

RFI Category and Number: Recruitment Initiatives to Increase Women's Propensity to Serve, RFI 1

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.

RFI Question:

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.

The Committee requests a written response from the Army, Navy, Marines, Air Force, Space Force, Coast Guard, and National Guard on the following:

- a. 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).
- b. 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).
- c. Recruitment target/goals for both women and men, officer and enlisted, Active and Reserve components.
- d. Data on the number of male and female, officer and enlisted recruiters, for both the Active and Reserve components

RFI Response 1a:

Enlisted - Active Component. Table with columns: FY, Rank, Accessed, Gender (Females, % Female, Males, % Male), DoD Race (American Indian or Alaska Native, % American Indian or Alaska Native, Asian, % Asian, Black or African American, % Black or African American, Native Hawaiian or Other Pacific Islander, % Native Hawaiian or Other Pacific Islander, White, % White), Decline to Respond / Identification Pending, Ethnicity (Multi, % Multi, Hispanic, % Hispanic, Non-Hispanic, % Non-Hispanic). Rows include FY17, FY18, FY19, FY20, FY21 with Total, E-1, E-2, and E-3 and above.

Enlisted - Reserve Component Non-Prior Service. Table with columns: FY, Rank, Accessed, Gender (Females, % Female, Males, % Male), DoD Race (American Indian or Alaska Native, % American Indian or Alaska Native, Asian, % Asian, Black or African American, % Black or African American, Native Hawaiian or Other Pacific Islander, % Native Hawaiian or Other Pacific Islander, White, % White), Decline to Respond / Identification Pending, Ethnicity (Multi, % Multi, Hispanic, % Hispanic, Non-Hispanic, % Non-Hispanic). Rows include FY17, FY18, FY19, FY20, FY21 with Total, E-1, E-2, and E-3 and above.

Enlisted - Reserve Component Prior Service. Table with columns: FY, Rank, Accessed, Gender (Females, % Female, Males, % Male), DoD Race (American Indian or Alaska Native, % American Indian or Alaska Native, Asian, % Asian, Black or African American, % Black or African American, Native Hawaiian or Other Pacific Islander, % Native Hawaiian or Other Pacific Islander, White, % White), Decline to Respond / Identification Pending, Ethnicity (Multi, % Multi, Hispanic, % Hispanic, Non-Hispanic, % Non-Hispanic). Rows include FY17, FY18, FY19, FY20, FY21 with Total, E1-E7, and E7 and above.

Officer - Active Component																									
FY	Accessed	Gender						DoD Race										Ethnicity							
		Females	% Female	Males	% Male	Gender Data Not Available	% Gender Data Not Available	American Indian or Alaska Native	% American Indian or Alaska Native	Asian	% Asian	Black or African American	% Black or African American	Native Hawaiian or Other Pacific Islander	% Native Hawaiian or Other Pacific Islander	White	% White	Multi	% Multi	Decline to Respond / Identification Pending	% Decline to Respond / Identification Pending	Hispanic	% Hispanic	Non-Hispanic	% Non-Hispanic
FY17	2125	543	25.6%	1582	74.4%	0	0.0%	51	2.4%	158	7.4%	113	5.3%	7	0.3%	1558	73.3%	213	10.0%	25	1.2%	249	11.7%	1876	88.3%
FY18	2242	616	27.5%	1626	72.5%	0	0.0%	48	2.1%	179	8.0%	113	5.0%	15	0.7%	1668	74.4%	167	7.4%	52	2.3%	239	10.7%	2003	89.3%
FY19	2421	628	25.9%	1793	74.1%	0	0.0%	46	1.9%	196	8.1%	187	7.7%	19	0.8%	1761	72.7%	130	5.4%	82	3.4%	290	12.0%	2131	88.0%
FY20	2160	565	26.2%	1594	73.8%	1	0.0%	21	1.0%	158	7.3%	186	8.6%	11	0.5%	1630	75.5%	115	5.3%	39	1.8%	196	9.1%	1964	90.9%
FY21	2488	639	25.7%	1849	74.3%	0	0.0%	21	0.8%	263	10.6%	207	8.3%	18	0.7%	1890	76.0%	83	3.3%	6	0.2%	252	10.1%	2236	89.9%

Officer - Reserve Component (DCO)																									
FY	Accessed	Gender						DoD Race										Ethnicity							
		Females	% Female	Males	% Male	Gender Data Not Available	% Gender Data Not Available	American Indian or Alaska Native	% American Indian or Alaska Native	Asian	% Asian	Black or African American	% Black or African American	Native Hawaiian or Other Pacific Islander	% Native Hawaiian or Other Pacific Islander	White	% White	Multi	% Multi	Decline to Respond / Identification Pending	% Decline to Respond / Identification Pending	Hispanic	% Hispanic	Non-Hispanic	% Non-Hispanic
FY17	337	105	31.2%	255	75.7%	0	0.0%	6	1.8%	33	9.8%	32	9.5%	0	0.0%	238	70.6%	40	11.9%	11	3.3%	55	16.3%	305	90.5%
FY18	353	128	36.3%	225	63.7%	0	0.0%	4	1.1%	36	10.2%	29	8.2%	3	0.8%	243	68.8%	29	8.2%	9	2.5%	48	13.6%	305	86.4%
FY19	424	131	30.9%	293	69.1%	0	0.0%	2	0.5%	35	8.3%	42	9.9%	5	1.2%	284	67.0%	39	9.2%	17	4.0%	54	12.7%	370	87.3%
FY20	328	80	24.4%	247	75.3%	1	0.3%	2	0.6%	25	7.6%	37	11.3%	2	0.6%	237	72.3%	19	5.8%	6	1.8%	32	9.8%	296	90.2%
FY21	278	73	26.3%	205	73.7%	0	0.0%	2	0.7%	25	9.0%	30	10.8%	1	0.4%	211	75.9%	9	3.2%	0	0.0%	32	11.5%	246	88.5%

