The Inspector General
Department of
the Air Force

Report of Inquiry Addendum (S8918P)

Disparity Review

November 2021

REPORT OF INQUIRY (Case S8918P)
ADDENDUM

CONCERNING

DAF DISPARITY REVIEW

PREPARED BY
THE DAF/IGS DR TEAM
November 2021

I. INTRODUCTION

The DAF-IG completed two disparity reviews over the last year. The first was the Racial Disparity Review (RDR), released on 20 Dec 20, which addressed disparities impacting Black Airmen and Guardians. The second was the Disparity Review (DR) released on 9 Sep 21, which addressed disparities based on gender and among other racial and ethnic groups not covered by the RDR: Asian American, Pacific Islander (Native Hawaiian or Other Pacific Islander), Native American (American Indian or Native Alaskan), and Hispanic/Latino. This addendum focuses on the RDR and DR findings, specifically addressing disparities at the intersection of race/ethnicity and gender.

This addendum provides increased granularity on the trends identified in the previous reviews, addressing whether being male or female affects the disparity in disciplinary and administrative actions, and promotion and leadership opportunities within racial and ethnic groups. For example, the RDR found disparity throughout the lifecycle of Black service members but did not address whether the disparity impacts Black females and Black males at a similar rate or to a different extent.

Understanding DAF demographics is important to identifying and understanding the magnitude of disparities within the department. This is especially true when examining discipline and opportunities based on gender in racial and ethnic groups that already have small populations in the DAF. For example, while Black DAF members make up 13.1% of the DAF (military and civilian), the percentages drop when addressing Black females (who make up 4.0% of the total RegAF population) and even further when addressing Black female officers (who account for .4% of the RegAF population).

As defined in the DR, a disparity exists when the proportion of a racial, ethnic, or gender group within a subset of a population is different from the proportion of the majority group subset or the general or existing DAF population. While the presence of a disparity alone is not evidence of racism, sexism, discrimination, or disparate treatment, it may present a concern that requires more in-depth analysis and may help identify barriers to service.

Results from this addendum and ensuing actions will be integrated into more comprehensive Department of Defense (DoD) and DAF Diversity and Inclusion (D&I)

initiatives directed by the Secretary of Defense (SecDef) and the Secretary of the Air Force (SecAF).

INTERSECTION ANALYSIS HIGHLIGHTS

Analysis at the intersection of race/ethnicity and gender revealed the following findings, which offer additional clarity into disparities previously identified in the RDR and DR:

- Racial and ethnic minority females were notably underrepresented in operations career fields, which historically have the highest representation in wing commander positions across components. Combined, they comprised less than 2% of the field grade officers in all operations career fields and accounted for less than 1% of the pilot force across components. Racial and ethnic minority females were also underrepresented in senior leadership positions such as RegAF chief master sergeant, wing commander positions across all components, and Senior Executive Service (SES).
- The DR found disparity among Asian American service members serving in leadership roles. By addressing the intersection of race/ethnicity and gender, this addendum found the disparity was most prominent among Asian American males, who were underrepresented in officer and enlisted leadership positions compared to White males and all other racial and ethnic minority males.
- Previous reports found Black officers, overall, were underrepresented in wing commander positions and officer developmental opportunities. This addendum found Black male officers were equally or overrepresented in wing command compared to their respective eligible populations, while Black *female* officers were underrepresented. Additionally, Black female officers were underrepresented in Senior Developmental Education (SDE) designations compared to the overall and female designation rates. For O6 promotions, Black females were promoted notably below the in the promotion zone (IPZ) and below the promotion zone (BPZ) rates.[1] In fact, between CY16 and CY20, Black females *with* squadron command experience were promoted to O6 at a lower rate than the overall rate for officers *with or without* squadron command experience combined.
- The DR highlighted disparities in promotions for the Hispanic/Latino and Asian American populations. This addendum found these disparities were most notable for Hispanic/Latino and Asian American military males, who were promoted below the average rate for all RegAF enlisted and officer promotions.
- White officers of both genders were promoted consistently at or above the overall average rate and above the gender average rate across all promotion categories during the five years analyzed. Over that period, White female officers were promoted at a higher rate than males in all categories except O6 BPZ.
- Regarding gender overall, females had higher promotion rates to E5-E8 and O4-O6 (IPZ), were generally overrepresented in enlisted female leadership positions and were overrepresented in officer professional military education selections

[1] The DAF ceased conducting BPZ boards in 2020.

compared to their male peers. However, these statistics were largely driven by White females across components. This addendum found the overrepresentation of White female enlisted leaders (except in the RegAF command chief position), the higher promotion rates of RegAF White females (except to E9 and O6 BPZ), and the higher selection rate of White females for officer professional military education (PME) may mask the disparate promotion and opportunity underrepresentation of racial and ethnic minority females.

ANALYSIS SUMMARY GROUPED BY CATEGORY

When addressing the intersection of race/ethnicity and gender, the data indicate the following:

DAF DISCIPLINE

The same patterns that were discovered in the RDR and DR emerged. Specifically, from FY12-FY19:

- Female members received proportionally less discipline than their male counterparts. This is true when looking at all females versus all males or when comparing gender within racial and ethnic groups.
- Native American, Black, and Multi-Racial enlisted members received discipline at a higher rate than other racial and ethnic groups. This is true when looking at racial groups regardless of gender or gender groups separated by race and ethnicity.

ACCESSIONS

Over the past six years, females accessing into the officer corps have been slightly more racially and ethnically diverse than their male counterparts. DAF female officer accessions in 2020 exceeded the 2014 SecAF guidance for the US Air Force Academy (USAFA) applicant pool goals in all but Asian American female officer accessions.[2] On the enlisted side, Hispanic/Latino and Black females exceeded Recruiter Qualified Military Available (QMA) accession targets. However, any conclusions drawn from this data must address the fact that overall female accessions, which improved in 2020 compared with the previous five years, have not met the applicant pool goal of 30% for officers and fell well short of the Recruiter QMA rates for enlisted members.

PROFESSIONAL MILITARY EDUCATION

PME selection/designation percentages for Intermediate Developmental Education (IDE) and SDE from CY16 to CY21 for both female military members and female civilian employees were consistently above that of their male counterparts, with the following exceptions: Black female officer SDE designations and Multi-Racial female officers in both IDE and SDE

[2] The addendum uses the SecAF guidance to measure targets for officer accessions.

designations. Before drawing conclusions regarding disparities in PME selection/designation data at the intersection of race/ethnicity and gender, the DAF must consider that from 2016 to 2021, female military members made up only 12.4% of the population eligible to attend IDE and 11.3% of the population eligible to attend SDE. On the civilian side, from 2016 to 2020, civilian females made up 30% of the population eligible to attend IDE, and civilian females made up 22% of the population eligible to attend SDE. Thus, even though females were selected for PME at a higher rate than males, males constituted the majority of those attending the schools.

REGAF OFFICER AND ENLISTED PROMOTIONS

From CY16 to CY20, Black officers of both genders, Asian American male officers, and Hispanic/Latino male officers were promoted below the five-year average rate to O4, O5, and O6. The promotion rates of Black female officers for O5 and O6 (IPZ and BPZ) were below black males, and they had a notably low promotion rate IPZ to O6.[3] Furthermore, all other minority races and ethnicities were promoted to O5 IPZ below the five-year average rate overall and below the average rate for each gender.

In the same timeframe, enlisted females were promoted to E5-E8 at a higher rate than males, except Native American females to E6 and Multi-Racial females to E8. However, at E9, the data reversed with females across racial and ethnic groups promoting below the average and male rates (except for Native American and Multi-Racial enlisted members). Asian American females had the highest promotion rate of all races, ethnicities, and genders to E5 and E6, Pacific Islander females had the highest promotion rates to E7 and E8, and Native American females had the highest promotion rate to E9. Black males had the lowest promotion rate of all races, ethnicities, and genders to E5 and E6, Native American males had the lowest promotion rate to E7 and E8, and Asian American females had the lowest promotion rate to E9. The largest disparities within the female data were lower promotion rates for Black females to E5, E6, and E7, Native American females to E5 and E6, and Asian American females for E8 and E9 promotions. Asian American, Native American, and Hispanic/Latino males were promoted below the overall average rate to E5-E9.

LEADERSHIP

The DR found Asian Americans were the least likely among racial and ethnic groups to hold senior enlisted leadership positions and squadron, group, and wing command positions from CY15 to CY20. This disparity was more apparent in Asian American males.[4] Across components (RegAF, AFR, and ANG), Asian American males were underrepresented in all leadership positions except ANG group command positions. Furthermore, White females were overrepresented in all enlisted leadership positions across components except RegAF command

[3] In 2020, with the introduction of career-field based promotion categories, Black officers were promoted at 76.4%, above the overall average rate of 76.1%. Black females were promoted above the overall average rate to O5 by 17% (93.3% promotion rate, 14 selected from 15 eligible), while Black males were promoted 6% below the average rate at 70.0%.

[4] Asian American females constitute a smaller population and, thus, have very low representation, particularly at higher ranks. As such, no clear determination could be made on overall disparities of Asian American females for E9 and O6-O7 leadership positions. In first sergeant positions (E7-E8), where the population of Asian American females is larger, there were no consistent disparities across components.

chief, in which they were slightly underrepresented. Finally, female SESs in all minority racial and ethnic groups were underrepresented compared to their supervisory and GS13-GS15 populations.

VOICE OF THE AIRMEN AND GUARDIANS

As presented in the DR, more than 100,500 DAF members responded to the Inspector General Racial, Ethnic, and Gender Disparity Review Survey distributed DAF-wide in April 2021. When answering questions regarding racial and ethnic disparity, minority female officers generally had the most negative sentiments of all race, ethnicity, gender, and rank groups. Most significantly, Black female officers had the highest agree rate (most negative perception) for the racial and ethnic disparity survey questions, and their negative perception increased with rank; giving voice to Black female officers regarding existing disparities in opportunities. For gender disparity survey questions, Asian American, Pacific Islander, Hispanic/Latino, and Native American females tended to have the most negative responses. Overall, females had less trust than their male peers that their chain of command would address racism, bias, and derogatory comments and behaviors. The lowest agree and highest disagree rates for the trust questions came from Black and Native American females, while White females tended to have higher agree rates (more favorable perception) than their racial and ethnic minority female peers. Finally, Native American females indicated they experienced sex-based discrimination or sexual harassment at a higher rate than all other racial, ethnic, and gender groups.

II. ADDENDUM ANALYSIS SUPPORTING INFORMATION

OVERVIEW

The DR found Asian Americans had the most consistent disparities across categories. At the intersection of race/ethnicity and gender, disparities in accessions and leadership opportunities were more pronounced in the uniformed Asian American male population. They were the only racial/ethnic and gender group underrepresented in all enlisted and officer leadership positions across components (except ANG group command positions). They were also promoted below the average rate in RegAF enlisted promotions (E5-E9) and in officer promotions (O4-O6) and designated to attend IDE and SDE below the average rate.

The DR highlighted disparities in promotions for the Hispanic/Latino and Asian American populations. This addendum found these disparities were most notable for Hispanic/Latino and Asian American military males, who were promoted below the average rate for all RegAF enlisted and officer promotions.

