

## INFORMATION PAPER

SAMR-MP  
6 September 2022

SUBJECT: Defense Advisory Committee on Women in the Services (DACOWITS)  
September 2022 Request for Information (RFI) 1: Recruitment initiatives

1. Purpose: To reply to the DACOWITS Recruitment Initiatives to Increase Women's Propensity to Serve RFI for the September 2022 Quarterly Business Meeting

In accordance with DACOWITS' Terms of Reference, the Recruitment and Retention (R&R) Subcommittee will assess the scale and effectiveness of the Military Services' recruitment programs with the goal of providing actionable recommendations on how to best increase adolescent women's propensity to serve. In addition, the R&R Subcommittee will examine existing policies and procedures to determine whether current practices inhibit the recruitment of women, specifically assessing the inclusivity of existing marketing strategies; current recruitment goals for women; improvements in the representation of female recruiters; virtual recruiting capabilities; and potential innovative best practices gleaned from the establishment of the Space Force.

Over the last few years, the Military Services have begun developing and implementing creative, tailored marketing content to attract women to join the military. Nevertheless, the Committee continues to observe modest increases in the percentage of women joining the military and consistently lower rates of young women's propensity to serve compared with young men.

a. If so, please describe the composition of your organization's working group and outline what issues they have addressed since inception, as well as what policy or regulation changes have been implemented as a result of their efforts? In addition, what impact have these changes had on women's retention?

**Question 1a:** Statistics (raw numbers and percentages): Accession rates for the Active and Reserve components, broken down by rank (enlisted and officer), gender, race and ethnicity, spanning the last five years (FY17-21).

**Response 1a:** They Army is researching this question and will provide a response as soon as possible

**Question 1b:** Statistics (raw numbers and percentages): Promotion rates for the Active and Reserve components, broken down by rank (enlisted and officer), gender, race and ethnicity, spanning the last five years (FY17-21).

**Response 1b:** Please see enclosures B.1 (Active Army and Army Reserve) and B.2 (Army National Guard) for a demographic breakdown of enlisted promotions for all three Compos from FY17-21.

Please see Enclosure B.3 (Active Army), B.4 (Army National Guard), and B.5 (Army Reserve) for a demographic breakdown of officer promotions for all three Compos from FY 17-21. .

**Question 1c:** Recruitment target/goals for both women and men, officer and enlisted, Active and Reserve components.

**Response 1c:** The Army does not have recruitment goals based on gender.

**Question 1d:** Data on the number of male and female, officer and enlisted recruiters, for both the Active and Reserve components.

**Response 1d:**

|                    | Female      | Male        | Grand Total |
|--------------------|-------------|-------------|-------------|
| <b>79R</b>         | <b>526</b>  | <b>3967</b> | <b>4493</b> |
| RA                 | 303         | 2996        | 3299        |
| ARNG               | 223         | 971         | 1194        |
| USAR               | 248         | 1030        | 1278        |
| <b>DAS</b>         | <b>660</b>  | <b>4824</b> | <b>5484</b> |
| RA                 | 603         | 4619        | 5222        |
| ARNG               | 57          | 205         | 262         |
| USAR               | 36          | 174         | 210         |
| <b>Grand Total</b> | <b>1186</b> | <b>8791</b> | <b>9977</b> |

Enclosures:

B.1: RA and USAR Enlisted Promotion Data

B.2: ARNG Enlisted Promotion Data

B.3: RA Officer Promotion Data

B.4: ARNG Officer Promotion Data

B.5: USAR Officer Promotion Data