

BACKGROUND PAPER
ON
GENDER INTEGRATION

PURPOSE

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 #7

The Committee requests a written response from the Army, Navy, Marine Corps, and Air Force on the following:

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.

Enlisted	FY16	FY17	FY18	FY19	FY20	FY21	YTD FY22
1Z1X1	0	0	0	0	0	0	0
1Z2X1	0	0	0	0	0	0	0
1Z3X1	0	0	0	0	0	0	0
1Z4X1	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0
Officer	FY16	FY17	FY18	FY19	FY20	FY21	YTD FY22
19ZXA	0	0	0	0	0	0	1
19ZXC	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	1

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.

WOMEN										MEN									
BEGAN TRAINING										BEGAN TRAINING									
Enlisted	FY16	FY17	FY18	FY19	FY20	FY21	YTD	FY22	Total	Enlisted	FY16	FY17	FY18	FY19	FY20	FY21	YTD	FY22	Total
1Z1X1				1		1			2	1Z1X1	309	147	315	241	262	31		58	1363
1Z2X1				2					2	1Z2X1	215	174	220	130	38	21		21	819
1Z3X1			2	1					3	1Z3X1	383	535	481	466	91	32		39	2027
1Z4X1									0	1Z4X1	36	49	58	5	37	16		25	226
9T500					4	8		4	16	9T500					117	654		712	1483
Total	0	0	2	4	4	9		4	23	Total	943	905	1074	842	545	754		855	5918
Officer	FY16	FY17	FY18	FY19	FY20	FY21	YTD	FY22	Total	Officer	FY16	FY17	FY18	FY19	FY20	FY21	YTD	FY22	Total
19ZXA					1	3			2	19ZXA	15	5	11	1	4	16		5	57
19ZXC									1	19ZXC	7	12	9	2	18	8		7	63
Total	0	0	0	0	1	3		3	7	Total	22	17	20	3	22	24		12	120
Total Totals	0	0	2	4	5	12		7	30	Total Totals	965	922	1094	845	567	778		867	6038

WOMEN										MEN									
COMPLETED TRAINING										COMPLETED TRAINING									
Enlisted	FY16	FY17	FY18	FY19	FY20	FY21	YTD	FY22	Total	Enlisted	FY16	FY17	FY18	FY19	FY20	FY21	YTD	FY22	Total
1Z1X1										1Z1X1	39	39	48	54	35	51		47	313
1Z2X1										1Z2X1	31	20	44	44	35	30		35	239
1Z3X1										1Z3X1	88	153	143	132	129	131		120	896
1Z4X1										1Z4X1	3	2	4	11	5	4		16	45
Total	0	0	0	0	0	0		0	0	Total	161	214	239	241	204	216		218	1493
Officer	FY16	FY17	FY18	FY19	FY20	FY21	YTD	FY22	Total	Officer	FY16	FY17	FY18	FY19	FY20	FY21	YTD	FY22	Total
19ZXA									1	19ZXA	9	10	12	6	10	5		14	66
19ZXC										19ZXC	9	10	10	16	12	6		6	69
Total	0	0	0	0	0	0		1	1	Total	18	20	22	22	22	11		20	135
Total Totals	0	0	0	0	0	0		1	1	Total Totals	179	234	261	263	226	227		238	1628

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.

- This is the data we have as of 10 August 22. It does not fully answer the question but at least provides some insight on the line of questioning. We will send updated numbers when they are made available.

As of 10 August 2022, the number of women who:	Enlisted (1Z1/2/3/4)	Officer (19ZXA/B/C)
Applied to enter Pre-accession Development* (enlisted non-prior-service)		428
Entered Pre-accession Development (enlisted non-prior-service)		79
Applied to attend Screening/Assessment** (officer only)		29
Attended Screening/Assessment (officer only)		18
Entered Initial Skills Training (for enlisted non-prior-service, this is the number who entered Basic Military Training; for enlisted cross-trainee and officer, this is the number who entered Initial Skills Training)		11
Have been eliminated from training		4
Are currently in training (enlisted and officer)		3
Have completed Initial Skills Training for an AFSPECWAR specialty		5***

*Pre-accession Development (Enlisted non-prior service) - AETC-contracted program to prepare and evaluate enlisted non-prior-service applicants for entry into Basic Military Training as Special Warfare candidates. Applicants must take an initial fitness test for entry into Pre-accession Development and must meet specified fitness and medical standards to enter Basic Military training as a Special Warfare candidate.

**Screening/Assessment (officer) - AETC, AFSOC, or ACC led program (depending on the specialty) to screen/assess applicants for entry into Initial Skills Training as Special Warfare Officer candidates. Applicants must pass an initial fitness test and attendees undergo a comprehensive battery of physical, psychological, cognitive, and leadership evaluations.

***4 Tactical Air Control Party Officer (19ZXB) and 1 Special Tactics Officer (19ZXA)