This review also found disparities for Black females in senior officer leadership opportunities across components. The DR discussed an underrepresentation of Black officers in wing command across components. Deeper analysis at the intersection of race and gender shows Black male officers were equally or overrepresented in wing command compared to their eligible populations. From CY15 to CY20, the disparity involving Black wing commanders was specifically a disparity involving Black female wing commanders, who were underrepresented by 30% to 100%, depending on the component. While RegAF Black males and females were

promoted below the five-year overall average rate to O4, O5, and O6,[5] Black females were promoted at a lower rate than their Black male peers to O5 and O6 (IPZ and BPZ) and have the lowest notable promotion rate for O6 IPZ.[6] Between CY16 and CY20, Black females *with* squadron command experience were promoted to O6 at a lower rate than the overall rate for officers *with or without* squadron command experience combined. Furthermore, from CY16 to CY21, Black females were designated below the average rate to SDE and slightly below the designation rate for Black males. The data revealed Black male and female officers faced challenges in opportunities, but the challenges became more pronounced for Black females at the O5 rank and above. The DR Survey results gave voice to Black female officers regarding the disparities in opportunities; they had the most negative sentiment of all racial, ethnic, gender, and rank groups regarding their perceptions of racial and ethnic disparity, and trust in their chain of command.

Regarding gender, overall, females were generally equally or overrepresented in promotions, enlisted leadership, and PME designations. Females have also made gains in both overall accessions and racial and ethnic diversity in accessions compared to their male peers. However, females overall, specifically minority females, remain underrepresented in operations career fields that historically lead to senior leadership positions and in top senior leadership positions such as chief master sergeant, wing commander, and Senior Executive Service.

White males and females were promoted above the overall average rate and above the gender average rate across all promotion categories during the five years analyzed, with White females out-promoting White males for all boards except BPZ to O5. The high promotion rate of White female officers and enlisted members, with their sizably larger population as compared to racial and ethnic minority female officers, drove the overall overrepresentation of female officer promotions, as discussed in the DR. Between CY16 and CY 20, White officers of both genders promoted at or above the five-year average rate to O4-O6 (IPZ and BPZ), and females promoted at a higher rate than males to all but O6 BPZ.[7]

Importantly, females, particularly racial and ethnic minority females, are significantly underrepresented in the operations career fields – especially in the pilot AFSC. As presented in the DR, low representation by females and minorities at higher ranks in operations career fields is significant because more than 40% of squadron/group commanders and 69% of wing commanders come from operations career fields across components. More specifically, for the RegAF, AFR, and ANG, 27% of squadron/group commanders and 51% of wing commanders were pilots. The underrepresentation of racial and ethnic minorities in operations career fields and the pilot AFSC directly impacts the representation of racial and ethnic minority groups in command positions, which are critical milestones for achieving general officer (GO) rank. With

[5] In 2020, with the introduction of career-field based promotion categories, Black officers were promoted at 76.4%, above the average rate of 76.1%. Black females had a 93.3% promotion rate (14 selected from 15 eligible), while Black had a 70.0% promotion rate.

[6] Pacific Islander females had a 0% promotion rate to O6 but only had an average of 2 eligible members in the population per year. Black females promoted IPZ to O6 at a rate of 42%; a yearly average of 21 selected from 50 eligibles.

[7] Females were *above* the promotion rate for O4-O5 IPZ and O6 IPZ, and *at* the rate for O6 BPZ, while males were above for all. The DAF ceased conducting BPZ boards in 2020.

racial and ethnic minority females accounting for less than 1% of the pilot force across components, their lack of representation in wing command positions is both notable and predictable.

DAF DEMOGRAPHICS[8]

Understanding DAF demographics is essential to identifying and understanding the magnitude of disparities within the department.[9] This is especially true when examining discipline and opportunities based on gender in racial and ethnic groups that already have small populations in the DAF. For example, Native Americans and Pacific Islanders together account for less than 1.5% of the total DAF population (around 7,000 members total in 2020). Breaking these groups down by gender makes the populations even smaller and amplifies the challenges of drawing conclusions based on tiny fractions of a population. The charts below show Native American females and Pacific Islander females make up only .13% and .27% of uniformed DAF members and .58% and .24% of DAF civilians.

[8] DAF members who "Declined to Respond" for race and ethnicity are not included in the demographic information in this section. As such, the total population percentages do not equal 100%.

[9] Racial groups analyzed include: White, Black, Asian American, Pacific Islander, Native American, and Multi-Racial. Ethnic groups analyzed include: Hispanic/Latino and Not Hispanic/Latino. Unless otherwise indicated, racial groups include both ethnicities, and ethnic groups include all races. For instance, a racially White Airman or Guardian may also be ethnically Hispanic/Latino, and an ethnically Hispanic/Latino Airman and Guardian may also be racially Black. The total number of Airmen and Guardians of all races equals the total number of Airmen and Guardians of all ethnicities.

Fig 1. DAF Civilian and Military Representation (CY15-CY20)[10]

DAF

CY15-CY20		Civilian		Uniformed	
		Mean Annual Population	Percent	Mean Annual Population	Mean Annual 2015-2020
Asian American	Female	2459	1.64%	4296	0.87%
	Male	4131	2.75%	13522	2.73%
	Both (F+M)	6589	4.39%	17818	3.60%
Black	Female	8593	5.73%	20545	4.15%
	Male	11561	7.70%	43602	8.80%
	Both (F+M)	20154	13.43%	64146	12.95%
Hispanic/ Latino	Female	4049	2.70%	15452	3.12%
	Male	8041	5.36%	48738	9.84%
	Both (F+M)	12089	8.05%	64189	12.96%
Multi-Racial	Female	0	0.00%	3761	0.76%
	Male	0	0.00%	10333	2.09%
	Both (F+M)	0	0.00%	14094	2.85%
Native American	Female	869	0.58%	630	0.13%
	Male	2020	1.35%	1452	0.29%
	Both (F+M)	2889	1.93%	2082	0.42%
Pacific Islander	Female	356	0.24%	1353	0.27%
	Male	610	0.41%	3546	0.72%
	Both (F+M)	966	0.64%	4899	0.99%
White	Female	28125	18.74%	56855	11.48%
	Male	79281	52.82%	261903	52.87%
	Both (F+M)	107406	71.56%	318758	64.35%
Total	Female	44451	29.62%	104991	21.20%
	Male	105643	70.38%	390342	78.80%
	Both (F+M)	150094		495334	
Declined to Respond	Female	2101			0.42%
	Male	7246			1.46%
	Both	9347			1.89%

Uniformed (Officers+Enlisted)

CY15-CY20		RegAF		ANG		AFR	
		Mean Annual Population	Percent	Mean Annual Population	Percent	Mean Annual Population	Percent
Asian American	Female	2634	0.82%	792	0.74%	870	1.26%
	Male	8774	2.74%	2691	2.52%	2057	2.98%
	Both (F+M)	11408	3.57%	3483	3.27%	2927	4.24%
Black	Female	13033	4.08%	3067	2.88%	4445	6.45%
	Male	30387	9.50%	6217	5.83%	6999	10.15%
	Both (F+M)	43419	13.58%	9284	8.71%	11443	16.59%
Hispanic/ Latino	Female	10648	3.33%	2668	2.50%	2136	3.10%
	Male	35142	10.99%	8273	7.76%	5322	7.72%
	Both (F+M)	45790	14.32%	10941	10.27%	7458	10.81%
Multi-Racial	Female	2797	0.87%	475	0.45%	489	0.71%
	Male	8298	2.59%	1223	1.15%	813	1.18%
	Both (F+M)	11095	3.47%	1698	1.59%	1301	1.89%
Native American	Female	357	0.11%	155	0.15%	117	0.17%
	Male	905	0.28%	361	0.34%	187	0.27%
	Both (F+M)	1262	0.39%	516	0.48%	304	0.44%
Pacific Islander	Female	772	0.24%	296	0.28%	285	0.41%
	Male	2145	0.67%	793	0.74%	609	0.88%
	Both (F+M)	2917	0.91%	1088	1.02%	894	1.30%
White	Female	32479	10.16%	14426	13.54%	9950	14.43%
	Male	164723	51.51%	63891	59.94%	33289	48.27%
	Both (F+M)	197202	61.67%	78317	73.48%	43239	62.70%
Declined to Respond	Female	1496	0.47%	223	0.21%	383	0.56%
	Male	5202	1.63%	1035	0.97%	1010	1.46%
	Both (F+M)	6697	2.09%	1257	1.18%	1393	2.02%
Total	Female	64214	20.08%	22103	20.74%	18675	27.08%
	Male	255575	79.92%	84482	79.26%	50285	72.92%
	Both (F+M)	319789		106584		68960	

Source: DAF/A9

REGAF RACIAL, ETHNIC, AND GENDER REPRESENTATION BY CAREER FIELD

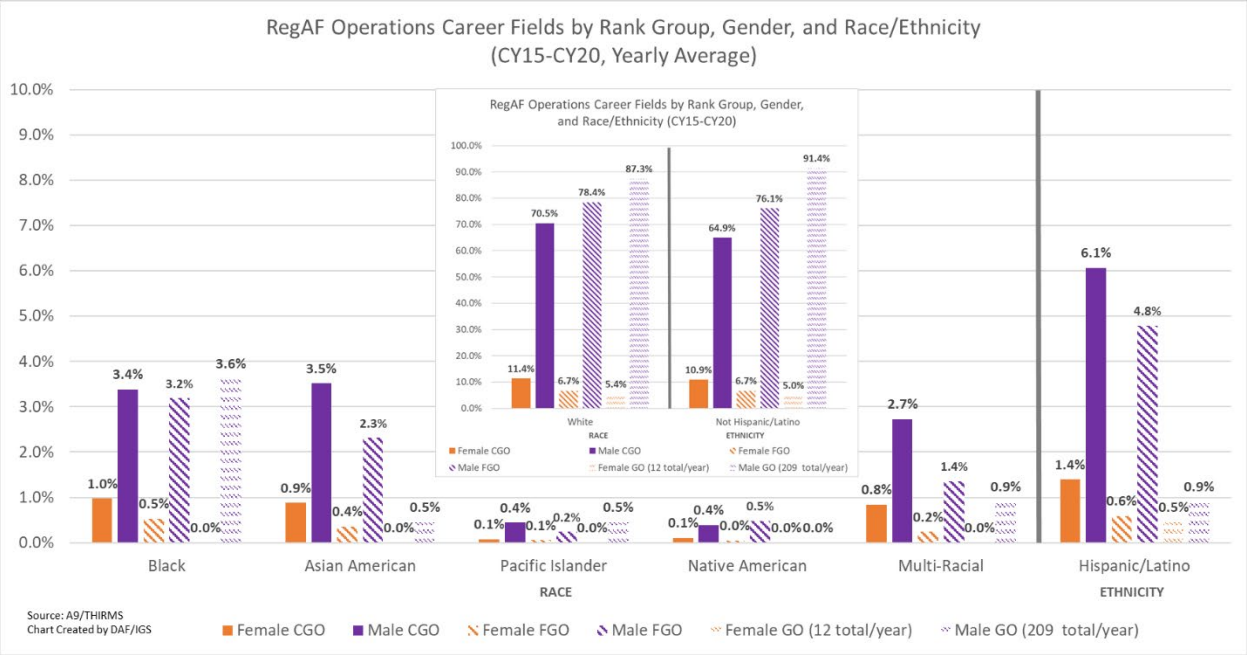
As discussed in the DR, within the RegAF, as of May 2020, seven of the top ten most populous officer AFSCs in the Line of the Air Force (LAF) are in the operations career fields. By far, the 11X Pilot series is the largest AFSC, with about 15,000 officers, which is 370% more populous than the next largest AFSC, Combat Systems Officer (CSO), with almost 4,000 officers. For the DR and this addendum, AFSCs are broken down into six main career fields: Operations (1XXX), Logistics (2XXX), Support (3XXX), Medical (4XXX), Acquisitions (6XXX), and Other (5/7/9/8XXX). As presented in the DR, low representation by females and minorities at higher ranks in operations career fields is significant because more than 40% of squadron/group commanders and 69% of wing commanders come from operations career fields across components. More specifically, for the RegAF, AFR, and ANG, 27% of squadron/group commanders and 51% of wing commanders were pilots. The underrepresentation of racial and ethnic minorities in operations career fields and the pilot AFSC directly impacts their representation in command positions, which are critical milestones for achieving GO rank.

