

SUBJ: DACOWITS RFI 8 – September 2022 QBM

FROM: Office of Aviation Resources Division (CG-711)

TO: DACOWITS Committee

THRU: Office of Diversity & Inclusion (CG-127)

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.

DACOWITS: 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 **written response** from the **Army, Navy, Marine Corps, Air Force, Coast Guard, and National Guard** on the following:

- a. **What is the total number of women (officer and enlisted) serving in aviation, for both the Active and Reserve components? Please provide data for the following fiscal years: 2001, 2006, 2011, 2016, and 2021. Provide whole numbers, percent of total community, and a breakdown by component, specialty/MOS, and rank (e.g., E1-E9 and O1-O10).**
- b. **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.**
- c. **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.**

CG Response:

- a. **What is the total number of women (officer and enlisted) serving in aviation, for both the Active and Reserve components? Please provide data for the following fiscal years: 2001, 2006, 2011, 2016, and 2021. Provide whole numbers, percent of total community, and a breakdown by component, specialty/MOS, and rank (e.g., E1-E9 and O1-O10).**

A: See Enclosure 8a.

- b. **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: No. The Coast Guard has not conducted retention studies specifically targeted for women in aviation.

- c. **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.**

A: No. There is no separate exit survey specifically geared towards women in aviation.

Active Duty Enlisted

Women In Aviation Counts - AET									
E4	E5	E6	E7	E8	E9	Total			
2001	15	12	1			28			
2006	20	24	8			52			
2011	31	30	12	3		76			
2016	40	28	9	5	1	83			
2021	20	28	21	3	1	74			

Women In Aviation Counts - AMT									
E4	E5	E6	E7	E8	E9	Total			
2001	14	14	9	1		38			
2006	25	13	8	2	1	49			
2011	25	17	5	2		49			
2016	52	18	9	2	2	83			
2021	35	40	14	5	1	97			

Women In Aviation Counts - AST									
E4	E5	E6	E7	E8	E9	Total			
2001	2					2			
2006	1	2				3			
2011	1	1	2			4			
2016			1	2		3			
2021			1		1	2			

All Personnel In Aviation Counts - AET									
E4	E5	E6	E7	E8	E9	Total			
2001	181	230	224	80	25	750			
2006	298	363	290	110	28	1106			
2011	371	423	311	137	33	1292			
2016	379	384	307	144	31	1263			
2021	374	400	310	148	31	1285			

All Personnel In Aviation Counts - AMT									
E4	E5	E6	E7	E8	E9	Total			
2001	481	513	394	172	50	1637			
2006	578	523	428	167	48	1772			
2011	553	519	438	164	50	1749			
2016	426	478	396	188	38	1548			
2021	488	501	407	194	48	1662			

All Personnel In Aviation Counts - AST									
E4	E5	E6	E7	E8	E9	Total			
2001	84	107	64	29	9	298			
2006	130	117	72	32	8	364			
2011	115	126	83	34	9	357			
2016	89	126	90	39	9	359			
2021	82	128	92	38	12	357			

Women In Aviation Percentage - AET									
E4	E5	E6	E7	E8	E9	Total			
2001	8.29%	5.22%	0.45%	0.00%	0.00%	3.73%			
2006	6.71%	6.61%	2.76%	0.00%	0.00%	4.70%			
2011	8.36%	7.09%	3.86%	2.19%	0.00%	5.88%			
2016	10.55%	7.29%	2.93%	3.47%	3.23%	6.57%			
2021	5.35%	7.00%	6.77%	2.03%	3.23%	5.76%			

Women In Aviation Percentage - AMT									
E4	E5	E6	E7	E8	E9	Total			
2001	2.91%	2.73%	2.28%	0.58%	0.00%	2.32%			
2006	4.33%	2.49%	1.87%	1.20%	2.08%	2.77%			
2011	4.52%	3.28%	1.14%	1.22%	0.00%	2.80%			
2016	12.21%	3.77%	2.27%	1.06%	5.26%	5.36%			
2021	7.17%	7.96%	3.44%	2.58%	2.08%	5.84%			

Women In Aviation Percentage - AST									
E4	E5	E6	E7	E8	E9	Total			
2001	2.38%	0.00%	0.00%	0.00%	0.00%	0.67%			
2006	0.77%	1.71%	0.00%	0.00%	0.00%	0.82%			
2011	0.87%	0.79%	2.41%	0.00%	0.00%	1.07%			
2016	0.00%	0.00%	1.11%	5.13%	0.00%	0.84%			
2021	0.00%	0.00%	1.09%	0.00%	8.33%	0.56%			

ENCLOSURE (8a)

Active Duty Officer

Women In Aviation Counts - AV111 (Fixed Wing)										
O1	O2	O3	O4	O5	O6	O7	O8	O9	O10	Total
2001	3	1	7							11
2006	7	2	5	5						19
2011	4	6	12	6	4					32
2016	3	3	25	6	5	2				44
2021		3	21	9	4	1				38

All Personnel In Aviation Counts - AV111 (Fixed Wing)										
O1	O2	O3	O4	O5	O6	O7	O8	O9	O10	Total
2001	35	58	64	19	9	1				176
2006	35	37	80	62	20	7	1			242
2011	16	46	125	105	55	14	4	1	1	367
2016	24	30	140	82	70	26	2	2		376
2021		11	102	108	50	22	1	1		295

