

INFORMATION PAPER

DAPE-TM
9 September 2022

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

1. RFI 8b: Have the Services (to include the Reserves) conducted retention studies and/or administered surveys to women in aviation? If so, please provide relevant reports, executive summaries, and/or associated survey findings.

- a. This analysis identified 3,791 Active Army Servicewomen in Aviation who met the following criteria:
 1. Completed a DACES survey between 6 May 2020 and 26 April 2022.
 2. Consented to their responses being used for research purposes.
 3. Passed the embedded attention test.
 4. Matched to a Defense Manpower Data Center (DMDC) personnel record.
- b. Top 5 Extremely Important Reasons to Stay
 1. Opportunity to serve my country. (49.96%)
 2. How well my retirement pay or benefits will meet my future needs. (39.99%)
 3. Opportunities to lead or train soldiers. (36.51%)
 4. My sense of purpose. (31.07%)
 5. How well my pay or benefits meet my present needs. (30.12%)

2. RFI 8c: Have the Services (to include the Reserves) conducted exit studies and/or administered exit surveys to women in aviation? If so, please provide relevant reports, executive summaries, and/or associated survey findings.

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- b. Top 5 Extremely Important Reasons to Leave
 1. Effects of deployments on Family or personal relationships. (38.96%)
 2. The degree of stability or predictability of Army life. (34.40%)
 3. Impact of military service on my Family's well-being. (32.79%)
 4. Impact of Army life on significant other's career plans and goals. (30.76%)
 5. Impact of Army life on Family plans for children. (30.60%)

Note: The survey engages Soldiers on their birth month as well as within 180 days of separation or retirement.

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