

**SUBJ:** DACOWITS RFI #6 – December 2022 QBM

**FROM:** Response provided by PSC-OPM2/CG-126/CG-711/CG-128/CG-1B1

**TO:** DACOWITS Committee

**THRU:** Office of Diversity & Inclusion (CG-127)

**WOMEN IN AVIATION (E&I)**

*For over 45 years, the Committee has studied and provided recommendations to the Secretary of Defense regarding women in aviation. The Committee remains concerned that overall percentage of women in aviation remains low, despite the opening of many aviation career fields to women in the 1970s and combat aircraft in the 1990s.*

*The Committee requests a WRITTEN RESPONSE from the **Army, Air Force, Navy, Marine Corps, and Coast Guard** on the following:*

**DACOWITS:**

- a. *In September 2020, DACOWITS RFI 3, asked the Military Services for the total number of Service members selected for pilot training annually from FY09-19, separated by gender and accession source. The Committee requests an update to this 2020 RFI (attached), which includes FY20-22 data.*
- b. *In September 2020, DACOWITS RFI 3, asked the Military Services to provide data on student attrition during undergraduate pilot training separated by gender, along with reasons for attrition. The Committee requests an update to this 2020 RFI (attached), which includes FY20-22 data. In addition, has your Service identified any attrition trends? If so, what are they and how are they being addressed?*
- c. *Does your Service have a mentoring program to help retain female aviators? If so, please describe.*
- d. *Does your Service provide exit interviews to aviators separating from Active Duty? If yes, the Committee is interested in the top five reasons aviators leave the military, over the last five years (FY18-22), separated by gender. In addition, please provide separation trends and courses of action the Service has or will be implementing to help retain female aviators.*
- e. *What number and percentage of pilots depart Active Duty and transition to the Reserves or Guard? Provide data for the last five years (FY18-22), separated by gender, depicting these transition rates. Additionally, provide retention data for pilots, separated by gender, serving in the Reserves or Guard over the last five years (FY18-22).*

**CG Response:**

- a. *In September 2020, DACOWITS RFI 3, asked the Military Services for the total number of Service members selected for pilot training annually from FY09-19, separated by gender and accession source. The Committee requests an update to this 2020 RFI (attached), which includes FY20-22 data.*

**A:**

- **Total: Selected: 64 Females/167 Males. 231 Total. Attrited: 7 Females/30 Males. 37 Total. Of the total 64 Females, 18 accessed through OCS, 46 through CGA.**
- **FY22: Selected: 22 Females/48 Males. 70 Total. Attrited: 1 Female/13 Males. 14 Total.**
- **FY21: Selected: 25 Females/57 Males. 82 Total. Attrited: 2 Females/7 Males. 9 Total.**
- **FY20: Selected: 17 Females/62 Males. 79 Total. Attrited: 4 Females/10 Males. 14 Total.**

- b. *In September 2020, DACOWITS RFI 3, asked the Military Services to provide data on student attrition during undergraduate pilot training separated by gender, along with reasons for attrition. The Committee requests an update to this 2020 RFI (attached), which includes FY20-22 data. In addition, has your Service identified any attrition trends? If so, what are they and how are they being addressed?*

**A:**

- **FY20 through FY22 Response: 64 females selected out of 231 total selected. 44 to the rank of Ensign, 20 to the rank of LTJG.**
- **FY20 through FY22 Response: 7 females attrited, 30 males attrited, out of 37 total attrites. Reason for attrites is unknown.**
- **\*The Service has not identified any specific attrition trends for female aviators.**

- c. *Does your Service have a mentoring program to help retain female aviators? If so, please describe.*

**A: Yes, the Coast Guard Mentoring Program supports female aviators with several mentoring options; including one-to-one mentoring, that connects female aviators. The Mentoring Program also supports several aviation communities, including "Coast Guard Women in Aviation," which promotes networking, resource sharing and collaboration for female aviators. On March 9, 2022, the mentoring program presented at the national "Women in Aviation Conference," bringing awareness of the program and its support with a live demonstration of the platform to hundreds of female aviators throughout the Coast Guard.**

- d. *Does your Service provide exit interviews to aviators separating from Active Duty? If yes, the Committee is interested in the top five reasons aviators leave the military, over the last five years (FY18-22), separated by gender. In addition, please provide separation trends and courses of action the Service has or will be implementing to help retain female aviators.*

**A: No, the Coast Guard provides an exit survey but not an exit interview. This exit survey goes to all Active-Duty members who are separating from service. The survey is broken down by their commissioned rank (O1 to O6) but not by their job families [i.e. aviators]).**

- e. *What number and percentage of pilots depart Active Duty and transition to the Reserves or Guard? Provide data for the last five years (FY18-22), separated by gender, depicting these transition rates. Additionally, provide retention data for pilots, separated by gender, serving in the Reserves or Guard over the last five years (FY18-22).*

- f. **A: Fiscal Year 2022 was the first year the Coast Guard (CG) Reserve Component (RC) had a program to transition Active Duty pilots to the RC. There were 11 pilots (02 female, 09 male) that used the program or 1% of total pilots in the Coast Guard.**