Women In Aviation Percent of Pop - AV111 (Fixed Wing)										
O1	O2	O3	O4	O5	O6	O7	O8	O9	O10	Total
2001	12.00%	1.72%	10.94%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	6.25%
2006	20.00%	5.41%	6.25%	8.06%	0.00%	0.00%	0.00%	0.00%	0.00%	7.85%
2011	25.00%	13.04%	9.60%	5.71%	7.27%	0.00%	0.00%	0.00%	0.00%	8.72%
2016	12.50%	10.00%	17.86%	7.32%	7.14%	7.69%	0.00%	0.00%	0.00%	11.70%
2021	0.00%	27.27%	20.59%	8.33%	8.00%	0.02%	100.00%	0.00%	0.00%	12.88%

Women In Aviation Counts - AV112 (Rotary Wing)										
O1	O2	O3	O4	O5	O6	O7	O8	O9	O10	Total
2001	5	7	10	2						24
2006	7	12	15	8	2					44
2011	6	13	32	17	4	2				74
2016	16	16	35	24	9	4				104
2021		5	47	26	16	5				99

All Personnel In Aviation Counts - AV112 (Rotary Wing)										
O1	O2	O3	O4	O5	O6	O7	O8	O9	O10	Total
2001	73	104	125	54	15					371
2006	61	138	189	120	52	12				572
2011	61	115	332	200	119	45	1	2		875
2016	41	87	334	275	123	68	1	1	1	931
2021		42	241	298	169	65	1			816

Women In Aviation Percent of Pop - AV112 (Rotary Wing)										
O1	O2	O3	O4	O5	O6	O7	O8	O9	O10	Total
2001	6.85%	6.73%	8.00%	3.70%	0.00%	0.00%	0.00%	0.00%	0.00%	6.47%
2006	11.48%	8.70%	7.94%	6.67%	3.85%	0.00%	0.00%	0.00%	0.00%	7.69%
2011	9.84%	11.30%	11.30%	8.50%	3.36%	4.44%	0.00%	0.00%	0.00%	8.46%
2016	39.02%	18.39%	10.48%	8.73%	7.33%	5.88%	0.00%	0.00%	0.00%	11.17%
2021	0.00%	11.90%	19.50%	8.72%	9.47%	7.69%	0.00%	0.00%	0.00%	12.13%

Women In Aviation Counts - Both Airframes										
O1	O2	O3	O4	O5	O6	O7	O8	O9	O10	Total
2001	8	8	17	2	0	0	0	0	0	35
2006	14	14	20	13	2	0	0	0	0	63
2011	10	19	44	23	8	2	0	0	0	106
2016	19	19	60	30	14	6	0	0	0	148
2021	0	8	68	35	20	5	1	0	0	137

All Personnel In Aviation Counts - Both Airframes										
O1	O2	O3	O4	O5	O6	O7	O8	O9	O10	Total
2001	98	162	189	73	24	1	0	0	0	547
2006	96	175	269	182	72	19	1	0	0	814
2011	77	161	457	305	174	59	5	3	1	1242
2016	65	117	474	357	193	94	3	3	1	1307
2021	0	53	343	406	219	87	2	1	0	1111

Women In Aviation Percent of Pop - Both Airframes										
O1	O2	O3	O4	O5	O6	O7	O8	O9	O10	Total
2001	8.16%	4.94%	7.43%	2.74%	0.00%	0.00%	0.00%	0.00%	0.00%	6.40%
2006	14.58%	8.00%	7.43%	7.14%	2.78%	0.00%	0.00%	0.00%	0.00%	7.74%
2011	12.99%	11.80%	9.63%	7.54%	4.60%	3.39%	0.00%	0.00%	0.00%	8.53%
2016	29.23%	16.24%	12.66%	8.40%	7.25%	6.38%	0.00%	0.00%	0.00%	11.32%
2021	0.00%	15.09%	19.83%	8.67%	9.13%	5.75%	50.00%	0.00%	0.00%	12.33%

Active Duty Chief Warrant Officer

Women in Aviation Counts - AVI CWO				
	W2	W3	W4	Total
2001	2			2
2006				
2011			1	1
2016				
2021	1			1
				2

All Personnel in Aviation Counts - AVI CWO				
	W2	W3	W4	Total
2001	46	12	14	72
2006	38	34	11	83
2011	44	32	11	87
2016	49	32	17	98
2021	36	45	14	95

Women in Aviation Percentage - AVI CWO				
	W2	W3	W4	Total
2001	4.35%	0.00%	0.00%	2.78%
2006	0.00%	0.00%	0.00%	0.00%
2011	0.00%	3.13%	0.00%	1.15%
2016	0.00%	0.00%	0.00%	0.00%
2021	2.78%	0.00%	7.14%	2.11%

Myers, Jessica C CIV DODHRA DACOWITS (USA)

From: Myers, Jessica C CIV DODHRA DACOWITS (USA)
Sent: Thursday, September 1, 2022 10:07 AM
To: Myers, Jessica C CIV DODHRA DACOWITS (USA)
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AET , AMT and AST are enlisted aviation ratings:

- AET is Avionics Electrical Technician
- AMT is Aviation Maintenance Technician
- AST is Aviation Survival Technician