24%	742 23%	417 28%	166 22%	59 15%	3 23%	0 0%	1 25%	0 0%
2018	449 29%	427 30%	1,017 27%	434 24%	206 25%	69 20%	1 13%	0 0%	1 25%	0 0%

Note: Numbers presented show the number of women who were racial minorities out of all women in each rank by year. Percentages show the proportion of women who were racial minorities out of all active duty women.



Women who were racial minorities are defined as women who identified as Black, Asian, American Indian or Alaska Native, Native Hawaiian or Pacific Islander, or those who selected more than one race. Service members who selected an unknown race were excluded from the analysis.

Source: Defense Manpower Data Center data on active duty Service members from 2008, 2013, and 2018

Note: A zero with no percentage indicates that there were no women at that rank.

Developed by Insight Policy Research for the Defense Advisory Committee on Women in the Services within the Department of Defense under contract number H9821017C0008, June 2019

## Gender, Ethnic, and Racial Diversity of Active Duty Personnel by Year: Marine Corps - Enlisted

### Number and Percentage of **Female Enlisted Personnel** by Rank and Year - Marine Corps

Year	E1	E2	E3	E4	E5	E6	E7	E8	E9
2008	833 5%	1,515 6%	2,673 6%	2,695 7%	1,777 6%	900 6%	450 5%	208 5%	62 4%
2013	820 7%	1,781 8%	3,557 7%	2,927 8%	2,013 7%	913 6%	544 6%	208 5%	63 4%
2018	965 9%	2,046 10%	3,653 9%	3,249 9%	2,530 10%	1,100 8%	531 6%	205 5%	64 4%

Note: Numbers presented show the number of women in each rank by year. Percentages show the proportion of active duty personnel who were women.



### Number and Percentage of **Hispanic Female Enlisted Personnel** by Rank and Year - Marine Corps

Year	E1	E2	E3	E4	E5	E6	E7	E8	E9
2008	52 6%	160 11%	434 16%	526 20%	412 23%	235 26%	85 19%	29 14%	11 18%
2013	208 25%	457 26%	771 22%	628 21%	467 23%	245 27%	151 28%	49 24%	10 16%
2018	320 33%	673 33%	1,110 30%	1,026 32%	800 32%	323 29%	167 31%	72 35%	12 19%

Note: Numbers presented show the number of Hispanic women out of all women in each rank by year. Percentages show the proportion of women who were Hispanic out of all active duty women. Hispanic is reported as an ethnicity, a separate indicator from race. People who identify as Hispanic may be any race.



### Number and Percentage of **Female Enlisted Personnel Who Were Racial Minorities** by Rank and Year - Marine Corps

Year	E1	E2	E3	E4	E5	E6	E7	E8	E9
2008	172 21%	329 23%	575 24%	539 23%	475 31%	262 35%	172 44%	100 51%	27 50%
2013	157 19%	392 22%	836 24%	671 25%	529 30%	263 35%	157 36%	74 44%	27 47%
2018	172 18%	407 20%	707 20%	755 24%	663 27%	346 36%	141 34%	53 33%	26 48%

Note: Numbers presented show the number of women who were racial minorities out of all women in each rank by year. Percentages show the proportion of women who were racial minorities out of all active duty women.



Women who were racial minorities are defined as women who identified as Black, Asian, American Indian or Alaska Native, Native Hawaiian or Pacific Islander, or those who selected more than one race. Service members who selected an unknown race were excluded from the analysis.

Source: Defense Manpower Data Center data on active duty Service members from 2008, 2013, and 2018

Note: A zero with no percentage indicates that there were no women at that rank.

Developed by Insight Policy Research for the Defense Advisory Committee on Women in the Services within the Department of Defense under contract number H9821017C0008, June 2019

## Gender, Ethnic, and Racial Diversity of Active Duty Personnel by Year: Marine Corps - Warrant Officers

### Number and Percentage of **Female Warrant Officers** by Rank and Year - Marine Corps

Year	W01	W02	W03	W04	W05
2008	6 3%	49 6%	35 7%	12 4%	3 3%
2013	19 11%	49 5%	32 5%	12 4%	4 4%
2018	14 5%	56 7%	38 6%	13 4%	7 7%

Note: Numbers presented show the number of women in each rank by year. Percentages show the proportion of active duty personnel who were women.



