



DACOWITS RFI 9

Navy Recruiting Command

Commander Naval Air Forces

September 2022



DACOWITS RFI 9

WOMEN IN AVIATION

In accordance with DACOWITS' Terms of Reference, the E&I Subcommittee will assess the number and percentage of female aviators, as well as factors and policies that may influence female aviator retention and promotion potential, such as recruiting, aircraft/duty assignments, mentoring, pregnancy, healthcare, operations tempo, aircraft design, and flight equipment. In addition, the E&I Subcommittee will examine trends in, and policies related to female aviation accession and identify actionable solutions, as required.

To better understand why women in aviation (specifically pilots, flight officers, and aircrew) are leaving military service and aviation-related duties, the Committee requests a briefing from the Army, Navy, Marine Corps, Air Force, Coast Guard, and National Guard on the following:

- a. What initiatives have or are the Services (to include the Reserves) implementing to attract and recruit women into aviation?
- b. Are there initiatives being implemented to attract and recruit women from underrepresented communities? What associated policies and/or programs exist or are being developed to support the recruitment of women into aviation, to include underrepresented communities?
- c. What initiatives have or are the Services (to include the Reserves) implementing to retain women in aviation? What associated policies and/or programs exist or are being developed to support the retention of women in aviation throughout the Services (to include the Reserves)?



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To better understand why women in aviation (specifically pilots, flight officers, and aircrew) are leaving military service and aviation-related duties, the Committee requests a briefing from the Army, Navy, Marine Corps, Air Force, Coast Guard, and National Guard on the following:

- d. What have or are the Services (to include the Reserves) doing to accommodate specific female fitment for flight gear and uniforms, to include accommodating gender specific physiological requirements? Provide the current state of these efforts as well as future plans to further develop and/or improve options for women in aviation.
- e. What have or are the Services (to include the Reserves) doing to ensure flight gear and flight uniforms are accessible to women, to include accommodating gender specific physiological requirements? Provide the current state of these efforts as well as future plans to further develop and/or improve options for women in aviation.



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- **9a. What initiatives have or are the Services (to include the Reserves) implementing to attract and recruit women into aviation?**

Navy Recruiting Command Response:

- The Navy regularly features women in aviation in our content to attract women into aviation rates.
- There is an ongoing PR effort in support of Navy Summer Flight Academy that heavily features young women. In June 2022, PR placed a wide range of local and national, broadcast, print, and online stories, generating nearly 51 million earned media impressions.
- In our soon-to-be-released national ad campaign (part of our Forged By The Sea brand platform), a female aviator is prominently featured. This Sailor appears in the final scene of the commercial and delivers the final line in an effort to leave a last impression. This commercial will appear across all of our media channels, including TV.
- The Navy attended the annual Women in Aviation International conference held in Nashville, TN in March 2022, which provided an opportunity to feature speakers at panels while also hosting a conference booth. The team is awaiting a formal proposal for FY23 to continue the relationship.
- There is a variety of recruiting materials that include “Women in the Navy” and “Women’s History Month” classroom presentations as well as female-focused infographics and posters.



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- 9a. What initiatives have or are the Services (to include the Reserves) implementing to attract and recruit women into aviation?

CNAF Response:

- Outreach – concentrated
 - Affinity groups
 - Airshows such as the May 2022 Oregon International Air Show first-ever all female pilot show
 - Collaboration with NRC for aviator representation at Navy Days
 - Media campaigns demonstrating diversity across gender, race, and ethnicity
- Navy Flight Academy Program (CNAF)
 - ONR STEM grant
 - Scholarship program for diverse accessions to gain exposure to aviation and private pilot license
 - 2022 Inaugural Class
 - 50% female participation
 - 65% Minority Racial/Demographic Groups, 40% of which were FEMALE
- 2018 revision to flight suit wear policies, aligning to NWU occasion for wear
 - Commuting and all normal task associated stops (e.g. stops at child care, gas stations, off-base shopping, banking, DMV and dining) before, during and after the workday
 - Creates visibility of the diversity in Naval Aviation across the community



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- **9b. Are there initiatives being implemented to attract and recruit women from underrepresented communities? What associated policies and/or programs exist or are being developed to support the recruitment of women into aviation, to include underrepresented communities?**

Navy Recruiting Command Response:

- We place a great deal of importance on attracting minority and female recruits, including women of color. By targeting these young women and showing them representation (including in aviation fields), we give them the opportunity to see themselves in such positions.
- One of the best ways to reach women audiences is through our local events. Recently, we connected with representatives from Women in Aviation and the Black Engineer of the Year Awards conference to discuss upcoming opportunities.
 - In-personal national and regional career fairs
 - Resume mining capability partnerships