[10] Fig 1. Ethnicity includes all racial groups, while racial groups are each race alone (ethnic minorities are not included).

Operations Career Fields (1XXX)

When looking at career fields from CY15-CY20 by officer rank group (CGO, FGO, and GO), gender, race, and ethnicity, the operations career fields (1XXX) were the least diverse with the highest percentage of White males (when addressing race) and Not Hispanic/Latino males (when addressing ethnicity). Operations career fields became less diverse as rank increased, particularly for females. Female representation decreased as rank increased for all races and ethnicities, falling to zero for Black, Asian American, Pacific Islander, Native American, and Multi-Racial female GOs.[11] Except for Hispanic/Latino female CGOs, all female minority groups had below 1% representation of the entire operations career fields' force for all rank groups. For males, representation of Asian American, Multi-Racial, and Hispanic/Latino officers decreased as rank increased in the operations career fields.

Fig 2. RegAF Operations Career Fields (1XXX) by Rank Group, Gender, Race, and Ethnicity (CY15-CY20)[12]



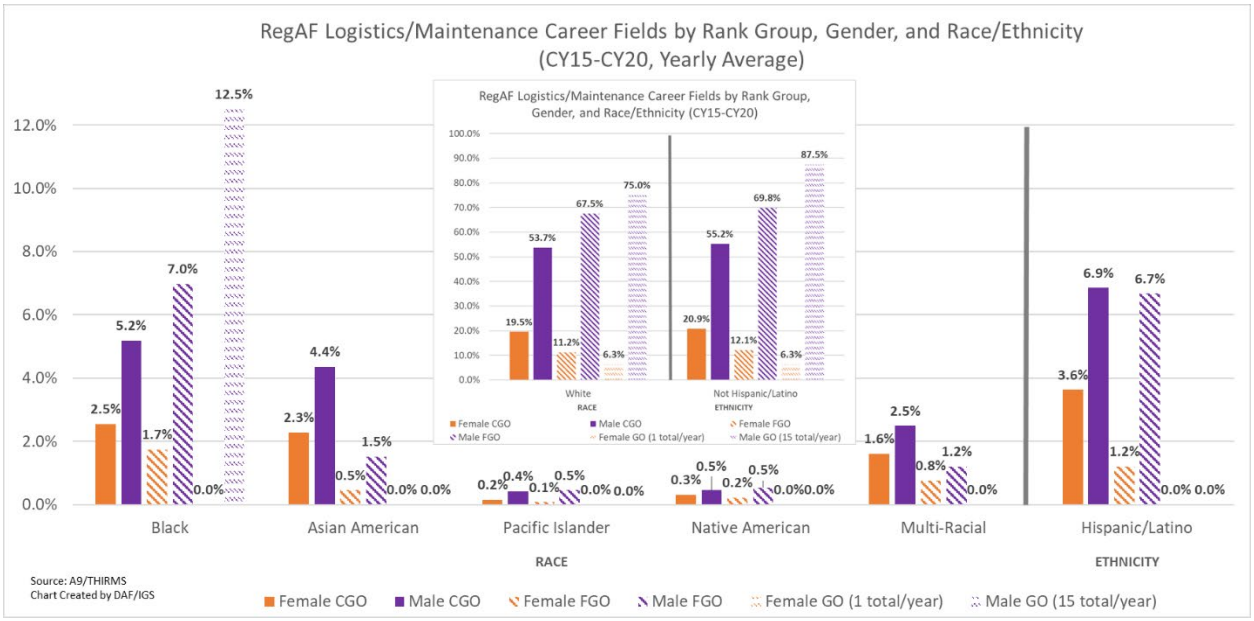
[11] RegAF GOs do not retain their core AFSC. For the purposes of this addendum, GO AFSCs are determined by their most common primary AFSC at the rank of Captain/O3.

[12] From CY15-CY20, there was a yearly average of 221 operations GOs annually, 12 of which were female. It is important to note that the small group size of racial and ethnic minority GOs introduces high variability into the data.

Logistics/Maintenance Career Fields (2XXX)

From CY15 to CY20, the Logistics/Maintenance (2XXX) CGO force was 73.2% White and 66.7% male. However, GOs were 87.5% White and 93.8% male, a notable disparity in minority and female representation in GO compared to CGO. The representation of female officers in all racial and ethnic minority groups decreased as rank group increased, with no racial or ethnic minority female GOs. Over the six years analyzed, there was an average of one White (Not Hispanic/Latino) Logistics/Maintenance female GO per year. For males, except Asian American and Multi-Racial, all racial and ethnic group representation increased or stayed generally level between CGO and FGO. However, the representation of all male *minority* racial and ethnic groups, except Black, fell to zero at GO; there was an average of two Black GOs per year.

Fig 3. RegAF Logistics/Maintenance Career Fields (2XXX) by Rank Group, Gender, Race, and Ethnicity (CY15-CY20)[13]

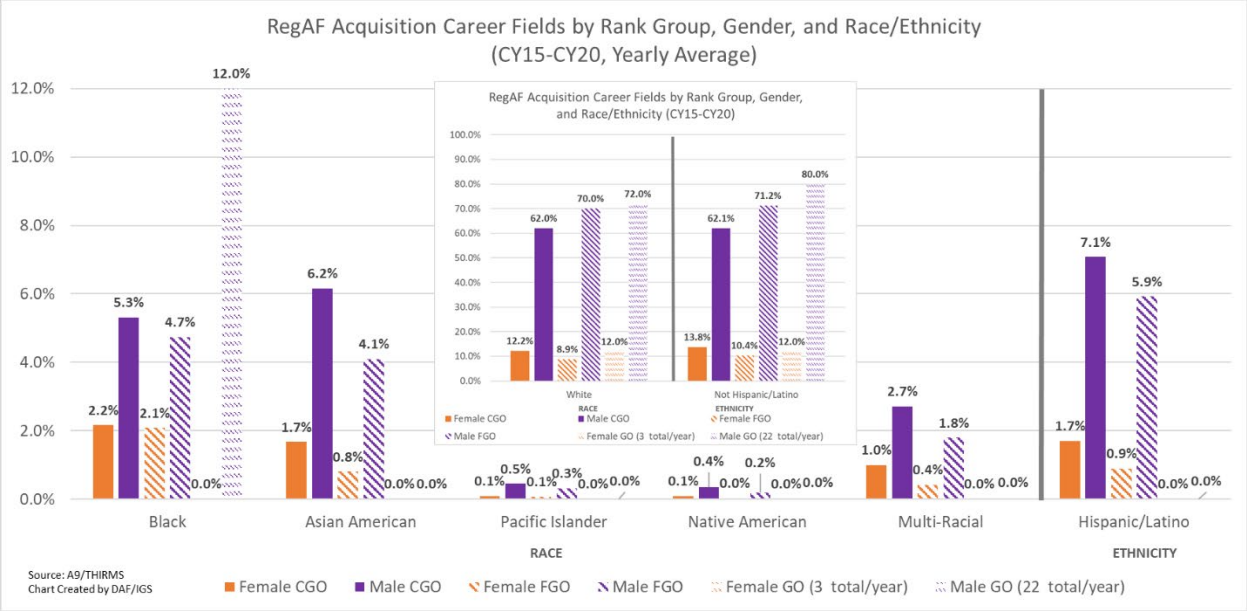


[13] From CY15-CY20, there was a yearly average of 16 logistics/maintenance GOs annually, one of whom was female. It is important to note that the small group size of racial and ethnic minority GOs introduces high variability into the data. Although Black males each represent 12.5% of the logistics/maintenance GOs, this equates to two GOs.

Acquisition Career Fields (6XXX)

Analysis of the acquisition career fields (6XXX) from CY15 to CY20 shows the representation of female officers in all racial and ethnic minority groups was level or increased between CGO and FGO but was zero at GO for all but White (Not Hispanic/Latino) females, who remained almost level and averaged three GOs per year. For males in acquisition, all racial and ethnic minority group representation also increased between CGO and FGO, while White males decreased between these two rank groups. The representation of Black and White males increased in GO ranks, with three Black and 22 White male GOs, while all other racial and ethnic minority groups had no GO representation.[14]

Fig 4. RegAF Acquisition Career Fields (6XXX) by Rank Group, Gender, Race, and Ethnicity (CY15-CY20)[15]



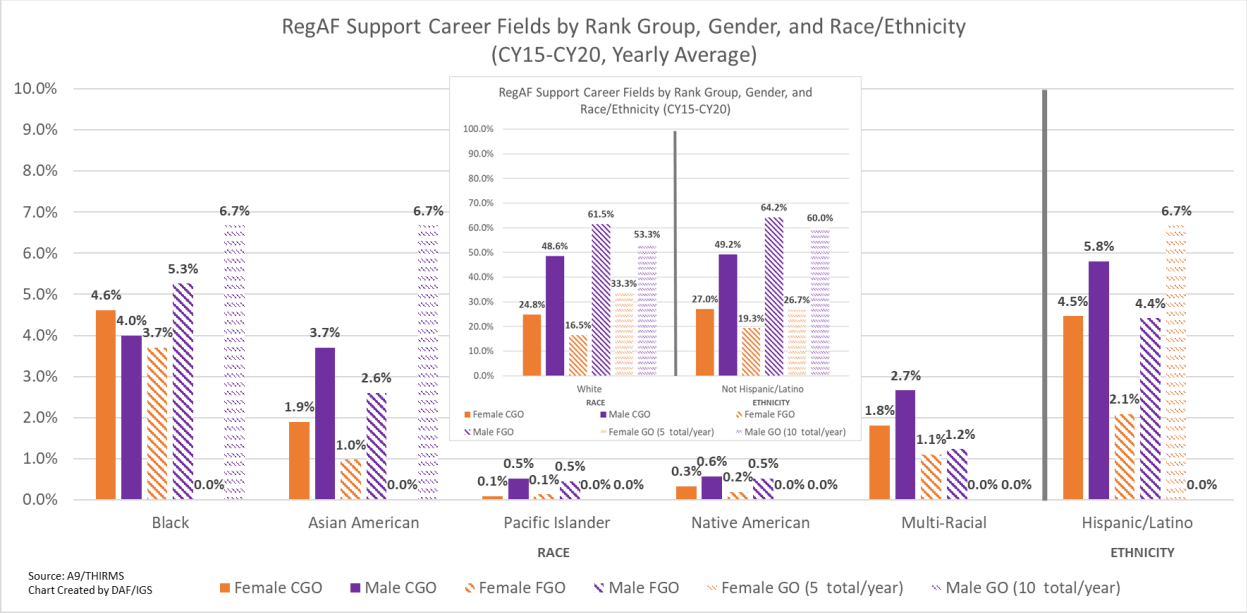
[14] On average annually, one GO selected "Declined to Respond" for race.