Officer - Reserve Component (NAVET)																									
FY	Accessed	Gender						DoD Race										Ethnicity							
		Females	% Female	Males	% Male	Gender Data Not Available	% Gender Data Not Available	American Indian or Alaska Native	% American Indian or Alaska Native	Asian	% Asian	Black or African American	% Black or African American	Native Hawaiian or Other Pacific Islander	% Native Hawaiian or Other Pacific Islander	White	% White	Multi	% Multi	Decline to Respond / Identification Pending	% Decline to Respond / Identification Pending	Hispanic	% Hispanic	Non-Hispanic	% Non-Hispanic
FY17	820	172	21.0%	637	77.7%	111	13.5%	3	0.4%	24	2.9%	37	4.5%	4	0.5%	671	81.8%	35	4.3%	146	17.8%	61	7.4%	859	104.6%
FY18	756	150	19.8%	605	80.0%	1	0.1%	4	0.5%	42	5.6%	35	4.6%	3	0.4%	610	80.7%	26	3.4%	36	4.8%	51	6.7%	705	93.3%
FY19	888	183	20.6%	639	72.0%	66	7.4%	6	0.7%	49	5.5%	41	4.6%	4	0.5%	654	73.6%	29	3.3%	105	11.8%	46	5.2%	842	94.8%
FY20	781	132	16.9%	645	82.6%	4	0.5%	4	0.5%	44	5.6%	36	4.6%	1	0.1%	629	80.5%	34	4.4%	33	4.2%	46	5.9%	735	94.1%
FY21	663	132	19.9%	531	80.1%	0	0.0%	0	0.0%	5	0.8%	2	0.3%	1	0.2%	103	15.5%	0	0.0%	552	83.3%	4	0.6%	659	99.4%

RFI Response 1b:

The demographic breakdowns of Commissioned Officer Promotion Reports (COPR) before Fiscal Year 2019 could not be obtained in a reliable format at this time, though the demographic data for FY 21-19 does capture the breadth of all promotion rates across Below, In, and Above Zone promotion groups. Promotion demographics for O1 to O3 are not included as all officers are automatically promoted to those ranks at specific intervals unless they are discharged before that time due to medical disqualification or misconduct. Promotion demographics for O7 to O9 are not included as their selection process is an entirely separate one from a "formal board." The U.S. Navy is aware that our flag officer ranks are far behind the comparable civilian population and we can provide the specific demographic information for Real Admiral (Lower Half) to Admiral via Flag Matters if requested.

In addition, these statistics reflect *all* designators in the U.S. Navy, including ones that have only very recently opened up to women, such as Special Warfare. This will have an effect on the raw numbers of women officers up for promotion that does not necessarily reflect the improvement in selection and consideration rates over the last few years.

All Desig All Desig FY 2021 Active O6									
	In The Promotion Zone			Below The Promotion Zone			Above The Promotion Zone		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
	906	401	44%	1733	19	1%	1276	132	10%

	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
5. Race									
(1) American Indian/Alaska Native	5	0	0%	21	2	10%	26	2	8%
(2) Asian	40	7	18%	134	20	15%	174	27	16%
(3) Black or African American	69	9	13%	215	40	19%	284	49	17%
(4) Native Hawaiian/Other Pacific Islander	2	0	0%	12	2	17%	14	2	14%
(5) White	343	47	14%	2815	394	14%	3158	441	14%
(6) Multiple Race Codes/Other	44	4	9%	215	27	13%	259	31	12%

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(7) Total	503	67	13%	3412	485	14%	3915	552	14%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	38	2	5%	228	29	13%	266	31	12%
(2) Not Hispanic/Latino	465	65	14%	3184	456	14%	3649	521	14%
(3) Total	503	67	13%	3412	485	14%	3915	552	14%

ABOVE ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	2	0	0%	7	0	0%	9	0	0%
(2) Asian	14	2	14%	51	6	12%	65	8	12%
(3) Black or African American	24	3	13%	78	10	13%	102	13	13%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	6	0	0%	6	0	0%
(5) White	92	12	13%	904	87	10%	996	99	10%
(6) Multiple Race Codes/Other	10	1	10%	88	11	13%	98	12	12%
(7) Total	142	18	13%	1134	114	10%	1276	132	10%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	9	0	0%	91	10	11%	100	10	10%
(2) Not Hispanic/Latino	133	18	14%	1043	104	10%	1176	122	10%
(3) Total	142	18	13%	1134	114	10%	1276	132	10%

IN ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	1	0	0%	6	2	33%	7	2	29%
(2) Asian	9	5	56%	28	14	50%	37	19	51%
(3) Black or African American	17	6	35%	55	29	53%	72	35	49%
(4) Native Hawaiian/Other Pacific Islander	2	0	0%	3	1	33%	5	1	20%
(5) White	82	35	43%	663	293	44%	745	328	44%
(6) Multiple Race Codes/Other	8	3	38%	32	13	41%	40	16	40%
(7) Total	119	49	41%	787	352	45%	906	401	44%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	8	2	25%	47	19	40%	55	21	38%
(2) Not Hispanic/Latino	111	47	42%	740	333	45%	851	380	45%
(3) Total	119	49	41%	787	352	45%	906	401	44%

BELOW ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	2	0	0%	8	0	0%	10	0	0%
(2) Asian	17	0	0%	55	0	0%	72	0	0%
(3) Black or African American	28	0	0%	82	1	1%	110	1	1%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	3	1	33%	3	1	33%

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(5) White	169	0	0%	1248	14	1%	1417	14	1%
(6) Multiple Race Codes/Other	26	0	0%	95	3	3%	121	3	2%
(7) Total	242	0	0%	1491	19	1%	1733	19	1%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	21	0	0%	90	0	0%	111	0	0%
(2) Not Hispanic/Latino	221	0	0%	1401	19	1%	1622	19	1%
(3) Total	242	0	0%	1491	19	1%	1733	19	1%

All Desig All Desig Fiscal Year 2021 Active O5									
	In The Promotion Zone			Below The Promotion Zone			Above The Promotion Zone		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
	1469	856	58%	3022	22	1%	1402	301	21%