### Number and Percentage of **Hispanic Female Warrant Officers** by Rank and Year - Marine Corps

Year	W01	W02	W03	W04	W05
2008	2 33%	11 22%	4 11%	4 33%	0 0%
2013	7 37%	10 20%	8 25%	4 33%	1 25%
2018	5 36%	15 27%	10 26%	4 31%	1 14%

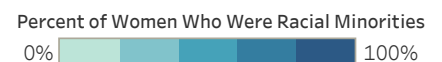
Note: Numbers presented show the number of Hispanic women out of all women in each rank by year. Percentages show the proportion of women who were Hispanic out of all active duty women. Hispanic is reported as an ethnicity, a separate indicator from race. People who identify as Hispanic may be any race.



### Number and Percentage of **Female Warrant Officers Who Were Racial Minorities** by Rank and Year - Marine Corps

Year	W01	W02	W03	W04	W05
2008	1 20%	9 23%	11 34%	5 50%	0 0%
2013	5 33%	13 33%	7 27%	2 20%	1 33%
2018	3 23%	19 40%	6 20%	3 27%	3 43%

Note: Numbers presented show the number of women who were racial minorities out of all women in each rank by year. Percentages show the proportion of women who were racial minorities out of all active duty women.



Women who were racial minorities are defined as women who identified as Black, Asian, American Indian or Alaska Native, Native Hawaiian or Pacific Islander, or those who selected more than one race. Service members who selected an unknown race were excluded from the analysis.

Source: Defense Manpower Data Center data on active duty Service members from 2008, 2013, and 2018

Note: A zero with no percentage indicates that there were no women at that rank.

Developed by Insight Policy Research for the Defense Advisory Committee on Women in the Services within the Department of Defense under contract number H9821017C0008, June 2019

## Gender, Ethnic, and Racial Diversity of Active Duty Personnel by Year: Marine Corps - Officers

### Number and Percentage of **Female Officers** by Rank and Year - Marine Corps

Year	01	02	03	04	05	06	07	08	09	010
2008	260 8%	219 8%	390 7%	144 4%	36 2%	20 3%	1 3%	1 4%	1 6%	0 0%
2013	245 11%	279 8%	460 7%	201 5%	55 3%	18 3%	1 3%	0 0%	0 0%	0 0%
2018	327 10%	345 10%	492 8%	253 7%	91 5%	18 3%	1 2%	0 0%	1 5%	0 0%

Note: Numbers presented show the number of women in each rank by year. Percentages show the proportion of active duty personnel who were women.



### Number and Percentage of **Hispanic Female Officers** by Rank and Year - Marine Corps

Year	01	02	03	04	05	06	07	08	09	010
2008	22 8%	26 12%	45 12%	10 7%	0 0%	0 0%	1 100%	0 0%	0 0%	0 0%
2013	34 14%	26 9%	51 11%	23 11%	3 5%	0 0%	0 0%	0 0%	0 0%	0 0%
2018	48 15%	44 13%	52 11%	31 12%	11 12%	3 17%	0 0%	0 0%	0 0%	0 0%

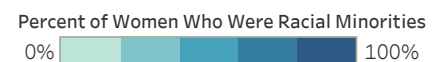
Note: Numbers presented show the number of Hispanic women out of all women in each rank by year. Percentages show the proportion of women who were Hispanic out of all active duty women. Hispanic is reported as an ethnicity, a separate indicator from race. People who identify as Hispanic may be any race.



### Number and Percentage of **Female Officers Who Were Racial Minorities** by Rank and Year - Marine Corps

Year	01	02	03	04	05	06	07	08	09	010
2008	31 13%	24 14%	61 18%	22 17%	5 15%	3 15%	0 0%	0 0%	0 0%	0 0%
2013	41 17%	36 16%	48 12%	48 28%	6 11%	1 6%	0 0%	0 0%	0 0%	0 0%
2018	61 19%	59 18%	81 18%	41 19%	19 23%	2 13%	0 0%	0 0%	0 0%	0 0%

Note: Numbers presented show the number of women who were racial minorities out of all women in each rank by year. Percentages show the proportion of women who were racial minorities out of all active duty women.



Women who were racial minorities are defined as women who identified as Black, Asian, American Indian or Alaska Native, Native Hawaiian or Pacific Islander, or those who selected more than one race. Service members who selected an unknown race were excluded from the analysis.

Source: Defense Manpower Data Center data on active duty Service members from 2008, 2013, and 2018

Note: A zero with no percentage indicates that there were no women at that rank.