[15] From CY15-CY20, there was a yearly average of 25 acquisition GOs annually, three of whom were female. It is important to note that the small group size of racial and ethnic minority GOs introduces high variability into the data.

Support Career Fields (3XXX)

Analysis of the support career fields (3XXX) from CY15 to CY20 shows the representation of racial and ethnic female minorities, except Hispanic/Latino, decreased as rank group increased, dropping to zero for Asian American, Black, Multi-Racial, Native American, and Pacific Islanders GOs. Females in support career fields have the highest representation in GO ranks of any career field at 33%, with White (Not Hispanic/Latino) females accounting for more than 25% of support GOs. There were no apparent trends for racial and ethnic minority males, except for Multi-Racial and Hispanic/Latino males, whose representation decreased as rank increased. There was no representation of Pacific Islander, Native American, or Hispanic/Latino males in GO ranks for the support career fields.

Fig 5. RegAF Support Career Fields (3XXX) by Rank Group, Gender, Race, and Ethnicity (CY15-CY20)[16]

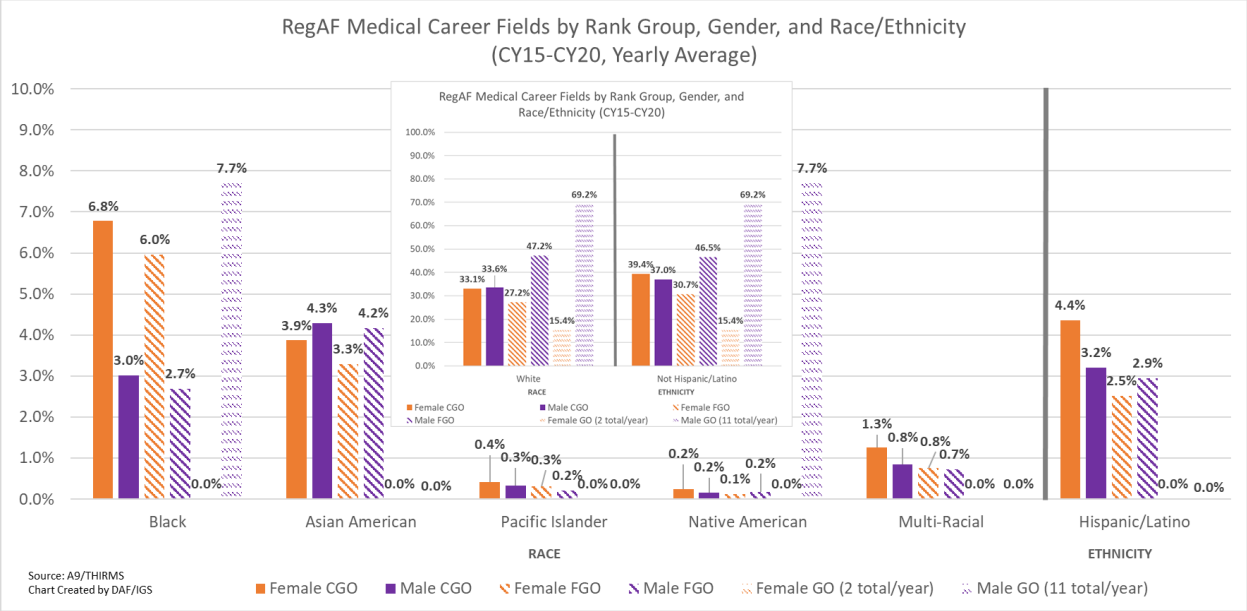


[16] From CY15-CY20, there was a yearly average of 15 support GOs annually, five of whom were female. It is important to note that the small group size of racial and ethnic minority GOs introduces high variability into the data. Although Asian American and Black males each represent 6.7% of the medical GOs, this equates to one GO each.

Medical Career Fields (4XXX)

Between CY15 and CY20, the medical career fields (4XXX) had the highest representation of females of any career field for CGOs (50%) and FGOs (40%). However, the representation of females dropped to 15% for GOs. As rank group increased, the representation of females in all racial and ethnic groups decreased, dropping to zero at GO for all racial and ethnic groups except White (Not Hispanic/Latino) females. The representation of males in each racial and ethnic minority group generally remained steady between CGO and FGO but dropped to zero for Asian American, Multi-Racial, Pacific Islander, and Hispanic/Latino male GOs. The representation of White males increased markedly as rank group increased.

Fig 6. RegAF Medical Career Fields (4XXX) by Rank Group, Gender, Race, and Ethnicity (CY15-CY20)[17]

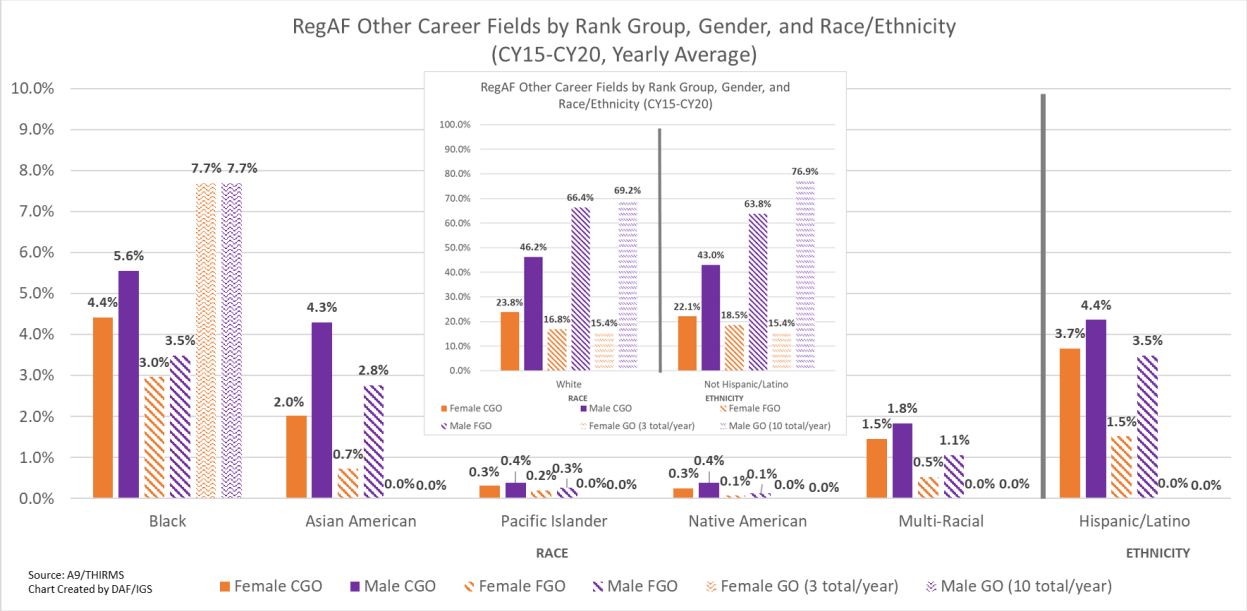


[17] From CY15-CY20, there was a yearly average of 13 medical GOs annually, two of whom were female. It is important to note that the small group size of racial and ethnic minority GOs introduces high variability into the data. Although Black and Native American males each represent 7.7% of the medical GOs, this representation equates to one GO each.

Other Career Fields (5/7/9/8XXX)

Other career fields (5/7/9/8XXX), including Legal, Chaplain, Office of Special Investigations (OSI), and other special duties such as Inspector General, Instructor, and Recruiting, had a decreasing representation of racial and ethnic minority females as rank group increased, except for Black female GOs. The representation of White females increased as rank group increased, while the representation of males in these groups decreased. Males in all racial and ethnic groups, except Black, saw decreasing representation as rank group increased.

Fig 7. RegAF Other Career Fields (5/7/9/8XXX) by Rank Group, Gender, Race, and Ethnicity (CY15-CY20)[18]



[18] From CY15-CY20, there was a yearly average of 13 "Other" GOs annually, three of whom were female. It is important to note that the small group size of GOs in this category introduces high variability into the data. Although Black males and females each represent 7.7% of the "other" GOs, this representation equates to one GO each.

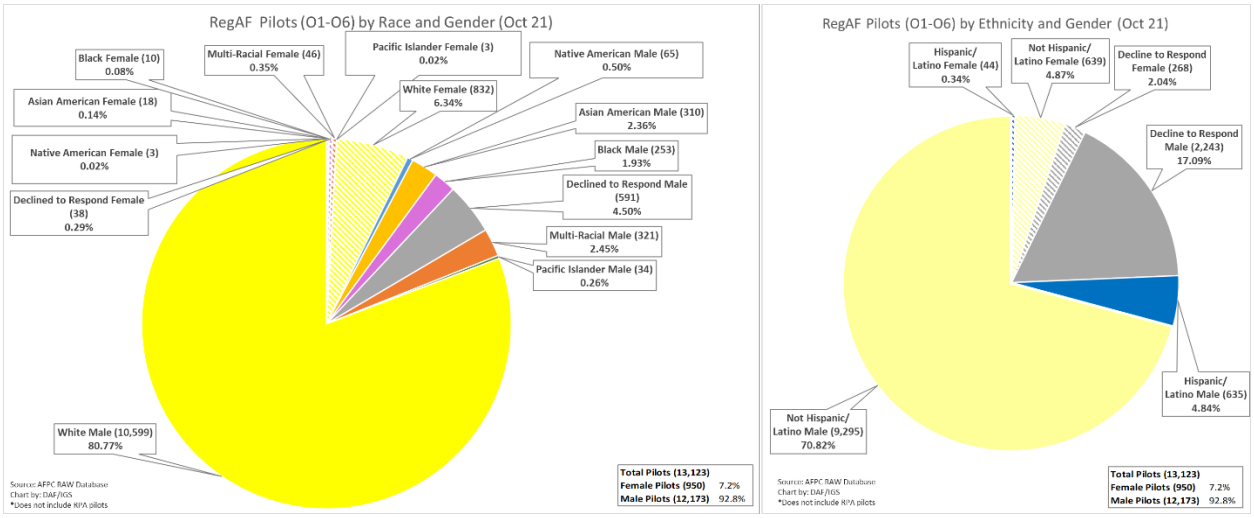
RACIAL, ETHNIC, AND GENDER REPRESENTATION OF PILOTS (11X)[19]

A deep dive into pilot demographics is necessary because, within the operations career fields, pilots held about 27-33% of RegAF, AFR, and ANG squadron/group command positions and about 51-64% of RegAF, AFR, and ANG wing command positions.

RegAF

As of October 2021, the RegAF had 13,123 non-RPA pilots in the grades of O1 to O6. Overall, 92.8% of RegAF pilots are male and 7.2% are female. Female O2s represent 9.7% of pilots, and this percentage decreases with every rank to 4.6% for female O6s.[20] The pilot force is 87.1% White (male and female). Racial and ethnic minorities account for approximately 13% of the pilot force, with racial and ethnic minority female pilots making up less than 1% of the total RegAF pilot force.