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	4	1	25%	51	9	18%	55	10	18%
(2) Asian	71	9	13%	254	34	13%	325	43	13%
(3) Black or African American	113	17	15%	320	67	21%	433	84	19%
(4) Native Hawaiian/Other Pacific Islander	7	2	29%	16	3	19%	23	5	22%
(5) White	704	120	17%	3957	854	22%	4661	974	21%
(6) Multiple Race Codes/Other	89	15	17%	307	48	16%	396	63	16%
(7) Total	988	164	17%	4905	1015	21%	5893	1179	20%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	83	12	14%	335	62	19%	418	74	18%
(2) Not Hispanic/Latino	905	152	17%	4570	953	21%	5475	1105	20%
(3) Total	988	164	17%	4905	1015	21%	5893	1179	20%

ABOVE ZONE									
	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	12	2	17%	12	2	17%
(2) Asian	18	3	17%	78	7	9%	96	10	10%
(3) Black or African American	34	10	29%	78	22	28%	112	32	29%
(4) Native Hawaiian/Other Pacific Islander	4	2	50%	6	2	33%	10	4	40%
(5) White	156	24	15%	920	210	23%	1076	234	22%
(6) Multiple Race Codes/Other	27	6	22%	69	13	19%	96	19	20%
(7) Total	239	45	19%	1163	256	22%	1402	301	21%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	17	0	0%	86	14	16%	103	14	14%
(2) Not Hispanic/Latino	222	45	20%	1077	242	22%	1299	287	22%
(3) Total	239	45	19%	1163	256	22%	1402	301	21%

IN ZONE

	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
5. Race									
(1) American Indian/Alaska Native	2	1	50%	13	7	54%	15	8	53%
(2) Asian	16	6	38%	56	25	45%	72	31	43%
(3) Black or African American	24	7	29%	84	45	54%	108	52	48%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	3	1	33%	3	1	33%
(5) White	156	89	57%	1020	632	62%	1176	721	61%
(6) Multiple Race Codes/Other	19	9	47%	76	34	45%	95	43	45%
(7) Total	217	112	52%	1252	744	59%	1469	856	58%
	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
6. Ethnicity									
(1) Hispanic/Latino	22	10	45%	83	46	55%	105	56	53%
(2) Not Hispanic/Latino	195	102	52%	1169	698	60%	1364	800	59%
(3) Total	217	112	52%	1252	744	59%	1469	856	58%

BELOW ZONE

	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
5. Race									
(1) American Indian/Alaska Native	2	0	0%	26	0	0%	28	0	0%
(2) Asian	37	0	0%	120	2	2%	157	2	1%
(3) Black or African American	55	0	0%	158	0	0%	213	0	0%
(4) Native Hawaiian/Other Pacific Islander	3	0	0%	7	0	0%	10	0	0%
(5) White	392	7	2%	2017	12	1%	2409	19	1%
(6) Multiple Race Codes/Other	43	0	0%	162	1	1%	205	1	0%
(7) Total	532	7	1%	2490	15	1%	3022	22	1%
	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
6. Ethnicity									
(1) Hispanic/Latino	44	2	5%	166	2	1%	210	4	2%
(2) Not Hispanic/Latino	488	5	1%	2324	13	1%	2812	18	1%
(3) Total	532	7	1%	2490	15	1%	3022	22	1%

All Desig

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Fiscal Year 2021 Active O4

In The Promotion Zone			Below The Promotion Zone			Above The Promotion Zone		
No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
2656	2021	76%	4719	97	2%	631	214	34%

	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
5. Race									
(1) American Indian/Alaska Native	18	5	28%	72	15	21%	90	20	22%
(2) Asian	125	31	25%	318	84	26%	443	115	26%
(3) Black or African American	195	54	28%	419	107	26%	614	161	26%
(4) Native Hawaiian/Other Pacific Islander	16	2	13%	29	8	28%	45	10	22%
(5) White	1143	325	28%	4980	1506	30%	6123	1831	30%
(6) Multiple Race Codes/Other	168	47	28%	523	148	28%	691	195	28%
(7) Total	1665	464	28%	6341	1868	29%	8006	2332	29%
	Female			Male			Total Male and Female		

6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	144	28	19%	542	143	26%	686	171	25%
(2) Not Hispanic/Latino	1521	436	29%	5799	1725	30%	7320	2161	30%
(3) Total	1665	464	28%	6341	1868	29%	8006	2332	29%

ABOVE ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	2	1	50%	8	3	38%	10	4	40%
(2) Asian	19	9	47%	36	12	33%	55	21	38%
(3) Black or African American	24	5	21%	54	18	33%	78	23	29%
(4) Native Hawaiian/Other Pacific Islander	2	0	0%	4	0	0%	6	0	0%
(5) White	90	32	36%	342	108	32%	432	140	32%
(6) Multiple Race Codes/Other	14	8	57%	36	18	50%	50	26	52%
(7) Total	151	55	36%	480	159	33%	631	214	34%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	16	4	25%	61	15	25%	77	19	25%
(2) Not Hispanic/Latino	135	51	38%	419	144	34%	554	195	35%
(3) Total	151	55	36%	480	159	33%	631	214	34%

IN ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	4	4	100%	19	12	63%	23	16	70%
(2) Asian	29	20	69%	88	68	77%	117	88	75%
(3) Black or African American	61	43	70%	126	86	68%	187	129	69%
(4) Native Hawaiian/Other Pacific Islander	5	2	40%	9	8	89%	14	10	71%
(5) White	349	277	79%	1747	1338	77%	2096	1615	77%
(6) Multiple Race Codes/Other	50	38	76%	169	125	74%	219	163	74%
(7) Total	498	384	77%	2158	1637	76%	2656	2021	76%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	33	23	70%	170	122	72%	203	145	71%
(2) Not Hispanic/Latino	465	361	78%	1988	1515	76%	2453	1876	76%
(3) Total	498	384	77%	2158	1637	76%	2656	2021	76%

BELOW ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	12	0	0%	45	0	0%	57	0	0%
(2) Asian	77	2	3%	194	4	2%	271	6	2%
(3) Black or African American	110	6	5%	239	3	1%	349	9	3%
(4) Native Hawaiian/Other Pacific Islander	9	0	0%	16	0	0%	25	0	0%
(5) White	704	16	2%	2891	60	2%	3595	76	2%
(6) Multiple Race Codes/Other	104	1	1%	318	5	2%	422	6	1%