Developed by Insight Policy Research for the Defense Advisory Committee on Women in the Services within the Department of Defense under contract number H9821017C0008, June 2019

## Gender, Ethnic, and Racial Diversity of Active Duty Personnel by Year: Air Force - Enlisted

### Number and Percentage of **Female Enlisted Personnel** by Rank and Year - Air Force

Year	E1	E2	E3	E4	E5	E6	E7	E8	E9
2008	2,060 20%	1,364 21%	10,451 22%	10,013 21%	15,038 22%	7,904 19%	3,680 14%	622 12%	271 10%
2013	1,375 17%	596 17%	9,338 18%	10,292 18%	13,128 19%	8,261 20%	4,908 18%	918 18%	295 11%
2018	2,369 23%	1,584 22%	12,512 23%	10,088 20%	11,262 18%	7,239 18%	5,231 21%	1,060 21%	435 16%

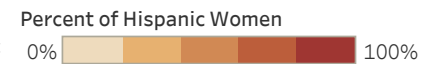
Note: Numbers presented show the number of women in each rank by year. Percentages show the proportion of active duty personnel who were women.



### Number and Percentage of **Hispanic Female Enlisted Personnel** by Rank and Year - Air Force

Year	E1	E2	E3	E4	E5	E6	E7	E8	E9
2008	13 1%	12 1%	241 2%	551 6%	1,578 10%	628 8%	221 6%	24 4%	6 2%
2013	5 0%	7 1%	126 1%	330 3%	883 7%	947 11%	414 8%	58 6%	14 5%
2018	492 21%	359 23%	2,642 21%	1,988 20%	2,203 20%	1,155 16%	767 15%	119 11%	37 9%

Note: Numbers presented show the number of Hispanic women out of all women in each rank by year. Percentages show the proportion of women who were Hispanic out of all active duty women. Hispanic is reported as an ethnicity, a separate indicator from race. People who identify as Hispanic may be any race.



### Number and Percentage of **Female Enlisted Personnel Who Were Racial Minorities** by Rank and Year - Air Force

Year	E1	E2	E3	E4	E5	E6	E7	E8	E9
2008	655 32%	389 29%	3,447 34%	3,161 33%	5,492 41%	2,572 36%	1,227 36%	216 36%	90 34%
2013	423 31%	179 31%	3,118 34%	3,531 35%	4,831 39%	3,166 43%	1,699 38%	290 34%	91 33%
2018	740 31%	482 31%	4,501 36%	3,665 37%	4,077 38%	2,816 42%	2,045 44%	386 41%	129 32%

Note: Numbers presented show the number of women who were racial minorities out of all women in each rank by year. Percentages show the proportion of women who were racial minorities out of all active duty women.



Women who were racial minorities are defined as women who identified as Black, Asian, American Indian or Alaska Native, Native Hawaiian or Pacific Islander, or those who selected more than one race. Service members who selected an unknown race were excluded from the analysis.

Source: Defense Manpower Data Center data on active duty Service members from 2008, 2013, and 2018

Note: A zero with no percentage indicates that there were no women at that rank.

Developed by Insight Policy Research for the Defense Advisory Committee on Women in the Services within the Department of Defense under contract number H9821017C0008, June 2019

## Gender, Ethnic, and Racial Diversity of Active Duty Personnel by Year: Air Force - Officers

### Number and Percentage of **Female Officers** by Rank and Year - Air Force

Year	O1	O2	O3	O4	O5	O6	O7	O8	O9	O10
2008	1,513 23%	1,671 23%	4,543 20%	2,407 17%	1,317 13%	391 11%	21 14%	5 5%	1 3%	0 0%
2013	1,608 23%	1,783 25%	4,980 22%	2,395 17%	1,426 14%	473 13%	10 7%	11 11%	5 11%	1 8%
2018	1,784 23%	1,699 24%	4,994 24%	2,769 20%	1,564 16%	459 14%	16 11%	5 6%	5 11%	1 8%

Note: Numbers presented show the number of women in each rank by year. Percentages show the proportion of active duty personnel who were women.



### Number and Percentage of **Hispanic Female Officers** by Rank and Year - Air Force

Year	O1	O2	O3	O4	O5	O6	O7	O8	O9	O10
2008	40 3%	59 4%	202 4%	105 4%	31 2%	17 4%	0 0%	0 0%	0 0%	0 0%
2013	24 1%	49 3%	180 4%	105 4%	60 4%	7 1%	1 10%	0 0%	0 0%	0 0%
2018	203 11%	188 11%	438 9%	222 8%	85 5%	21 5%	1 6%	1 20%	0 0%	0 0%

Note: Numbers presented show the number of Hispanic women out of all women in each rank by year. Percentages show the proportion of women who were Hispanic out of all active duty women. Hispanic is reported as an ethnicity, a separate indicator from race. People who identify as Hispanic may be any race.