Fig 8. RegAF Pilots by Race, Ethnicity, Gender (October 2021)



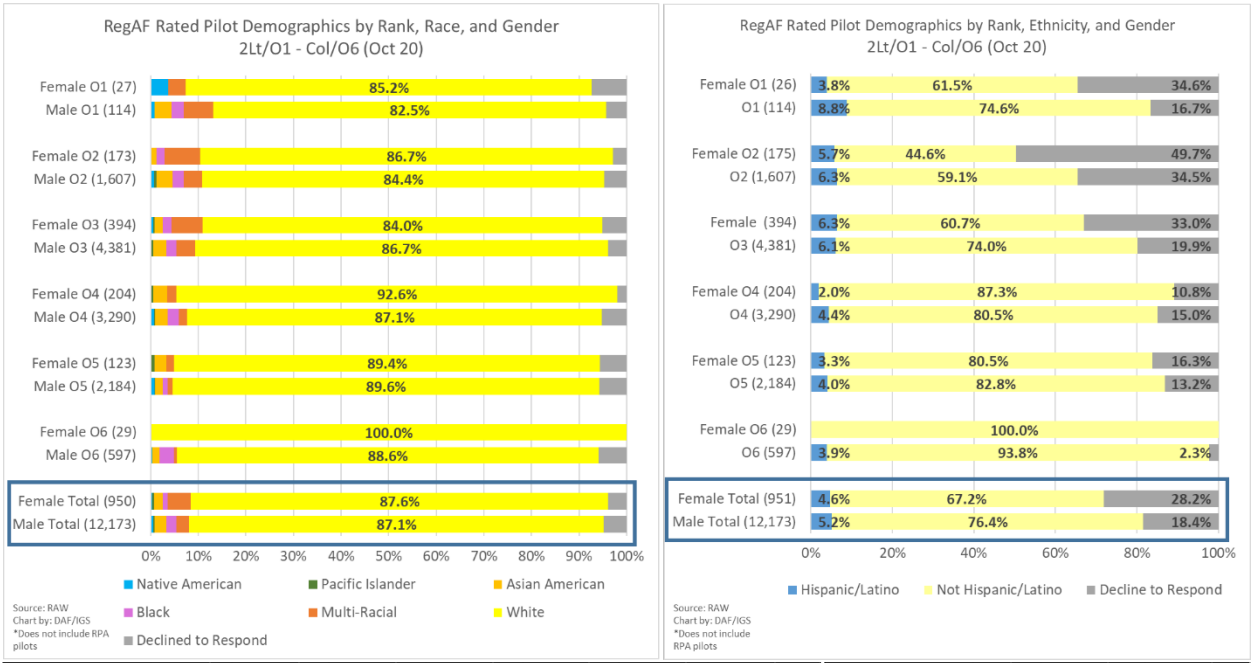
As shown in the figure below, a closer look at pilot demographics within each gender and by rank reveals that female pilots are, overall, slightly less racially diverse than male pilots. At O6, 100% of female pilots (29 total) are White (Not Hispanic/Latino). It is difficult to ascertain the ethnic diversity of the pilot force due to the high percentage of "Decline to Respond" selections. However, looking at "Hispanic/Latino" alone also shows that the female pilot force has a lower percentage of Hispanic/Latino pilots compared to the percentage of male pilots who are Hispanic/Latino. The figures below illustrate the racial and ethnic representation within each gender (O1-O6).

As rank increased, the percentage of White pilots generally increased within both genders, with a more significant increase for females (13.3% increase between O2 and O6 compared to 4.2% for males). Hispanic/Latino males are 6.3% of the male pilot population at

[19] The data presented in this section does not include RPA pilots (approximately 2,400 of 11Xs are RPA pilots).
[20] Due to the wait for and length of pilot training, there are a low number of O1 rated pilots. As such, O1 pilots are not considered in this analysis. However, available data for O1s is presented in figures throughout this section.

O2, dropping to 3.9% at O6, while females have their highest Hispanic/Latino representation within female pilots at O3 (6.3%), dropping to 0% at O6.

Fig 9. Representation of RegAF by Race, Ethnicity, and Rank within each Gender (October 2020)



RegAF	Native American		Asian American		Black		Declined to Respond		Multi-Racial		Pacific Islander		White	
	%	#	%	#	%	#	%	#	%	#	%	#	%	#
Male O1 (114)	0.9%	1	3.5%	4	2.6%	3	4.4%	5	6.1%	7	0.0%	0	82.5%	94
Female O1 (27)	3.7%	1	0.0%	0	0.0%	0	7.4%	2	3.7%	1	0.0%	0	85.2%	23
Male O2 (1,607)	0.6%	10	3.4%	54	2.4%	39	4.7%	76	3.8%	61	0.6%	10	84.4%	1357
Female O2 (173)	0.0%	0	1.2%	2	1.7%	3	2.9%	5	7.5%	13	0.0%	0	86.7%	150
Male O3 (4,381)	0.2%	9	2.8%	123	2.1%	94	4.0%	175	3.9%	170	0.3%	13	86.7%	3797
Female O3 (394)	0.5%	2	1.8%	7	1.8%	7	5.1%	20	6.6%	26	0.3%	1	84.0%	331
Male O4 (2,184)	0.7%	24	2.6%	86	2.3%	75	5.3%	174	1.7%	57	0.3%	9	87.1%	2865
Female O4 (204)	0.0%	0	2.9%	6	0.0%	0	2.0%	4	2.0%	4	0.5%	1	92.6%	189
Male O5 (2,184)	0.9%	19	1.6%	34	1.1%	24	5.8%	126	1.0%	22	0.1%	2	89.6%	1957
Female O5 (123)	0.0%	0	2.4%	3	0.0%	0	5.7%	7	1.6%	2	0.8%	1	89.4%	110
Male O6 (597)	0.3%	2	1.5%	9	3.0%	18	5.9%	35	0.7%	4	0.0%	0	88.6%	529
Female O6 (29)	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	100.0%	29
Male Total (12,173)	0.5%	65	2.5%	310	2.1%	253	4.9%	591	2.6%	321	0.3%	34	87.1%	10599
Female Total (950)	0.3%	3	1.9%	18	1.1%	10	4.0%	38	4.8%	46	0.3%	3	87.6%	832
Overall Total (13,123)	0.5%	68	2.5%	328	2.0%	263	4.8%	629	2.8%	367	0.3%	37	87.1%	11431

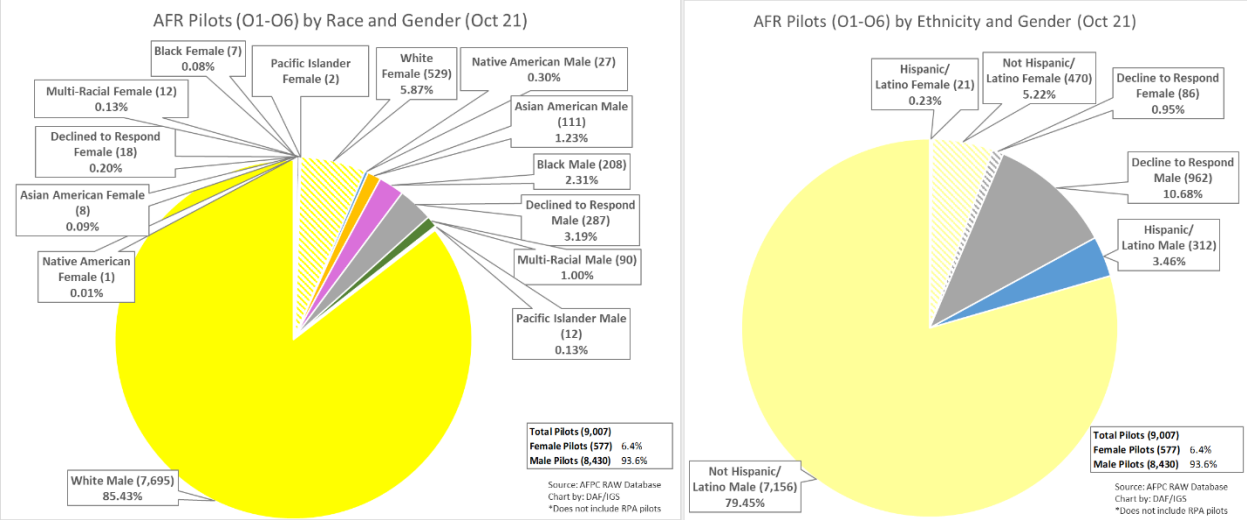
	Hispanic/ Latino		Not Hispanic /Latino		Declined to Respond	
	%	#	%	#	%	#
Male O1 (114)	8.8%	10	74.6%	85	16.7%	19
Female O1 (26)	3.8%	1	61.5%	16	34.6%	9
Male O2 (1,607)	6.3%	102	59.1%	950	34.5%	555
Female O2 (175)	5.7%	10	44.6%	78	49.7%	87
Male O3 (4,381)	6.1%	266	74.0%	3243	19.9%	872
Female O3 (394)	6.3%	25	60.7%	239	33.0%	130
Male O4 (3,290)	4.4%	146	80.5%	2649	15.0%	495
Female O4 (204)	2.0%	4	87.3%	178	10.8%	22
Male O5 (2,184)	4.0%	88	82.8%	1808	13.2%	288
Female O5 (123)	3.3%	4	80.5%	99	16.3%	20
Male O6 (597)	3.9%	23	93.8%	560	2.3%	14
Female O6 (29)	0.0%	0	100.0%	29	0.0%	0
Male Total (12,173)	5.2%	635	76.4%	9295	18.4%	2243
Female Total (951)	4.6%	44	67.2%	639	28.2%	268
Overall Total (13,124)	5.2%	679	75.7%	9934	19.1%	2511

AFR

As of October 2021, the AFR had 9,007 non-RPA aircraft pilots in the grades of O1 to O6. Overall, 93.6% of AFR pilots are male and 6.4% are female. At O2, 10.2% of AFR pilots are female. Generally, the representation of female pilots decreases with rank; there is a slight increase in female representation from 6.1% to 6.3% between O4 and O5, but female representation drops to 5.7% at O6.

The pilot force is 91.3% White (male and female). Racial and ethnic minorities account for approximately 9.0% of the AFR pilot force, with racial and ethnic minority female pilots making up less than approximately .6% of the entire AFR pilot force.

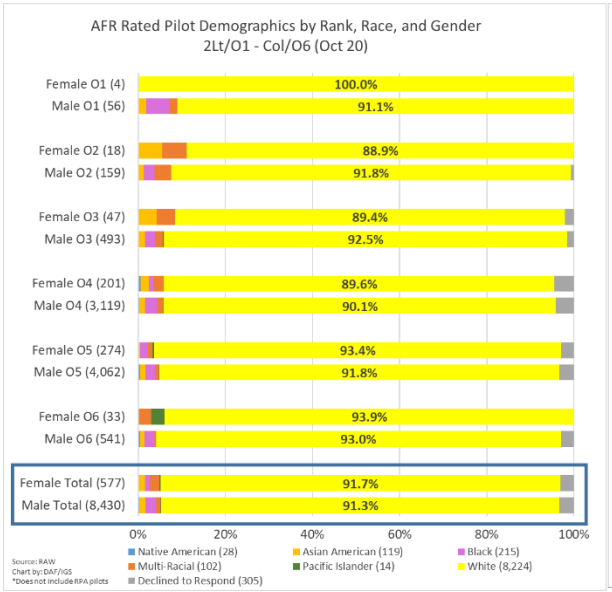
Fig 10. AFR Pilots by Race, Ethnicity, Gender (October 2021)

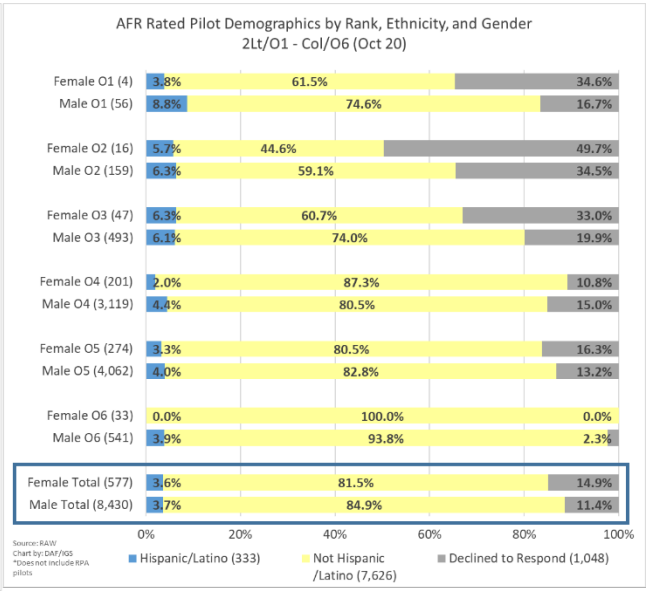


Analysis of pilot demographics within each gender and by rank reveals that female pilots are slightly less racially diverse than male pilots overall. As with RegAF pilots, it is difficult to ascertain the ethnic diversity of the pilot force due to the high percentage of "Decline to Respond" selections. However, looking at "Hispanic/Latino" alone also shows that the female pilot force has a lower percentage of Hispanic/Latino pilots compared to the percentage of male pilots who are Hispanic/Latino.