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(7) Total	1016	25	2%	3703	72	2%	4719	97	2%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	95	1	1%	311	6	2%	406	7	2%
(2) Not Hispanic/Latino	921	24	3%	3392	66	2%	4313	90	2%
(3) Total	1016	25	2%	3703	72	2%	4719	97	2%

All Desig All Desig Fiscal Year 2021 Reserve O6									
	In The Promotion Zone			Below The Promotion Zone			Above The Promotion Zone		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
	447	131	29%	0	0	0%	902	87	10%

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	4	1	25%	4	1	25%
(2) Asian	12	0	0%	57	12	21%	69	12	17%
(3) Black or African American	24	3	13%	49	7	14%	73	10	14%
(4) Native Hawaiian/Other Pacific Islander	2	1	50%	5	0	0%	7	1	14%
(5) White	160	24	15%	911	145	16%	1071	169	16%
(6) Multiple Race Codes/Other	22	3	14%	103	22	21%	125	25	20%
(7) Total	220	31	14%	1129	187	17%	1349	218	16%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	13	3	23%	74	7	9%	87	10	11%
(2) Not Hispanic/Latino	207	28	14%	1055	180	17%	1262	208	16%
(3) Total	220	31	14%	1129	187	17%	1349	218	16%

ABOVE ZONE									
	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	4	1	25%	4	1	25%
(2) Asian	10	0	0%	38	4	11%	48	4	8%
(3) Black or African American	18	2	11%	32	2	6%	50	4	8%
(4) Native Hawaiian/Other Pacific Islander	1	0	0%	5	0	0%	6	0	0%
(5) White	121	9	7%	590	58	10%	711	67	9%
(6) Multiple Race Codes/Other	16	2	13%	67	9	13%	83	11	13%
(7) Total	166	13	8%	736	74	10%	902	87	10%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	9	2	22%	54	3	6%	63	5	8%
(2) Not Hispanic/Latino	157	11	7%	682	71	10%	839	82	10%
(3) Total	166	13	8%	736	74	10%	902	87	10%

IN ZONE									
	Female			Male			Total Male and Female		

5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	0	0	0%	0	0	0%
(2) Asian	2	0	0%	19	8	42%	21	8	38%
(3) Black or African American	6	1	17%	17	5	29%	23	6	26%
(4) Native Hawaiian/Other Pacific Islander	1	1	100%	0	0	0%	1	1	100%
(5) White	39	15	38%	321	87	27%	360	102	28%
(6) Multiple Race Codes/Other	6	1	17%	36	13	36%	42	14	33%
(7) Total	54	18	33%	393	113	29%	447	131	29%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	4	1	25%	20	4	20%	24	5	21%
(2) Not Hispanic/Latino	50	17	34%	373	109	29%	423	126	30%
(3) Total	54	18	33%	393	113	29%	447	131	29%

BELOW ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	0	0	0%	0	0	0%
(2) Asian	0	0	0%	0	0	0%	0	0	0%
(3) Black or African American	0	0	0%	0	0	0%	0	0	0%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	0	0	0%	0	0	0%
(5) White	0	0	0%	0	0	0%	0	0	0%
(6) Multiple Race Codes/Other	0	0	0%	0	0	0%	0	0	0%
(7) Total	0	0	0%	0	0	0%	0	0	0%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	0	0	0%	0	0	0%	0	0	0%
(2) Not Hispanic/Latino	0	0	0%	0	0	0%	0	0	0%
(3) Total	0	0	0%	0	0	0%	0	0	0%

All Desig

All Desig

Fiscal Year 2021 Reserve O5

In The Promotion Zone			Below The Promotion Zone			Above The Promotion Zone		
No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
867	397	46%	0	0	0%	1318	185	14%

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	3	0	0%	13	3	23%	16	3	19%
(2) Asian	21	3	14%	87	17	20%	108	20	19%
(3) Black or African American	42	12	29%	87	24	28%	129	36	28%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	4	2	50%	4	2	50%
(5) White	278	74	27%	1474	400	27%	1752	474	27%
(6) Multiple Race Codes/Other	36	9	25%	140	38	27%	176	47	27%
(7) Total	380	98	26%	1805	484	27%	2185	582	27%
	Female			Male			Total Male and Female		

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6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	31	6	19%	133	34	26%	164	40	24%
(2) Not Hispanic/Latino	349	92	26%	1672	450	27%	2021	542	27%
(3) Total	380	98	26%	1805	484	27%	2185	582	27%

ABOVE ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	1	0	0%	7	3	43%	8	3	38%
(2) Asian	10	0	0%	54	6	11%	64	6	9%
(3) Black or African American	29	6	21%	54	9	17%	83	15	18%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	2	1	50%	2	1	50%
(5) White	166	18	11%	893	128	14%	1059	146	14%
(6) Multiple Race Codes/Other	23	2	9%	79	12	15%	102	14	14%
(7) Total	229	26	11%	1089	159	15%	1318	185	14%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	21	2	10%	84	14	17%	105	16	15%
(2) Not Hispanic/Latino	208	24	12%	1005	145	14%	1213	169	14%
(3) Total	229	26	11%	1089	159	15%	1318	185	14%

IN ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	2	0	0%	6	0	0%	8	0	0%
(2) Asian	11	3	27%	33	11	33%	44	14	32%
(3) Black or African American	13	6	46%	33	15	45%	46	21	46%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	2	1	50%	2	1	50%
(5) White	112	56	50%	581	272	47%	693	328	47%
(6) Multiple Race Codes/Other	13	7	54%	61	26	43%	74	33	45%
(7) Total	151	72	48%	716	325	45%	867	397	46%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	10	4	40%	49	20	41%	59	24	41%
(2) Not Hispanic/Latino	141	68	48%	667	305	46%	808	373	46%
(3) Total	151	72	48%	716	325	45%	867	397	46%

BELOW ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	0	0	0%	0	0	0%
(2) Asian	0	0	0%	0	0	0%	0	0	0%
(3) Black or African American	0	0	0%	0	0	0%	0	0	0%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	0	0	0%	0	0	0%
(5) White	0	0	0%	0	0	0%	0	0	0%
(6) Multiple Race Codes/Other	0	0	0%	0	0	0%	0	0	0%