### Number and Percentage of **Female Officers Who Were Racial Minorities** by Rank and Year - Air Force

Year	O1	O2	O3	O4	O5	O6	O7	O8	O9	O10
2008	251 19%	295 21%	848 23%	487 22%	195 16%	48 13%	1 5%	0 0%	0 0%	0 0%
2013	328 22%	426 26%	1,044 24%	558 25%	279 20%	72 15%	0 0%	1 9%	0 0%	0 0%
2018	398 24%	394 25%	1,157 25%	656 26%	333 23%	89 20%	0 0%	0 0%	1 20%	0 0%

Note: Numbers presented show the number of women who were racial minorities out of all women in each rank by year. Percentages show the proportion of women who were racial minorities out of all active duty women.



Women who were racial minorities are defined as women who identified as Black, Asian, American Indian or Alaska Native, Native Hawaiian or Pacific Islander, or those who selected more than one race. Service members who selected an unknown race were excluded from the analysis.

Source: Defense Manpower Data Center data on active duty Service members from 2008, 2013, and 2018

Note: A zero with no percentage indicates that there were no women at that rank.

Developed by Insight Policy Research for the Defense Advisory Committee on Women in the Services within the Department of Defense under contract number H9821017C0008, June 2019



## Gender, Ethnic, and Racial Diversity of Active Duty Personnel by Year: Coast Guard - Enlisted

### Number and Percentage of **Female Enlisted Personnel** by Rank and Year - Coast Guard

Year	E1	E2	E3	E4	E5	E6	E7	E8	E9
2008	37 14%	109 12%	855 15%	969 13%	903 11%	719 11%	230 7%	31 4%	14 4%
2013	36 28%	107 34%	1,314 26%	1,218 17%	927 12%	705 11%	264 8%	47 7%	29 8%
2018	30 9%	109 13%	689 13%	1,083 15%	1,195 15%	801 12%	323 9%	50 7%	27 8%

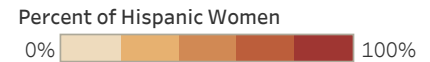
Note: Numbers presented show the number of women in each rank by year. Percentages show the proportion of active duty personnel who were women.



### Number and Percentage of **Hispanic Female Enlisted Personnel** by Rank and Year - Coast Guard

Year	E1	E2	E3	E4	E5	E6	E7	E8	E9
2008	2 5%	13 12%	120 14%	100 10%	85 9%	66 9%	17 7%	0 0%	0 0%
2013	7 19%	15 14%	209 16%	158 13%	115 12%	71 10%	25 9%	1 2%	1 3%
2018	3 10%	12 11%	128 19%	207 19%	191 16%	88 11%	36 11%	2 4%	3 11%

Note: Numbers presented show the number of Hispanic women out of all women in each rank by year. Percentages show the proportion of women who were Hispanic out of all active duty women. Hispanic is reported as an ethnicity, a separate indicator from race. People who identify as Hispanic may be any race.



### Number and Percentage of **Female Enlisted Personnel Who Were Racial Minorities** by Rank and Year - Coast Guard

Year	E1	E2	E3	E4	E5	E6	E7	E8	E9
2008	5 14%	24 22%	196 23%	190 20%	184 22%	177 26%	67 30%	8 27%	3 21%
2013	7 20%	23 22%	200 16%	194 17%	174 21%	133 21%	46 19%	14 31%	4 14%
2018	2 9%	22 27%	105 18%	170 17%	200 18%	158 22%	49 17%	8 18%	3 13%

Note: Numbers presented show the number of women who were racial minorities out of all women in each rank by year. Percentages show the proportion of women who were racial minorities out of all active duty women.



Women who were racial minorities are defined as women who identified as Black, Asian, American Indian or Alaska Native, Native Hawaiian or Pacific Islander, or those who selected more than one race. Service members who selected an unknown race were excluded from the analysis.

Source: Defense Manpower Data Center data on active duty Service members from 2008, 2013, and 2018

Note: A zero with no percentage indicates that there were no women at that rank.

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## Gender, Ethnic, and Racial Diversity of Active Duty Personnel by Year: Coast Guard - Warrant Officers

### Number and Percentage of **Female Warrant Officers** by Rank and Year - Coast Guard

Year	WO2	WO3	WO4
2008	39 5%	34 7%	10 3%
2013	64 9%	27 5%	21 6%
2018	74 10%	34 7%	21 4%

Note: Numbers presented show the number of women in each rank by year. Percentages show the proportion of active duty personnel who were women.