The racial diversity of the male and female AFR pilot force slightly decreases as rank increases. Looking within each gender, White females are 88.9% of the female pilots at O2, increasing to 93.9% at O6, while White male pilot representation slightly increases from 91.8% at O2 to 93.0% at O6. The representation of Hispanic/Latino male pilots stays relatively stable as rank increases, but Hispanic/Latino female representation decreases from 5.6% of the female population at O2 to 0% of the female population at O6. The figures below illustrate the racial and ethnic representation within each gender.

Fig 11. Representation of AFR pilots by Race, Ethnicity, and Rank within each Gender (October 2021)





AFR	Native American		Asian American		Black		Declined to Respond		Multi-Racial		Pacific Islander		White	
	%	#	%	#	%	#	%	#	%	#	%	#	%	#
Male O1 (56)	0.0%	0	1.8%	1	5.4%	3	0.0%	0	1.8%	1	0.0%	0	91.1%	51
Female O1 (4)	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	100.0%	4
Male O2 (159)	0.0%	0	1.3%	2	2.5%	4	0.6%	1	3.8%	6	0.0%	0	91.8%	146
Female O2 (18)	0.0%	0	5.6%	1	0.0%	0	0.0%	0	5.6%	1	0.0%	0	88.9%	16
Male O3 (493)	0.0%	0	1.6%	8	2.2%	11	1.6%	8	1.8%	9	0.2%	1	92.5%	456
Female O3 (47)	0.0%	0	4.3%	2	0.0%	0	2.1%	1	4.3%	2	0.0%	0	89.4%	42
Male O4 (3,119)	0.3%	10	1.3%	40	2.8%	88	4.1%	128	1.2%	38	0.2%	5	90.1%	2810
Female O4 (201)	0.5%	1	2.0%	4	1.0%	2	4.5%	9	2.5%	5	0.0%	0	89.6%	180
Male O5 (4,062)	0.4%	15	1.3%	54	2.2%	90	3.3%	134	0.8%	34	0.1%	6	91.8%	3729
Female O5 (274)	0.0%	0	0.4%	1	1.8%	5	2.9%	8	1.1%	3	0.4%	1	93.4%	256
Male O6 (541)	0.4%	2	1.1%	6	2.2%	12	3.0%	16	0.4%	2	0.0%	0	93.0%	503
Female O6 (33)	0.0%	0	0.0%	0	0.0%	0	0.0%	0	3.0%	1	3.0%	1	93.9%	31
Male Total (8,430)	0.3%	27	1.3%	111	2.5%	208	3.4%	287	1.1%	90	0.1%	12	91.3%	7695
Female Total (577)	0.2%	1	1.4%	8	1.2%	7	3.1%	18	2.1%	12	0.3%	2	91.7%	529
Overall Total (9007)	0.3%	28	1.3%	119	2.4%	215	3.4%	305	1.1%	102	0.2%	14	91.3%	8224

	Hispanic/ Latino		Not Hispanic /Latino		Declined to Respond	
	%	#	%	#	%	#
Male O1 (56)	1.8%	1	33.9%	19	64.3%	36
Female O1 (4)	0.0%	0	0.0%	0	100.0%	4
Male O2 (159)	3.8%	6	39.6%	63	56.6%	90
Female O2 (18)	5.6%	1	22.2%	4	72.2%	13
Male O3 (493)	5.7%	28	49.1%	242	45.2%	223
Female O3 (47)	2.1%	1	40.4%	19	57.4%	27
Male O4 (3,119)	4.0%	124	80.7%	2518	15.3%	477
Female O4 (201)	5.5%	11	75.6%	152	18.9%	38
Male O5 (4,062)	3.3%	133	93.7%	3805	3.1%	124
Female O5 (274)	2.9%	8	95.6%	262	1.5%	4
Male O6 (541)	3.7%	20	94.1%	509	2.2%	12
Female O6 (33)	0.0%	0	100.0%	33	0.0%	0
Male Total (8,430)	3.7%	312	84.9%	7156	11.4%	962
Female Total (577)	3.6%	21	81.5%	470	14.9%	86
Overall Total (9007)	3.7%	333	84.7%	7626	11.6%	1048

ANG

The ANG has 4,209 non-RPA aircraft pilots in the grades of O1 to O6. Overall, 94.4% of ANG pilots are male and 5.6% are female. Analysis of the ANG pilot force shows that it is the least gender and racially diverse of the components. The pilot force is 92.3% White (male and female). Racial minorities account for approximately 5.44% of the pilot force, with racial minority female pilots making up approximately .36% and racial minority males making up approximately 5.08%. Within each gender, female pilots are slightly less racially diverse than male pilots.

The Retrieval Applications Web (RAW) database limitations did not allow for a detailed analysis of ANG representation by ethnicity and rank within the time constraints of this addendum. It is recommended that the ANG independently conduct a more in-depth disparity analysis. Data collected is presented in the figures below.

Fig 12. ANG Pilots by Race and Gender (October 2021)

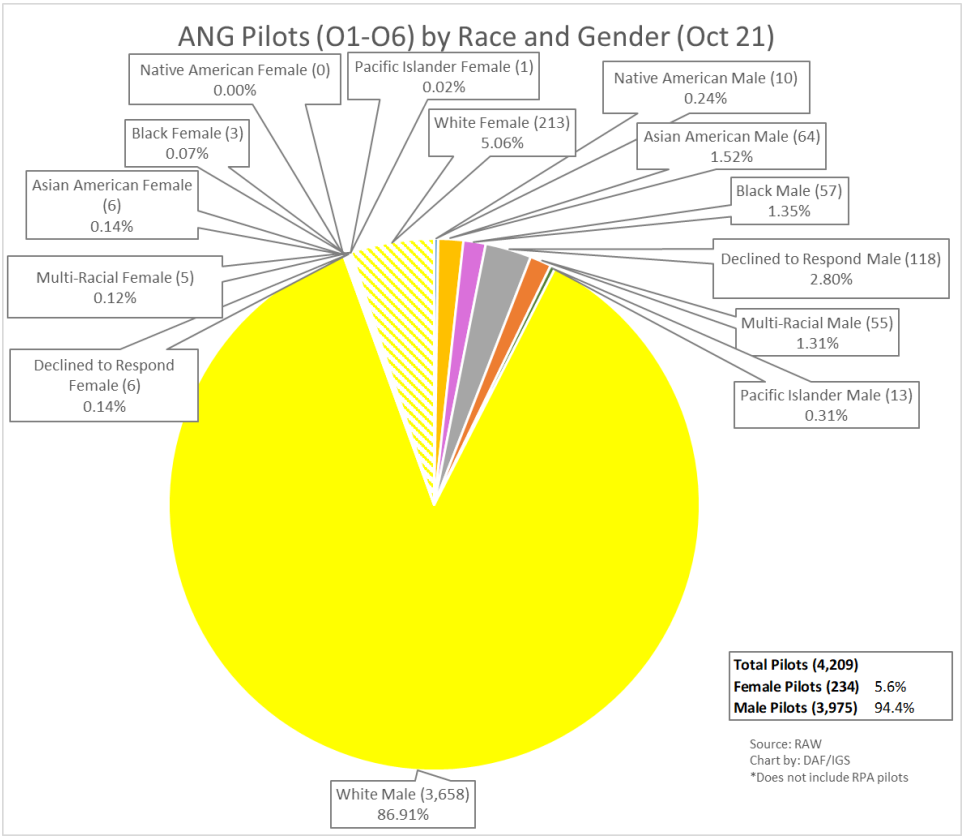
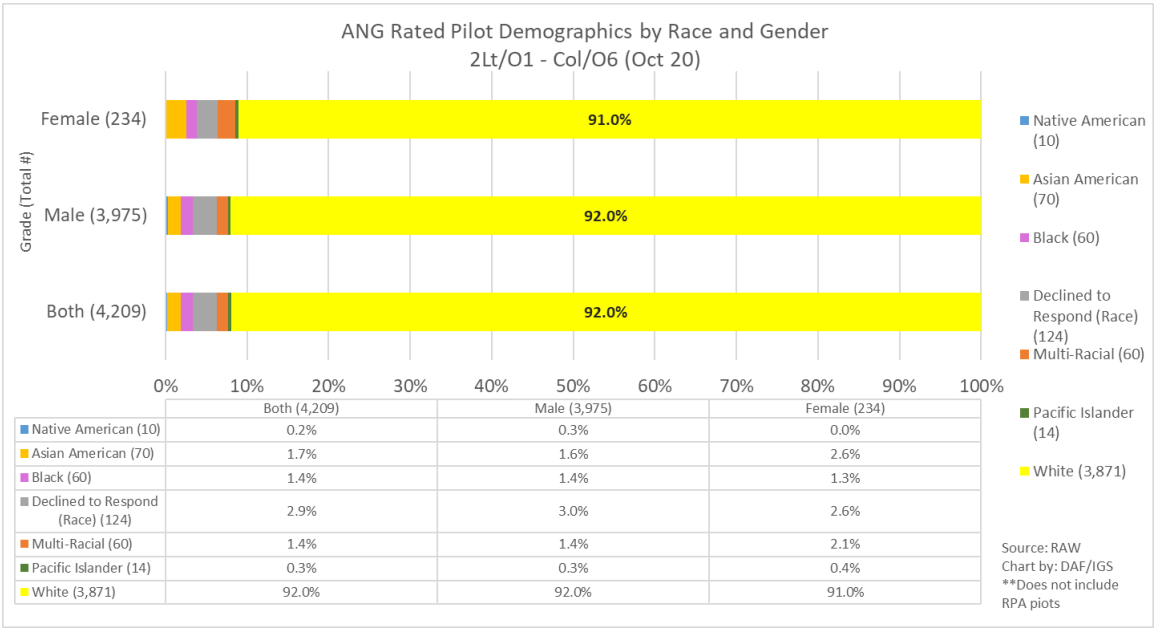


Fig 13. ANG Pilots by Race and Gender (October 2021)



	Both (4,209)	Male (3,975)	Female (234)
Native American (10)	0.2%	0.3%	0.0%
Asian American (70)	1.7%	1.6%	2.6%
Black (60)	1.4%	1.4%	1.3%
Declined to Respond (Race) (124)	2.9%	3.0%	2.6%
Multi-Racial (60)	1.4%	1.4%	2.1%
Pacific Islander (14)	0.3%	0.3%	0.4%
White (3,871)	92.0%	92.0%	91.0%