(7) Total	0	0	0%	0	0	0%	0	0	0%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	0	0	0%	0	0	0%	0	0	0%
(2) Not Hispanic/Latino	0	0	0%	0	0	0%	0	0	0%
(3) Total	0	0	0%	0	0	0%	0	0	0%

All Desig All Desig Fiscal 2021 Reserve O4									
	In The Promotion Zone			Below The Promotion Zone			Above The Promotion Zone		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
	1159	626	54%	0	0	0%	569	112	20%

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	3	0	0%	7	2	29%	10	2	20%
(2) Asian	30	15	50%	68	23	34%	98	38	39%
(3) Black or African American	47	13	28%	84	31	37%	131	44	34%
(4) Native Hawaiian/Other Pacific Islander	5	2	40%	3	2	67%	8	4	50%
(5) White	299	105	35%	1016	465	46%	1315	570	43%
(6) Multiple Race Codes/Other	47	19	40%	119	61	51%	166	80	48%
(7) Total	431	154	36%	1297	584	45%	1728	738	43%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	42	15	36%	106	46	43%	148	61	41%
(2) Not Hispanic/Latino	389	139	36%	1191	538	45%	1580	677	43%
(3) Total	431	154	36%	1297	584	45%	1728	738	43%

ABOVE ZONE									
	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	3	0	0%	3	0	0%
(2) Asian	12	2	17%	27	3	11%	39	5	13%
(3) Black or African American	22	3	14%	35	9	26%	57	12	21%
(4) Native Hawaiian/Other Pacific Islander	3	1	33%	1	1	100%	4	2	50%
(5) White	94	13	14%	314	66	21%	408	79	19%
(6) Multiple Race Codes/Other	17	2	12%	41	12	29%	58	14	24%
(7) Total	148	21	14%	421	91	22%	569	112	20%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	13	1	8%	38	9	24%	51	10	20%
(2) Not Hispanic/Latino	135	20	15%	383	82	21%	518	102	20%
(3) Total	148	21	14%	421	91	22%	569	112	20%

IN ZONE									
	Female			Male			Total Male and Female		

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5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	3	0	0%	4	2	50%	7	2	29%
(2) Asian	18	13	72%	41	20	49%	59	33	56%
(3) Black or African American	25	10	40%	49	22	45%	74	32	43%
(4) Native Hawaiian/Other Pacific Islander	2	1	50%	2	1	50%	4	2	50%
(5) White	205	92	45%	702	399	57%	907	491	54%
(6) Multiple Race Codes/Other	30	17	57%	78	49	63%	108	66	61%
(7) Total	283	133	47%	876	493	56%	1159	626	54%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	29	14	48%	68	37	54%	97	51	53%
(2) Not Hispanic/Latino	254	119	47%	808	456	56%	1062	575	54%
(3) Total	283	133	47%	876	493	56%	1159	626	54%

BELOW ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	0	0	0%	0	0	0%
(2) Asian	0	0	0%	0	0	0%	0	0	0%
(3) Black or African American	0	0	0%	0	0	0%	0	0	0%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	0	0	0%	0	0	0%
(5) White	0	0	0%	0	0	0%	0	0	0%
(6) Multiple Race Codes/Other	0	0	0%	0	0	0%	0	0	0%
(7) Total	0	0	0%	0	0	0%	0	0	0%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	0	0	0%	0	0	0%	0	0	0%
(2) Not Hispanic/Latino	0	0	0%	0	0	0%	0	0	0%
(3) Total	0	0	0%	0	0	0%	0	0	0%

**All Desig
All Desig
Fiscal Year 2019 Active O6**

	In The Promotion Zone			Below The Promotion Zone			Above The Promotion Zone		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
	903	421	47%	1909	21	1%	1373	108	8%

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	4	0	0%	21	2	10%	25	2	8%
(2) Asian	38	5	13%	137	19	14%	175	24	14%
(3) Black or African American	71	11	15%	236	34	14%	307	45	15%
(4) Native Hawaiian/Other Pacific Islander	4	2	50%	15	4	27%	19	6	32%
(5) White	374	49	13%	3036	401	13%	3410	450	13%
(6) Multiple Race Codes/Other	37	2	5%	212	21	10%	249	23	9%
(7) Total	528	69	13%	3657	481	13%	4185	550	13%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel

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(1) Hispanic/Latino	18	0	0%	136	17	13%	154	17	11%
(2) Not Hispanic/Latino	510	69	14%	3521	464	13%	4031	533	13%
(3) Total	528	69	13%	3657	481	13%	4185	550	13%

ABOVE ZONE

5. Race	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	9	0	0%	9	0	0%
(2) Asian	9	1	11%	50	5	10%	59	6	10%
(3) Black or African American	20	2	10%	81	8	10%	101	10	10%
(4) Native Hawaiian/Other Pacific Islander	1	1	100%	6	1	17%	7	2	29%
(5) White	116	12	10%	1006	75	7%	1122	87	8%
(6) Multiple Race Codes/Other	10	1	10%	65	2	3%	75	3	4%
(7) Total	156	17	11%	1217	91	7%	1373	108	8%

6. Ethnicity	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	5	0	0%	50	5	10%	55	5	9%
(2) Not Hispanic/Latino	151	17	11%	1167	86	7%	1318	103	8%
(3) Total	156	17	11%	1217	91	7%	1373	108	8%

IN ZONE

5. Race	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	5	2	40%	5	2	40%
(2) Asian	12	4	33%	35	14	40%	47	18	38%
(3) Black or African American	15	8	53%	47	24	51%	62	32	52%
(4) Native Hawaiian/Other Pacific Islander	1	1	100%	5	3	60%	6	4	67%
(5) White	77	37	48%	653	309	47%	730	346	47%
(6) Multiple Race Codes/Other	7	1	14%	46	18	39%	53	19	36%
(7) Total	112	51	46%	791	370	47%	903	421	47%

