

# *Department of the Air Force*

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*Innovate, Accelerate, Thrive - The Air Force at 75*

# *Gender Discrimination*



**AF/A1**

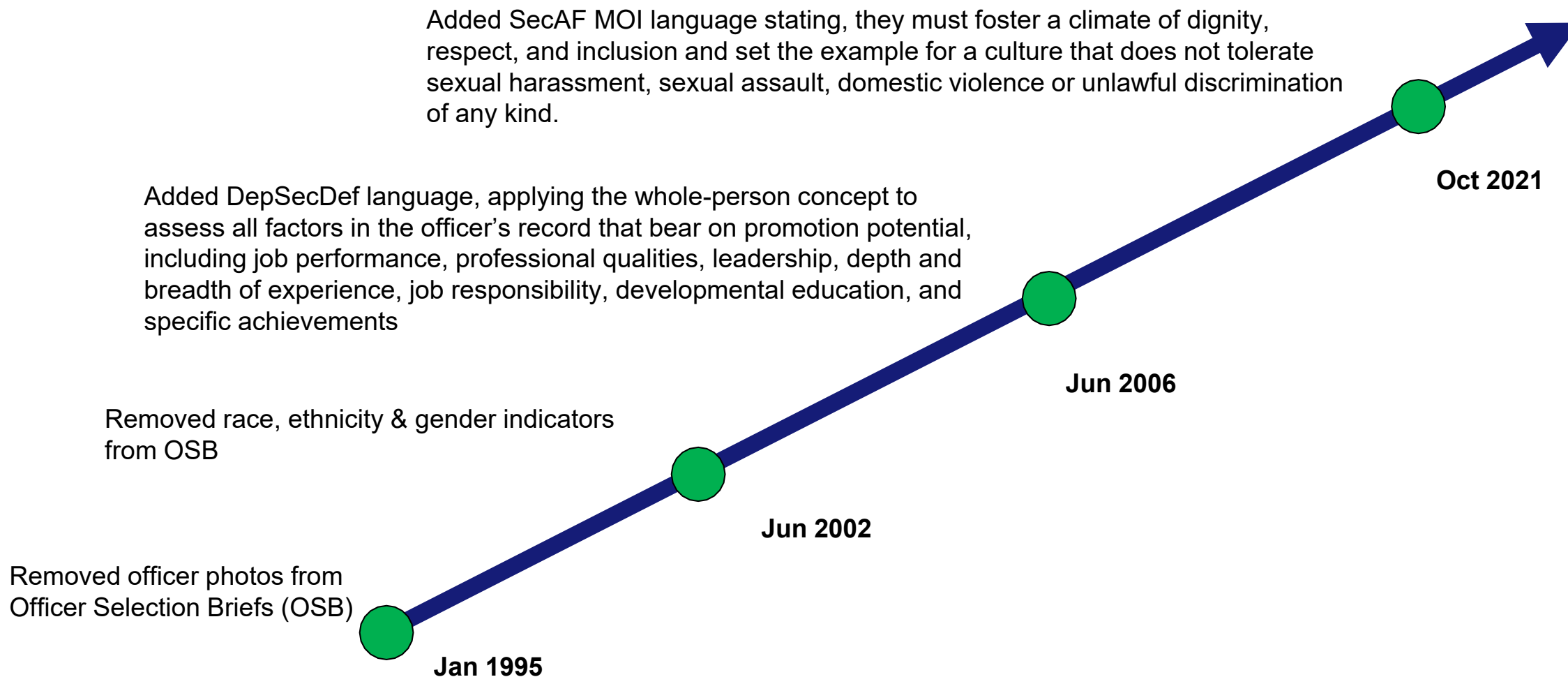
**6-7 December 2022**

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**UNCLASSIFIED**



# Officer Promotion Demographic Policy Changes





# USAF Officer Promotion Policies and Procedures

- Policies and procedures in place to prevent conscious and unconscious gender bias within the promotion process are captured in the following:
  - Department of the Air Force Instruction 36-2501 (para 1.3, 2.1, 2.1.1, 2.5.6)
  - Department of the Air Force Instruction 36-2406 (para 1.12.2.1, 1.12.9)
  - Promotion Board First Day Slides
  - Secretary of the Air Force Memorandum of Instructions
- AF Continues to include first and last names and allow pronoun usage on evaluations, recognition and promotion recommendation data
  - Pronoun usage is under review; decision pending OSD study results
- Unconscious awareness training for officer promotion board members was included as a RDR Root Cause Analysis recommendations
  - SAF/DI Bias Awareness Training proposal is currently under review by SAF/GCI for promotion board inclusion