



DEPARTMENT OF THE AIR FORCE  
WASHINGTON, DC

OFFICE OF THE SECRETARY

September 2023

MEMORANDUM FOR DACOWITS

FROM: HQ USAF  
1720 Air Force Pentagon  
Washington DC 20330-1720

SUBJECT: DAF DACOWITS RFI Response RFI #3

**QUESTION #3**

In December 2015, the Secretary of Defense (SecDef) opened all remaining occupations and positions to women with no exceptions. As a result, the Defense Department opened approximately 213,600 closed positions and 52 closed military occupational specialties to women for the first time. Afterwards, the SecDef directed the Secretaries of the Military Departments and Chiefs of the Military Services to provide their final, detailed Gender Integration Implementation Plans no later than January 1, 2016. Once approved, the Military Services were tasked with executing their plans by April 1, 2016. In September 2022, via RFIs 6-7, the Military Services provided the Committee an update on adjustments made to the original 2016 Gender Integration Implementation Plans, current or future initiatives being undertaken to increase women in Special Operations Forces (SOF), and the data on women in SOF. In December 2022, the Government Accountability Office (GAO) published a report titled, "Women in Special Operations" (GAO-23-105168), which outlined improvements to policy, data, and assessments needed to understand and address career barriers for women in SOF. GAO made a total of 8 recommendations, of which DoD concurred, however, to date none have been implemented.

The Committee requests an updated written response from the Army, Navy, Marine Corps, Air Force, and Special Operations Command (SOCOM), in coordination with the Assistant Secretary of Defense for Special Operations and Low-Intensity Conflict (ASD(SO/LIC)), to address the integration of women into the previously closed military occupational specialties within the associated-Service SOF (outlined in the "Positions to be Opened" fact sheet). Provide the following data for officer and enlisted career fields opened in 2016, utilizing the fact sheet provided:

a. Number of women that entered the training pipeline (by fiscal year (FY) beginning in 2016 through current 2023 (e.g., 8 years).

FY	# Entries	Total Elims	DQs	Perform Elim	Med/DQ	Self Initiated Elim
16	1	1		1		
17	6	3		2		1
18	6	4			4	1
19	6	5	1	2	3	
20	11	7			2	3
21	14	5	2	1	2	2
22	7	10		3	3	4
23	3	3	1		3	

b. Number of women that were removed from the training pipeline for failure to meet standards, along with denominator of total women who entered (should match bullet a above) (by FY beginning in 2016 through current 2023; 8 years).

See above chart.

c. Number of women who voluntarily left the training pipeline (self-induced elimination (SIE)), along with denominator of total women who entered (should match bullet a above) (by FY beginning in 2016 through current 2023; 8 years).

See above chart.

d. Number of women currently serving in each of these career fields since graduating from the initial training course (by FY beginning in 2016 through current 2023; 8 years). Ensure data is separated by officer, enlisted, and rank (e.g., O1, E5, etc.).

**Total Female Officers in 19A (Special Tactics), 19B (Tactical Air Control Party), and 19C (Combat Rescue) Career Fields from FY16 - present**

	FY16	FY17	FY18	FY19	FY20	FY21	FY22	FY23	Present
<b>19A</b>	0	0	0	0	0	1	1	1	1
2d Lt	0	0	0	0	0	0	0	0	0
1st Lt	0	0	0	0	0	0	0	0	0
Capt	0	0	0	0	0	1	1	1	0
Maj	0	0	0	0	0	0	0	0	1
Lt Col	0	0	0	0	0	0	0	0	0
Col	0	0	0	0	0	0	0	0	0
<b>19B</b>	2	3	4	3	3	2	2	2	1
2d Lt	1	1	1	1	0	0	0	0	0
1st Lt	1	1	2	1	1	1	0	0	0

Capt	0	1	1	1	2	1	2	2	1
Maj	0	0	0	0	0	0	0	0	0
Lt Col	0	0	0	0	0	0	0	0	0
Col	0	0	0	0	0	0	0	0	0
<b>19C</b>	0	0	0	0	0	0	1	0	0
2d Lt	0	0	0	0	0	0	1	0	0
1st Lt	0	0	0	0	0	0	0	0	0
Capt	0	0	0	0	0	0	0	0	0
Maj	0	0	0	0	0	0	0	0	0
Lt Col	0	0	0	0	0	0	0	0	0
Col	0	0	0	0	0	0	0	0	0
<b>Grand Total</b>	2	3	4	3	3	3	4	3	2

**Total Female Enlisted airmen in 1Z1 (Pararescue), 1Z2 (Combat Control), 1Z3 (Tactical Air Control Party), and 1Z4 (Special Reconnaissance) Career Fields from FY16 - present**

	FY16	FY17	FY18	FY19	FY20	FY21	FY22	FY23	Present
<b>1Z1</b>	0	0	0	0	1	1	0	1	0
AB	0	0	0	0	0	1	0	0	0
Amn	0	0	0	0	0	0	0	0	0
A1C	0	0	0	0	1	0	0	1	0
SrA	0	0	0	0	0	0	0	0	0
SSgt	0	0	0	0	0	0	0	0	0
TSgt	0	0	0	0	0	0	0	0	0
MSgt	0	0	0	0	0	0	0	0	0
SMSgt	0	0	0	0	0	0	0	0	0
CMSgt	0	0	0	0	0	0	0	0	0
<b>1Z2</b>	0	0	0	0	1	1	0	0	0
AB	0	0	0	0	0	0	0	0	0
Amn	0	0	0	0	0	1	0	0	0
A1C	0	0	0	0	1	0	0	0	0
SrA	0	0	0	0	0	0	0	0	0
SSgt	0	0	0	0	0	0	0	0	0
TSgt	0	0	0	0	0	0	0	0	0
MSgt	0	0	0	0	0	0	0	0	0
SMSgt	0	0	0	0	0	0	0	0	0
CMSgt	0	0	0	0	0	0	0	0	0
<b>1Z3</b>	0	0	1	0	1	0	0	1	2
AB	0	0	0	0	0	0	0	0	0

Amn	0	0	1	0	1	0	0	0	0
A1C	0	0	0	0	0	0	0	1	2
SrA	0	0	0	0	0	0	0	0	0
SSgt	0	0	0	0	0	0	0	0	0
TSgt	0	0	0	0	0	0	0	0	0
MSgt	0	0	0	0	0	0	0	0	0
SMSgt	0	0	0	0	0	0	0	0	0
CMSgt	0	0	0	0	0	0	0	0	0
<b>1Z4</b>	0	0	0	0	0	0	1	1	1
AB	0	0	0	0	0	0	0	0	0
Amn	0	0	0	0	0	0	0	0	0
A1C	0	0	0	0	0	0	1	1	0
SrA	0	0	0	0	0	0	0	0	1
SSgt	0	0	0	0	0	0	0	0	0
TSgt	0	0	0	0	0	0	0	0	0
MSgt	0	0	0	0	0	0	0	0	0
SMSgt	0	0	0	0	0	0	0	0	0
CMSgt	0	0	0	0	0	0	0	0	0
Grand Total	0	0	1	0	3	2	1	3	3