6. Ethnicity	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	2	0	0%	29	12	41%	31	12	39%
(2) Not Hispanic/Latino	110	51	46%	762	358	47%	872	409	47%
(3) Total	112	51	46%	791	370	47%	903	421	47%

BELOW ZONE

5. Race	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	4	0	0%	7	0	0%	11	0	0%
(2) Asian	17	0	0%	52	0	0%	69	0	0%
(3) Black or African American	36	1	3%	108	2	2%	144	3	2%
(4) Native Hawaiian/Other Pacific Islander	2	0	0%	4	0	0%	6	0	0%
(5) White	181	0	0%	1377	17	1%	1558	17	1%
(6) Multiple Race Codes/Other	20	0	0%	101	1	1%	121	1	1%
(7) Total	260	1	0%	1649	20	1%	1909	21	1%

6. Ethnicity	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	2	0	0%	29	12	41%	31	12	39%
(2) Not Hispanic/Latino	110	51	46%	762	358	47%	872	409	47%
(3) Total	112	51	46%	791	370	47%	903	421	47%

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6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	11	0	0%	57	0	0%	68	0	0%
(2) Not Hispanic/Latino	249	1	0%	1592	20	1%	1841	21	1%
(3) Total	260	1	0%	1649	20	1%	1909	21	1%

All Desig All Desig Fiscal Year 2019 Active O5									
	In The Promotion Zone			Below The Promotion Zone			Above The Promotion Zone		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
	1643	946	58%	3205	14	0%	1499	270	18%

5. Race	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	7	4	57%	41	0	0%	48	4	8%
(2) Asian	58	6	10%	241	39	16%	299	45	15%
(3) Black or African American	127	21	17%	345	56	16%	472	77	16%
(4) Native Hawaiian/Other Pacific Islander	8	3	38%	22	7	32%	30	10	33%
(5) White	698	155	22%	4388	857	20%	5086	1012	20%
(6) Multiple Race Codes/Other	89	15	17%	323	67	21%	412	82	20%
(7) Total	987	204	21%	5360	1026	19%	6347	1230	19%

6. Ethnicity	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	40	10	25%	198	33	17%	238	43	18%
(2) Not Hispanic/Latino	947	194	20%	5162	993	19%	6109	1187	19%
(3) Total	987	204	21%	5360	1026	19%	6347	1230	19%

ABOVE ZONE									
5. Race	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	1	0	0%	14	0	0%	15	0	0%
(2) Asian	10	3	30%	82	17	21%	92	20	22%
(3) Black or African American	40	9	23%	78	16	21%	118	25	21%
(4) Native Hawaiian/Other Pacific Islander	2	1	50%	3	0	0%	5	1	20%
(5) White	144	27	19%	1023	179	17%	1167	206	18%
(6) Multiple Race Codes/Other	27	2	7%	75	16	21%	102	18	18%
(7) Total	224	42	19%	1275	228	18%	1499	270	18%

6. Ethnicity	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	6	1	17%	48	10	21%	54	11	20%
(2) Not Hispanic/Latino	218	41	19%	1227	218	18%	1445	259	18%
(3) Total	224	42	19%	1275	228	18%	1499	270	18%

IN ZONE									
5. Race	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	5	4	80%	3	0	0%	8	4	50%
(2) Asian	8	3	38%	43	20	47%	51	23	45%
(3) Black or African American	26	12	46%	90	39	43%	116	51	44%
(4) Native Hawaiian/Other Pacific Islander	2	2	100%	8	7	88%	10	9	90%

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(5) White	204	124	61%	1159	672	58%	1363	796	58%
(6) Multiple Race Codes/Other	19	13	68%	76	50	66%	95	63	66%
(7) Total	264	158	60%	1379	788	57%	1643	946	58%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	12	9	75%	37	23	62%	49	32	65%
(2) Not Hispanic/Latino	252	149	59%	1342	765	57%	1594	914	57%
(3) Total	264	158	60%	1379	788	57%	1643	946	58%

BELOW ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	1	0	0%	24	0	0%	25	0	0%
(2) Asian	40	0	0%	116	2	2%	156	2	1%
(3) Black or African American	61	0	0%	177	1	1%	238	1	0%
(4) Native Hawaiian/Other Pacific Islander	4	0	0%	11	0	0%	15	0	0%
(5) White	350	4	1%	2206	6	0%	2556	10	0%
(6) Multiple Race Codes/Other	43	0	0%	172	1	1%	215	1	0%
(7) Total	499	4	1%	2706	10	0%	3205	14	0%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	22	0	0%	113	0	0%	135	0	0%
(2) Not Hispanic/Latino	477	4	1%	2593	10	0%	3070	14	0%
(3) Total	499	4	1%	2706	10	0%	3205	14	0%

**All Desig
All Desig
Fiscal Year 20019 Active O4**

	In The Promotion Zone			Below The Promotion Zone			Above The Promotion Zone		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
	2716	1878	69%	4898	79	2%	769	245	32%

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	17	7	41%	69	14	20%	86	21	24%
(2) Asian	120	30	25%	320	91	28%	440	121	28%
(3) Black or African American	212	49	23%	494	107	22%	706	156	22%
(4) Native Hawaiian/Other Pacific Islander	17	1	6%	28	10	36%	45	11	24%
(5) White	1199	320	27%	5272	1423	27%	6471	1743	27%
(6) Multiple Race Codes/Other	149	35	23%	486	115	24%	635	150	24%
(7) Total	1714	442	26%	6669	1760	26%	8383	2202	26%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	83	28	34%	277	64	23%	360	92	26%
(2) Not Hispanic/Latino	1631	414	25%	6392	1696	27%	8023	2110	26%
(3) Total	1714	442	26%	6669	1760	26%	8383	2202	26%

ABOVE ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel

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(1) American Indian/Alaska Native	0	0	0%	10	2	20%	10	2	20%
(2) Asian	10	2	20%	39	15	38%	49	17	35%
(3) Black or African American	25	13	52%	67	21	31%	92	34	37%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	4	0	0%	4	0	0%
(5) White	90	26	29%	461	147	32%	551	173	31%
(6) Multiple Race Codes/Other	10	3	30%	53	16	30%	63	19	30%
(7) Total	135	44	33%	634	201	32%	769	245	32%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	8	2	25%	30	8	27%	38	10	26%
(2) Not Hispanic/Latino	127	42	33%	604	193	32%	731	235	32%
(3) Total	135	44	33%	634	201	32%	769	245	32%