DISCIPLINE

MILITARY JUSTICE AND DISCIPLINE DATA

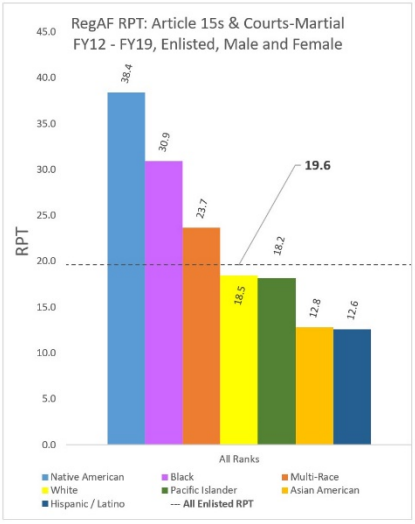
The following three themes and caveats regarding military justice emerged in the DR and RDR when addressing gender separate from race and ethnicity:

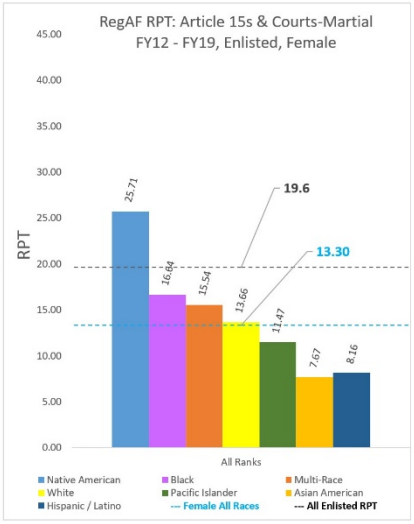
- Themes
  - Gender: Female RegAF enlisted members received discipline at a lower rate than male RegAF enlisted members from FY12-FY19.
  - Race and Ethnicity: Native American and Black enlisted members received discipline in the form of Article 15s and courts-martial at a higher rate than other racial and ethnic groups.
  - The number of disciplinary actions spiked for E2s and E3s.
- Caveats
  - The small average population of Native Americans and Pacific Islanders in the DAF made drawing conclusions for these two groups challenging.
  - The impact of small population sizes combined with the fact that officers receive disciplinary actions at a very low rate per thousand (RPT) made drawing conclusions from the data regarding RegAF officers challenging.
  - Data alone cannot provide insight on the cause of any racial, ethnic, or gender disparity in Air Force discipline. Further analysis is required to determine causal factors.

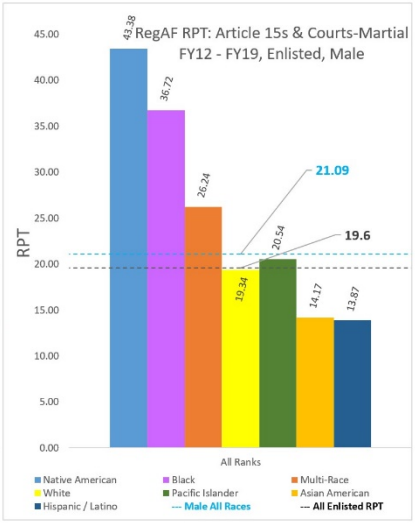
Addressing the data from FY12-FY19 at the intersection of race/ethnicity and gender revealed similar patterns and themes:

Enlisted Discipline

Fig 14. RegAF Enlisted RPT: Article 15s & Courts-Martial by Race/Ethnicity & Gender (FY12-FY19)







RegAF Enlisted		Total Article 15s	Total Courts-Martial	Average Population	RPT	O/U Rep by RPT (overall RPT)	% of the Population	% of the Discipline
Asian American	Female	95	2	1580.4	7.7	-60.8%	0.6%	0.2%
	Male	597	71	5894.8	14.2	-27.7%	2.3%	1.7%
	Both	692	73	7475.1	12.8	-34.7%	3.0%	1.9%
Black	Female	1430	96	11462.4	16.6	-15.1%	4.5%	3.9%
	Male	7364	865	28009.9	36.7	87.4%	11.1%	20.8%
	Both	8794	961	39472.3	30.9	57.7%	15.7%	24.7%
Hispanic / Latino	Female	534	36	8726.5	8.2	-58.3%	3.5%	1.4%
	Male	2903	451	30226.8	13.9	-29.2%	12.0%	8.5%
	Both	3437	487	38953.3	12.6	-35.7%	15.4%	9.9%
Multi-Race	Female	238	19	2067.3	15.5	-20.7%	0.8%	0.7%
	Male	1221	151	6536.1	26.2	33.9%	2.6%	3.5%
	Both	1459	170	8603.4	23.7	20.8%	3.4%	4.1%
Native American	Female	57	4	296.6	25.7	31.2%	0.1%	0.2%
	Male	232	29	752.0	43.4	121.4%	0.3%	0.7%
	Both	289	33	1048.6	38.4	95.9%	0.4%	0.8%
Pacific Islander	Female	56	5	664.5	11.5	-41.4%	0.3%	0.2%
	Male	270	37	1867.9	20.5	4.9%	0.7%	0.8%
	Both	326	42	2532.4	18.2	-7.3%	1.0%	0.9%
White	Female	2410	179	23697.6	13.7	-30.3%	9.4%	6.5%
	Male	17979	2200	130436.1	19.3	-1.3%	51.7%	51.0%
	Both	20389	2379	154133.8	18.5	-5.8%	61.1%	57.6%
All Races/Ethnicities	Female	4820	341	48495.3	13.3	-32.1%	19.2%	13.1%
	Male	30566	3804	203723.5	21.1	7.6%	80.8%	86.9%
	Both	35386	4145	252218.8	19.6			

Data Source: Automated Military Justice Analysis and Management System (AMJAMS)
Total Human Resource Managers' Information System (THRMIS)

From FY12-FY19, the pattern of female enlisted members receiving fewer Article 15s and facing fewer courts-martial by RPT remains consistent across racial and ethnic groups, with groups with smaller populations showing high variability over each year due to the relative impact of each disciplinary action.

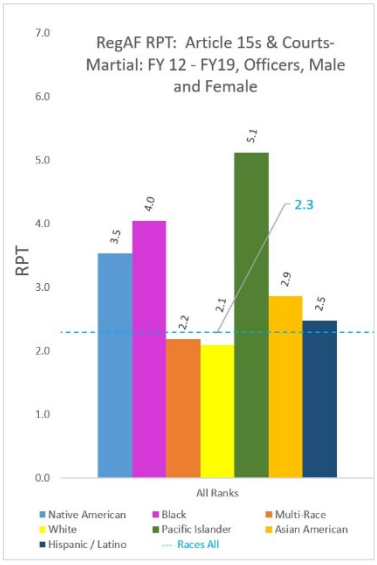
The RPT for all RegAF enlisted members from FY12-FY19 was 19.6. The RPT for female enlisted members was 13.3, while the RPT for male enlisted members was 21.1. The Native American enlisted female group RPT of 25.7 was the only female racial or ethnic group RPT above the average 19.7 RPT for all enlisted members. The Native American female enlisted RPT was based on 61 disciplinary actions over eight years (an average of 7.6 actions per year) and an average annual population of 297 Native American RegAF female enlisted members.

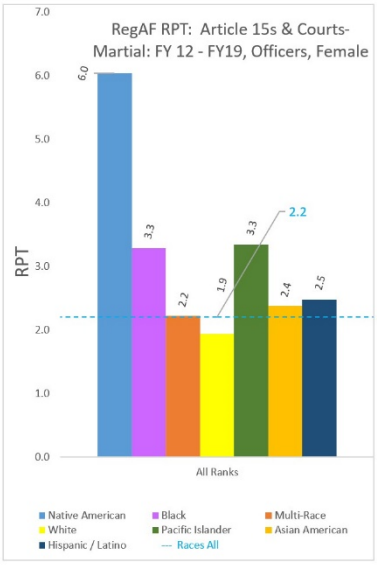
Enlisted Native American females were 41% less likely than enlisted Native American males to have received disciplinary action (25.7 RPT for female Native American enlisted members compared to 43.4 RPT for male Native American enlisted members). Female Native American enlisted members were 93% more likely to have received discipline than the average RPT for female enlisted members (25.7 RPT compared to 13.3 RPT for all female enlisted members). Similarly, Native American enlisted males were 104% more likely to have received discipline than the overall RPT for all male enlisted members (43.4 RPT compared to 21.1 RPT for all enlisted males). Enlisted Black females were 54% less likely to have received discipline than Black enlisted males (16.6 RPT compared to 36.7 RPT), and White enlisted females were 29% less likely to have received discipline than their male counterparts. Pacific Islander, Asian American, and Hispanic/Latino enlisted females were all less likely to have received discipline than the average RPT for all female enlisted members. The same trend applied to males in these three groups: Pacific Islander, Asian American, and Hispanic/Latino enlisted males were less likely to have received discipline than the overall RPT for all male enlisted members.

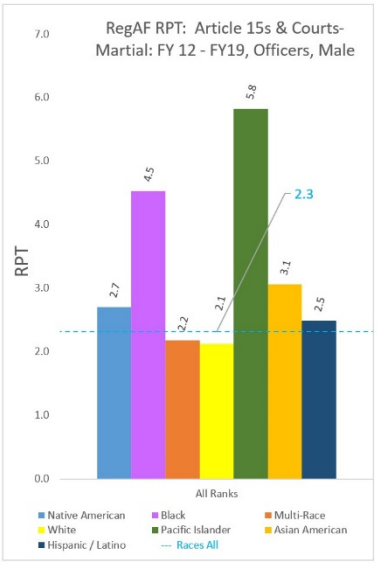
Regardless of race, ethnicity, or gender, the number of disciplinary actions consistently spiked in the E2 and E3 ranks.

Officer Discipline

Fig 15. RegAF Officer RPT: Article 15s & Courts-Martial by Race/Ethnicity & Gender (FY12-FY19)







RegAF Officers		Total Article 15s	Total Courts-Martial	Average Population	RPT	O/U Rep by RPT (overall RPT)	% of the Population	% of the Discipline
Asian American	Female	13	2	789.8	2.4	3.4%	1.3%	1.4%
	Male	41	8	2003.1	3.1	33.2%	3.3%	4.4%
	Both	54	10	2792.9	2.9	24.8%	4.6%	5.8%
Black	Female	30	7	1405.5	3.3	43.3%	2.3%	3.3%
	Male	47	33	2208.0	4.5	97.3%	3.7%	7.2%
	Both	77	40	3613.5	4.0	76.3%	6.0%	10.6%
Hispanic / Latino	Female	19	1	1009.1	2.5	7.9%	1.7%	1.8%
	Male	48	13	3065.5	2.5	8.4%	5.1%	5.5%
	Both	67	14	4074.6	2.5	8.2%	6.8%	7.3%
Native American	Female	3	0	62.1	6.0	162.9%	0.1%	0.3%
	Male	4	0	185.1	2.7	17.7%	0.3%	0.4%
	Both	7	0	247.3	3.5	54.2%	0.4%	0.6%
Pacific Islander	Female	2	0	74.9	3.3	45.4%	0.1%	0.2%
	Male	6	3	193.3	5.8	153.6%	0.3%	0.8%
	Both	8	3	268.1	5.1	123.4%	0.4%	1.0%
White	Female	109	23	8519.5	1.9	-15.6%	14.2%	11.9%
	Male	497	173	39338.3	2.1	-7.3%	65.4%	60.6%
	Both	606	196	47857.8	2.1	-8.8%	79.5%	72.6%
Multi-Race	Female	7	0	394.5	2.2	-3.4%	0.7%	0.6%
	Male	11	5	919.0	2.2	-5.2%	1.5%	1.4%
	Both	18	5	1313.5	2.2	-4.7%	2.2%	2.1%
All Races/Ethnicities	Female	183	33	12255.4	2.2	-4.0%	20.4%	19.5%
	Male	654	235	47912.3	2.3	1.0%	79.6%	80.5%
	Both	837	268	60167.6	2.3			

Data Source: Automated Military Justice Analysis and Management System (AMJAMS)
Total Human Resource Managers' Information System (THRMIS)

The impact of small population sizes combined with the fact that officers received disciplinary actions at a low RPT made drawing conclusions from the RegAF officer data challenging. For example, Native American females had a relatively high RPT when compared to the other female groups (6.0 versus a 2.2 RPT for all female officers) and the highest RPT of

all officer racial, ethnic, and gender groups; however, the Native American female officer RPT was the result of three Article 15s over eight years and an annual average population of 62.