### Number and Percentage of **Hispanic Female Warrant Officers** by Rank and Year - Coast Guard

Year	WO2	WO3	WO4
2008	4 10%	1 3%	0 0%
2013	3 5%	3 11%	1 5%
2018	8 11%	2 6%	3 14%

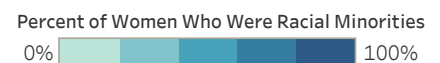
Note: Numbers presented show the number of Hispanic women out of all women in each rank by year. Percentages show the proportion of women who were Hispanic out of all active duty women. Hispanic is reported as an ethnicity, a separate indicator from race. People who identify as Hispanic may be any race.



### Number and Percentage of **Female Warrant Officers Who Were Racial Minorities** by Rank and Year - Coast Guard

Year	WO2	WO3	WO4
2008	11 28%	8 24%	3 30%
2013	14 22%	6 23%	5 24%
2018	15 23%	8 24%	3 14%

Note: Numbers presented show the number of women who were racial minorities out of all women in each rank by year. Percentages show the proportion of women who were racial minorities out of all active duty women.



Women who were racial minorities are defined as women who identified as Black, Asian, American Indian or Alaska Native, Native Hawaiian or Pacific Islander, or those who selected more than one race. Service members who selected an unknown race were excluded from the analysis.

Source: Defense Manpower Data Center data on active duty Service members from 2008, 2013, and 2018

Notes: A zero with no percentage indicates that there were no women at that rank.

Across all years analyzed, there was no WO1 or WO5 rank in the Coast Guard.

## Gender, Ethnic, and Racial Diversity of Active Duty Personnel by Year: Coast Guard - Officers

### Number and Percentage of **Female Officers** by Rank and Year - Coast Guard

Year	O1	O2	O3	O4	O5	O6	O7	O8	O9	O10
2008	194 28%	230 23%	404 18%	191 14%	74 9%	28 7%	2 11%	2 11%	1 25%	0
2013	168 27%	193 25%	536 21%	248 17%	110 13%	32 8%	1 6%	2 11%	0 0%	0
2018	230 32%	251 28%	542 24%	287 20%	167 19%	46 12%	3 17%	2 11%	1 17%	0

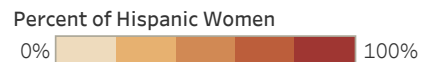
Note: Numbers presented show the number of women in each rank by year. Percentages show the proportion of active duty personnel who were women.



### Number and Percentage of **Hispanic Female Officers** by Rank and Year - Coast Guard

Year	O1	O2	O3	O4	O5	O6	O7	O8	O9	O10
2008	7 4%	20 9%	26 6%	15 8%	0 0%	0 0%	0 0%	0 0%	0 0%	0
2013	13 8%	15 8%	34 6%	23 9%	6 5%	1 3%	0 0%	0 0%	0 0%	0
2018	23 10%	37 15%	54 10%	20 7%	17 10%	2 4%	0 0%	0 0%	0 0%	0

Note: Numbers presented show the number of Hispanic women out of all women in each rank by year. Percentages show the proportion of women who were Hispanic out of all active duty women. Hispanic is reported as an ethnicity, a separate indicator from race. People who identify as Hispanic may be any race.



### Number and Percentage of **Female Officers Who Were Racial Minorities** by Rank and Year - Coast Guard

Year	O1	O2	O3	O4	O5	O6	O7	O8	O9	O10
2008	30 16%	55 25%	81 21%	40 21%	4 5%	0 0%	0 0%	0 0%	0 0%	0
2013	22 14%	33 19%	100 20%	43 19%	16 15%	1 3%	0 0%	0 0%	0 0%	0
2018	44 20%	48 22%	84 17%	54 21%	29 19%	4 9%	0 0%	0 0%	0 0%	0

Note: Numbers presented show the number of women who were racial minorities out of all women in each rank by year. Percentages show the proportion of women who were racial minorities out of all active duty women.



Women who were racial minorities are defined as women who identified as Black, Asian, American Indian or Alaska Native, Native Hawaiian or Pacific Islander, or those who selected more than one race. Service members who selected an unknown race were excluded from the analysis.

Source: Defense Manpower Data Center data on active duty Service members from 2008, 2013, and 2018

Note: A zero with no percentage indicates that there were no women at that rank.

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