IN ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	9	7	78%	18	11	61%	27	18	67%
(2) Asian	37	28	76%	99	73	74%	136	101	74%
(3) Black or African American	62	35	56%	147	81	55%	209	116	56%
(4) Native Hawaiian/Other Pacific Islander	3	1	33%	12	9	75%	15	10	67%
(5) White	374	280	75%	1761	1229	70%	2135	1509	71%
(6) Multiple Race Codes/Other	45	32	71%	149	92	62%	194	124	64%
(7) Total	530	383	72%	2186	1495	68%	2716	1878	69%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	30	25	83%	82	54	66%	112	79	71%
(2) Not Hispanic/Latino	500	358	72%	2104	1441	68%	2604	1799	69%
(3) Total	530	383	72%	2186	1495	68%	2716	1878	69%

BELOW ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	8	0	0%	41	1	2%	49	1	2%
(2) Asian	73	0	0%	182	3	2%	255	3	1%
(3) Black or African American	125	1	1%	280	5	2%	405	6	1%
(4) Native Hawaiian/Other Pacific Islander	14	0	0%	12	1	8%	26	1	4%
(5) White	735	14	2%	3050	47	2%	3785	61	2%
(6) Multiple Race Codes/Other	94	0	0%	284	7	2%	378	7	2%
(7) Total	1049	15	1%	3849	64	2%	4898	79	2%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	45	1	2%	165	2	1%	210	3	1%
(2) Not Hispanic/Latino	1004	14	1%	3684	62	2%	4688	76	2%
(3) Total	1049	15	1%	3849	64	2%	4898	79	2%

All Desig

All Desig

Fiscal Year 2019 Reserve O6

In The Promotion Zone			Below The Promotion Zone			Above The Promotion Zone		
No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel

	442	133	30%	0	0	0%	945	71	8%
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	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	1	1	100%	6	2	33%	7	3	43%
(2) Asian	13	1	8%	61	10	16%	74	11	15%
(3) Black or African American	19	0	0%	43	4	9%	62	4	6%
(4) Native Hawaiian/Other Pacific Islander	1	0	0%	7	2	29%	8	2	25%
(5) White	160	21	13%	929	133	14%	1089	154	14%
(6) Multiple Race Codes/Other	24	6	25%	123	24	20%	147	30	20%
(7) Total	218	29	13%	1169	175	15%	1387	204	15%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	6	0	0%	34	5	15%	40	5	13%
(2) Not Hispanic/Latino	212	29	14%	1135	170	15%	1347	199	15%
(3) Total	218	29	13%	1169	175	15%	1387	204	15%

ABOVE ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	5	1	20%	5	1	20%
(2) Asian	10	0	0%	41	3	7%	51	3	6%
(3) Black or African American	15	0	0%	32	3	9%	47	3	6%
(4) Native Hawaiian/Other Pacific Islander	1	0	0%	4	0	0%	5	0	0%
(5) White	115	6	5%	622	46	7%	737	52	7%
(6) Multiple Race Codes/Other	17	3	18%	83	9	11%	100	12	12%
(7) Total	158	9	6%	787	62	8%	945	71	8%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	3	0	0%	20	2	10%	23	2	9%
(2) Not Hispanic/Latino	155	9	6%	767	60	8%	922	69	7%
(3) Total	158	9	6%	787	62	8%	945	71	8%

IN ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	1	1	100%	1	1	100%	2	2	100%
(2) Asian	3	1	33%	20	7	35%	23	8	35%
(3) Black or African American	4	0	0%	11	1	9%	15	1	7%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	3	2	67%	3	2	67%
(5) White	45	15	33%	307	87	28%	352	102	29%
(6) Multiple Race Codes/Other	7	3	43%	40	15	38%	47	18	38%
(7) Total	60	20	33%	382	113	30%	442	133	30%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	3	0	0%	14	3	21%	17	3	18%
(2) Not Hispanic/Latino	57	20	35%	368	110	30%	425	130	31%
(3) Total	60	20	33%	382	113	30%	442	133	30%

BELOW ZONE

5. Race	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	0	0	0%	0	0	0%
(2) Asian	0	0	0%	0	0	0%	0	0	0%
(3) Black or African American	0	0	0%	0	0	0%	0	0	0%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	0	0	0%	0	0	0%
(5) White	0	0	0%	0	0	0%	0	0	0%
(6) Multiple Race Codes/Other	0	0	0%	0	0	0%	0	0	0%
(7) Total	0	0	0%	0	0	0%	0	0	0%
6. Ethnicity	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	0	0	0%	0	0	0%	0	0	0%
(2) Not Hispanic/Latino	0	0	0%	0	0	0%	0	0	0%
(3) Total	0	0	0%	0	0	0%	0	0	0%

**All Desig
All Desig
Fiscal Year 2019 Reserve O5**

In The Promotion Zone			Below The Promotion Zone			Above The Promotion Zone		
No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
962	469	49%	0	0	0%	1108	151	14%

5. Race	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	1	0	0%	8	3	38%	9	3	33%
(2) Asian	18	6	33%	85	21	25%	103	27	26%
(3) Black or African American	42	8	19%	89	18	20%	131	26	20%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	4	3	75%	4	3	75%
(5) White	273	85	31%	1371	424	31%	1644	509	31%
(6) Multiple Race Codes/Other	32	11	34%	147	41	28%	179	52	29%
(7) Total	366	110	30%	1704	510	30%	2070	620	30%
6. Ethnicity	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	12	2	17%	63	13	21%	75	15	20%
(2) Not Hispanic/Latino	354	108	31%	1641	497	30%	1995	605	30%
(3) Total	366	110	30%	1704	510	30%	2070	620	30%