Naval Air Forces Response:

- NASP – Naval Aviation Sponsorship Program COMNAVAIRFORINST 1533.1
 - Aviation recruiting support program; Naval Aviation Squadrons partner with local schools for outreach, specifically with a goal to reach diverse high-school students (accessions for minorities and women)
- Navy Flight Academy Program
- Affinity group relationships and outreach to aspiring aviators from underrepresented communities
- Education outreach for scholarships available: MSISR, NPP, NROTC
 - Education to affinity groups, Navy JROTC, and Marine JROTC



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- **9c. What initiatives have or are the Services (to include the Reserves) implementing to retain women in aviation? What associated policies and/or programs exist or are being developed to support the retention of women in aviation throughout the Services (to include the Reserves)?**

Naval Air Forces Response:

- **Policies & Programs:**
 - Career Intermission Program 1:1 Payback ratio (2021)
 - Grooming Standards Updates - Inclusivity for hair types (2018) and styling (2019)
- **Pregnancy/Post-Partum Policy for All Naval Personnel:**
 - Increase to Secondary Caregiver Leave to 21 days (2022)
 - Pregnancy Policy Updates for Aviators
 - Modified Flight Suits allowed for Pregnant Aviators (2021)
 - Medical/Aviation benefits adjusted to better Accommodate Pregnant Aviators (2021)
 - Increased privacy regarding pregnancy by relaxing reporting requirements, (no longer within two weeks) (2019)
 - Primary Caregiver Leave (PCL) is 6 weeks (42 days) of uncharged leave.
 - Breastfeeding support requirements established for commands (2019)
 - PFA updates for postpartum recovery
- **CNAF DEI (Commander Naval Air Forces Diversity, Equity, & Inclusion) Summit**
 - Female Aviation Career Training Symposium
 - Absorbed into this event for 2021 and beyond



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- **9c. What initiatives have or are the Services (to include the Reserves) implementing to retain women in aviation? What associated policies and/or programs exist or are being developed to support the retention of women in aviation throughout the Services (to include the Reserves)?**

Naval Air Forces Response:

JODO – Junior Officer Diversity Outreach (2021, NRC) Active participant for JODO-based initiatives and insights

NJOC – Navy Junior Officer Counsel (2021, CNP/ONR)

Establishing Naval Aviation-specific counsel in works

Programs/Partners (Non DOD)

- Women in Aviation International (WAI)
Non-profit company CNAF DEI partners with for outreach (accessions)
- Military Family Building Coalition (MFBC)
Non-profit company CNAF DEI partners with for outreach (retention)
Aviatrix program – fertility benefits gift for Naval Aviators and families (retention)
- Tuskegee NEXT – transforms the lives of under-represented youth through aviation education
- Organization of Black Aerospace Professionals (OBAP)
Non-profit organization CNAF DEI partners with for outreach (accessions & retention)



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- **9d. What have or are the Services (to include the Reserves) doing to accommodate specific female fitment for flight gear and uniforms, to include accommodating gender specific physiological requirements? Provide the current state of these efforts as well as future plans to further develop and/or improve options for women in aviation.**

Naval Air Forces Response:

- **Female Relief System**
- 2018 initiative originating from FACTS
 - Fielded devices in the Fleet, acquisitions ongoing
- **Two-piece Flight Suits**
 - Targeting identified deficiencies for urinary options and practicality in non-tacair platforms
- **Maternity Flight Suits**
 - 2021 Interim Rapid Change Action
 - Flying capability in the second trimester pending aviator and medical waiver process, if desired
- **Research Anthropometrics**
 - Fielded Fleet question regarding anthropometric qualifiers and discriminators
 - Initial stages of coordination and data gathering



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- **9e. What have or are the Services (to include the Reserves) doing to ensure flight gear and flight uniforms are accessible to women, to include accommodating gender specific physiological requirements? Provide the current state of these efforts as well as future plans to further develop and/or improve options for women in aviation**

Naval Air Forces Response:

- **Female Relief System**
- 2018 initiative originating from FACTS
 - Fielded devices in the Fleet, acquisitions ongoing and funded
 - In supply system
- **Two-piece Flight Suits**
 - Targeting identified deficiencies for urinary options and practicality in non-tacair platforms
 - In supply system
- **Maternity Flight Suits**
 - 2021 Interim Rapid Change Action
 - In supply system
- **Education on availability**
 - Demand