

## INFORMATION PAPER

Department of the Army, G-1  
12 Sep 22

**SUBJECT:** Defense Advisory Committee on Women in the Services (DACOWITS) September 2022 Quarterly Business Meeting Request for Information (RFI) 7: Gender Integration

1. Purpose: To reply to the DACOWITS Gender Integration RFI for the September 2022 Quarterly Business Meeting

In accordance with DACOWITS' Terms of Reference, the Employment and Integration (E&I) Subcommittee will examine current efforts to fully integrate women into previously closed combat positions, determine whether barriers are inhibiting full integration, and identify actionable solutions. In addition, the E&I Subcommittee examined recent modifications to women's uniforms, as well as combat gear and equipment, to identify solutions, as required.

**Question a:** Data on the number of women (officer and enlisted) currently serving in previously closed combat occupations and positions, for the past six years (i.e., FY16-21), separated by fiscal year. Provide data broken out by MOS/rating and rank, to include women in SOF.

**Response a:** Each year the Army has increased the number of women serving in previously closed occupations.

Women Serving in Artillery, Armor, Infantry and Special Forces 2016-2021										
	FA		AR		IN		SF		Totals	Army total % change over prior year
	ENL	OFF	ENL	OFF	ENL	OFF	ENL	OFF		
2016	10	389	0	23	2	18	0	2	444	
2017	61	442	108	56	160	33	3	2	865	95%
2018	102	518	182	93	229	54	7	6	1191	38%
2019	155	558	294	133	365	76	3	3	1587	33%
2020	211	663	384	180	393	98	3	4	1936	22%
2021	221	673	476	226	445	104	7	7	2159	12%
% change 16-21	2110%	73%	341%	883%	22150%	478%	133%	250%		386% increase in women in combat arms 16-21

FA=Field Artillery (13 Series) AR=Armor (19 Series) IN=Infantry (11 Series)  
SF=Special Forces (18 Series)

Please see enclosure A for additional data.

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**Question b:** Data on the number of women accessed into the previously closed combat training pipelines since January 1, 2016 (include women in SOF)? Of the women accessed to date, how many completed the training? Additionally, please provide the same statistical information for men.

**Response b:** The Army is researching this question and will provide a response as soon as possible.

**Question c:** Data on attrition rates, by gender and category (e.g., failure to meet standards, self-initiated, medical (injury), etc.), from roles previously closed to women from January 1, 2016 to June 30, 2022, separated by fiscal year, to include women in SOF.

**Response c:** The Army is researching this question and will provide a response as soon as possible.

Enclosure a: Female Count Previously Closed Combat MOS.

## INFORMATION PAPER

Department of the Army, G-1  
26 Sep 22

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1. Purpose: To reply to the DACOWITS Gender Integration RFI for the September  
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In accordance with DACOWITS' Terms of Reference, the Employment and Integration (E&I) Subcommittee will examine current efforts to fully integrate women into previously closed combat positions, determine whether barriers are inhibiting full integration, and identify actionable solutions. In addition, the E&I Subcommittee examined recent modifications to women's uniforms, as well as combat gear and equipment, to identify solutions, as required.

**Question b:** Data on the number of women accessed into the previously closed combat training pipelines since January 1, 2016 (include women in SOF)? Of the women accessed to date, how many completed the training? Additionally, please provide the same statistical information for men.

**Response b:**

Accessed: 105,961

Female: 2,453

Male: 103,508

Completed Training: 79,394 (75%)

Female: 1,304 (53%)

Male: 78,090 (75%)

**Question c:** Data on attrition rates, by gender and category (e.g., failure to meet standards, self-initiated, medical (injury), etc.), from roles previously closed to women from January 1, 2016 to June 30, 2022, separated by fiscal year, to include women in SOF.

**Response c:**

	FEMALE							MALE						
	FY16	FY17	FY18	FY19	FY20	FY21	FY22	FY16	FY17	FY18	FY19	FY20	FY21	FY22
<b>RECLASS</b>	21	58	57	87	102	156	92	1721	2325	2652	2425	2328	2737	1864
<b>OUT of AC Army</b>	8	83	188	212	246	299	243	13993	16089	16493	14603	15059	14778	12920
<b>TOTAL ATTRITION</b>	29	141	245	299	348	455	335	15714	18414	19145	17028	17387	17515	14784
<b>TOTAL INVENTORY</b>	477	1054	1461	1934	2285	2581	2571	109870	111912	111232	112898	113664	116682	108836
<b>ATTRITION RATE</b>	6%	13%	17%	15%	15%	18%	13%	14%	16%	17%	15%	15%	15%	14%