ABOVE ZONE

5. Race	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	4	1	25%	4	1	25%
(2) Asian	7	1	14%	47	4	9%	54	5	9%
(3) Black or African American	28	0	0%	61	10	16%	89	10	11%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	1	1	100%	1	1	100%
(5) White	145	19	13%	712	102	14%	857	121	14%
(6) Multiple Race Codes/Other	18	5	28%	85	8	9%	103	13	13%
(7) Total	198	25	13%	910	126	14%	1108	151	14%
6. Ethnicity	Female			Male			Total Male and Female		
	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel

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6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	2	0	0%	40	4	10%	42	4	10%
(2) Not Hispanic/Latino	196	25	13%	870	122	14%	1066	147	14%
(3) Total	198	25	13%	910	126	14%	1108	151	14%

IN ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	1	0	0%	4	2	50%	5	2	40%
(2) Asian	11	5	45%	38	17	45%	49	22	45%
(3) Black or African American	14	8	57%	28	8	29%	42	16	38%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	3	2	67%	3	2	67%
(5) White	128	66	52%	659	322	49%	787	388	49%
(6) Multiple Race Codes/Other	14	6	43%	62	33	53%	76	39	51%
(7) Total	168	85	51%	794	384	48%	962	469	49%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	10	2	20%	23	9	39%	33	11	33%
(2) Not Hispanic/Latino	158	83	53%	771	375	49%	929	458	49%
(3) Total	168	85	51%	794	384	48%	962	469	49%

BELOW ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	0	0	0%	0	0	0%
(2) Asian	0	0	0%	0	0	0%	0	0	0%
(3) Black or African American	0	0	0%	0	0	0%	0	0	0%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	0	0	0%	0	0	0%
(5) White	0	0	0%	0	0	0%	0	0	0%
(6) Multiple Race Codes/Other	0	0	0%	0	0	0%	0	0	0%
(7) Total	0	0	0%	0	0	0%	0	0	0%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	0	0	0%	0	0	0%	0	0	0%
(2) Not Hispanic/Latino	0	0	0%	0	0	0%	0	0	0%
(3) Total	0	0	0%	0	0	0%	0	0	0%

**All Desig
All Desig
Fiscal Year 2019 Reserve O4**

In The Promotion Zone			Below The Promotion Zone			Above The Promotion Zone		
No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
1539	892	58%	0	0	0%	379	101	27%

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	7	5	71%	7	3	43%	14	8	57%
(2) Asian	30	13	43%	69	32	46%	99	45	45%
(3) Black or African American	56	27	48%	95	41	43%	151	68	45%

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(4) Native Hawaiian/Other Pacific Islander	5	0	0%	3	2	67%	8	2	25%
(5) White	303	144	48%	1192	647	54%	1495	791	53%
(6) Multiple Race Codes/Other	42	20	48%	109	59	54%	151	79	52%
(7) Total	443	209	47%	1475	784	53%	1918	993	52%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	22	9	41%	64	34	53%	86	43	50%
(2) Not Hispanic/Latino	421	200	48%	1411	750	53%	1832	950	52%
(3) Total	443	209	47%	1475	784	53%	1918	993	52%

ABOVE ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	2	0	0%	0	0	0%	2	0	0%
(2) Asian	8	1	13%	17	3	18%	25	4	16%
(3) Black or African American	19	8	42%	29	7	24%	48	15	31%
(4) Native Hawaiian/Other Pacific Islander	1	0	0%	1	0	0%	2	0	0%
(5) White	61	11	18%	201	58	29%	262	69	26%
(6) Multiple Race Codes/Other	16	4	25%	24	9	38%	40	13	33%
(7) Total	107	24	22%	272	77	28%	379	101	27%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	4	2	50%	15	4	27%	19	6	32%
(2) Not Hispanic/Latino	103	22	21%	257	73	28%	360	95	26%
(3) Total	107	24	22%	272	77	28%	379	101	27%

IN ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	5	5	100%	7	3	43%	12	8	67%
(2) Asian	22	12	55%	52	29	56%	74	41	55%
(3) Black or African American	37	19	51%	66	34	52%	103	53	51%
(4) Native Hawaiian/Other Pacific Islander	4	0	0%	2	2	100%	6	2	33%
(5) White	242	133	55%	991	589	59%	1233	722	59%
(6) Multiple Race Codes/Other	26	16	62%	85	50	59%	111	66	59%
(7) Total	336	185	55%	1203	707	59%	1539	892	58%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	18	7	39%	49	30	61%	67	37	55%
(2) Not Hispanic/Latino	318	178	56%	1154	677	59%	1472	855	58%
(3) Total	336	185	55%	1203	707	59%	1539	892	58%

BELOW ZONE

	Female			Male			Total Male and Female		
5. Race	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) American Indian/Alaska Native	0	0	0%	0	0	0%	0	0	0%
(2) Asian	0	0	0%	0	0	0%	0	0	0%
(3) Black or African American	0	0	0%	0	0	0%	0	0	0%
(4) Native Hawaiian/Other Pacific Islander	0	0	0%	0	0	0%	0	0	0%

(5) White	0	0	0%	0	0	0%	0	0	0%
(6) Multiple Race Codes/Other	0	0	0%	0	0	0%	0	0	0%
(7) Total	0	0	0%	0	0	0%	0	0	0%
	Female			Male			Total Male and Female		
6. Ethnicity	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel	No. Con	No. Sel	% Sel
(1) Hispanic/Latino	0	0	0%	0	0	0%	0	0	0%
(2) Not Hispanic/Latino	0	0	0%	0	0	0%	0	0	0%
(3) Total	0	0	0%	0	0	0%	0	0	0%

RFI Response 1c:

Officer - Active Component Goals by Gender			
FY	Designator	Female	Male
FY17	SURFACE NUCLEAR	12	36
	SUBMARINE	2	135
FY18	SURFACE NUCLEAR	14	37
	SUBMARINE	4	132
FY19	SUBMARINE	8	131
FY20	SUBMARINE	8	131
FY21	SUBMARINE	9	145

With the exception of the gender goals in the table above, individuals and service members are evaluated on individual merit, fitness and capability, for both Officer and Enlisted Navy accessions.

RFI Response 1d:

Recruiters		
	Officer	Enlisted
Active Duty Male	84	3188
Active Duty Female	47	796
Reserve Male	69	581
Reserve Female	32	249