ADMINISTRATIVE DISCIPLINARY ACTIONS AND DISCHARGES

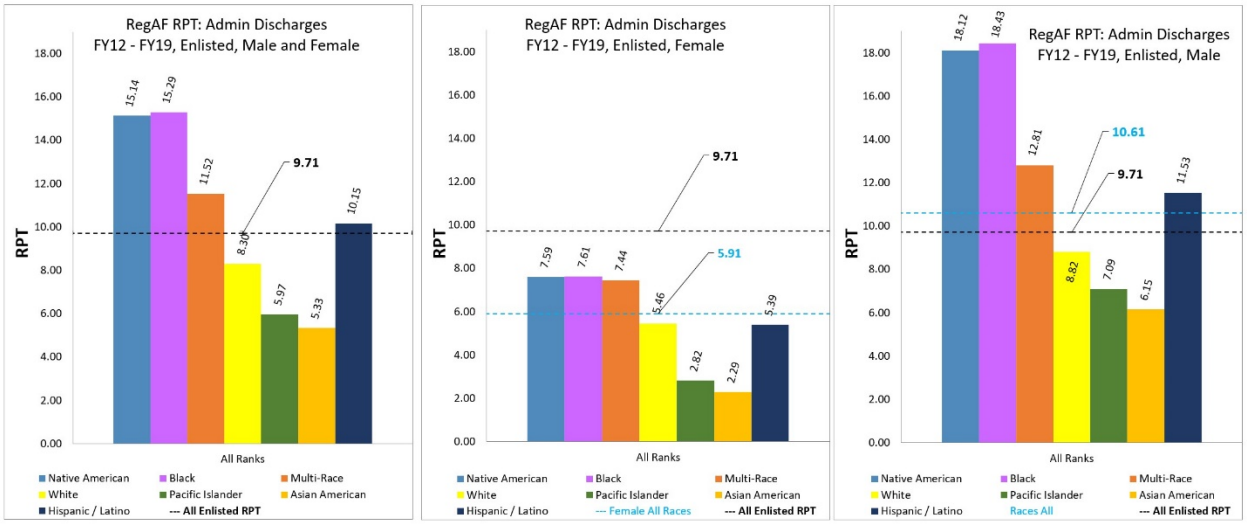
When addressing gender separate from race and ethnicity in the RDR and DR, the following themes and caveats emerged regarding administrative discharges:

- Themes
  - Gender: Male RegAF members, both officer and enlisted, were overrepresented in receiving administrative separations from FY15-FY19, while female members were underrepresented compared to their RegAF population.
  - Race and Ethnicity: Based on RPT data from FY15-FY19, Black, Native American, and Hispanic/Latino RegAF enlisted members were more likely to have been administratively discharged.
- Caveat
  - Less than 1% of RegAF enlisted members were administratively discharged annually between FY15 and FY19.

The same patterns once again emerged when addressing the data from FY12-FY19 at the intersection of race/ethnicity and gender:

Enlisted Administrative Discharges

Fig 16. RegAF Enlisted Administrative Discharges FY12-FY19



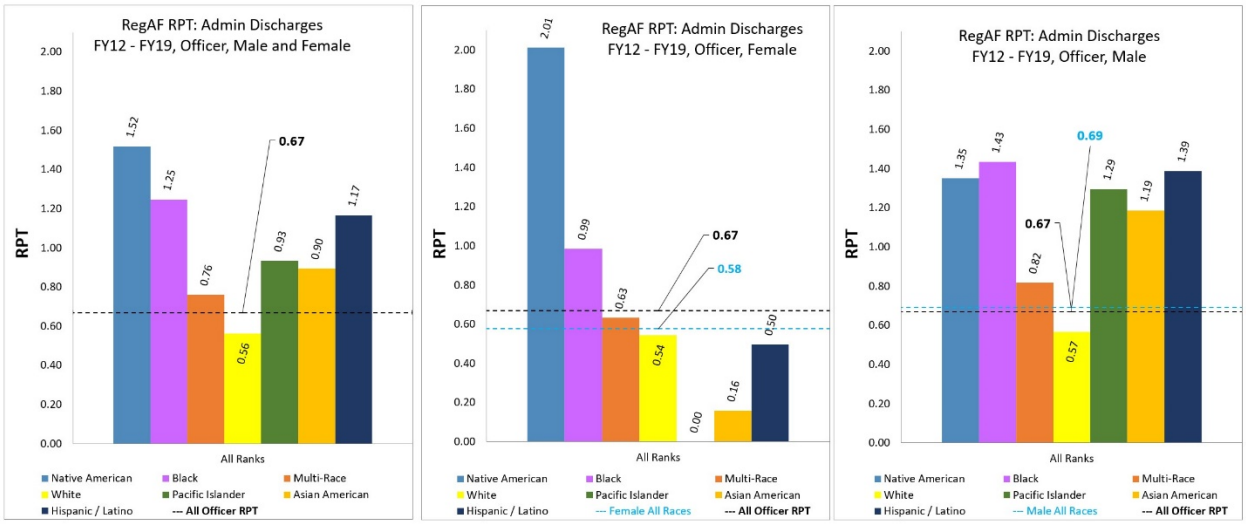
RegAF Enlisted	Gender	Total Admin Dischgs	Average Population	RPT	O/U Rep by RPT (overall RPT)	% of the Population	% of the Admin Discharges
Asian American	Female	29	1580.4	2.3	-76.4%	0.6%	0.1%
	Male	290	5894.8	6.1	-36.7%	2.3%	1.5%
	Both	319	7475.1	5.3	-45.1%	3.0%	1.6%
Black	Female	698	11462.4	7.6	-21.6%	4.5%	3.6%
	Male	4130	28009.9	18.4	89.9%	11.1%	21.1%
	Both	4828	39472.3	15.3	57.5%	15.7%	24.6%
Hispanic / Latino	Female	376	8726.5	5.4	-44.5%	3.5%	1.9%
	Male	2788	30226.8	11.5	18.8%	12.0%	14.2%
	Both	3164	38953.3	10.2	4.6%	15.4%	16.2%
Multi-Race	Female	123	2067.3	7.4	-23.4%	0.8%	0.6%
	Male	670	6536.1	12.8	32.0%	2.6%	3.4%
	Both	793	8603.4	11.5	18.7%	3.4%	4.0%
Native American	Female	18	296.6	7.6	-21.9%	0.1%	0.1%
	Male	109	752.0	18.1	86.6%	0.3%	0.6%
	Both	127	1048.6	15.1	55.9%	0.4%	0.6%
Pacific Islander	Female	15	664.5	2.8	-70.9%	0.3%	0.1%
	Male	106	1867.9	7.1	-26.9%	0.7%	0.5%
	Both	121	2532.4	6.0	-38.5%	1.0%	0.6%
White	Female	1035	23697.6	5.5	-43.8%	9.4%	5.3%
	Male	9201	130436.1	8.8	-9.2%	51.7%	47.0%
	Both	10236	154133.8	8.3	-14.5%	61.1%	52.3%
All Races/Ethnicities	Female	2294	48495.3	5.9	-39.1%	19.2%	11.7%
	Male	17294	203723.5	10.6	9.3%	80.8%	88.3%
	Both	19588	252218.8	9.7			

Data Source: Automated Military Justice Analysis and Management System (AMJAMS)
Total Human Resource Managers' Information System (THRMIS)

By RPT, except for White and Multi-Racial, male racial and ethnic group members were more than twice as likely to have been administratively separated than their female peers in the same racial and ethnic groups.

Officer Administrative Separations

Fig 17. RegAF Officer Administrative Discharges FY12 to FY19



RegAF Officers	Gender	Total Admin Dischgs	Average Population	RPT	O/U Rep by RPT (overall RPT)	% of the Population	% of the Admin Discharges
Asian American	Female	1	789.8	0.2	-76.3%	1.3%	0.3%
	Male	19	2003.1	1.2	77.2%	3.3%	5.9%
	Both	20	2792.9	0.9	33.8%	4.6%	6.2%
Black	Female	12	1522.4	1.0	47.3%	2.5%	3.7%
	Male	24	2091.1	1.4	114.5%	3.5%	7.5%
	Both	36	3613.5	1.2	86.2%	6.0%	11.2%
Hispanic / Latino	Female	4	1009.1	0.5	-25.9%	1.7%	1.2%
	Male	34	3065.5	1.4	107.2%	5.1%	10.6%
	Both	38	4074.6	1.2	74.3%	6.8%	11.8%
Multi-Race	Female	2	394.5	0.6	-5.3%	0.7%	0.6%
	Male	6	919.0	0.8	22.0%	1.5%	1.9%
	Both	8	1313.5	0.8	13.8%	2.2%	2.5%
Native American	Female	1	62.1	2.0	200.7%	0.1%	0.3%
	Male	2	185.1	1.4	101.9%	0.3%	0.6%
	Both	3	247.3	1.5	126.7%	0.4%	0.9%
Pacific Islander	Female	0	74.9	0.0	-100.0%	0.1%	0.0%
	Male	2	193.3	1.3	93.4%	0.3%	0.6%
	Both	2	268.2	0.9	39.4%	0.4%	0.6%
White	Female	37	8519.5	0.5	-18.8%	14.2%	11.5%
	Male	178	39338.3	0.6	-15.5%	65.4%	55.3%
	Both	215	47857.8	0.6	-16.1%	79.5%	66.8%
All Races/Ethnicities	Female	57	12372.3	0.6	-13.9%	20.6%	17.7%
	Male	265	47795.4	0.7	3.6%	79.4%	82.3%
	Both	322	60167.6	0.7			

Data Source: Automated Military Justice Analysis and Management System (AMJAMS)
Total Human Resource Managers' Information System (THRMIS)

The small number of officer administrative separations combined with the smaller annual average population for some racial, ethnic, and gender groups resulted in high variability in the data year-to-year and made drawing conclusions from these numbers challenging. For example, Native American females had the highest RPT of administrative discharges; however, this

number resulted from one administrative discharge over the eight years analyzed and an annual average population of 62.

Comparing the White officer RPT to the RPT for all other racial and ethnic groups shows White officers were 49% less likely than minority officers to be administratively discharged (.56 RPT compared to 1.09 RPT). By RPT, White male officers were 56% less likely to have been administratively discharged between FY12 and FY19 than racial and ethnic minority male officers (.57 RPT compared to an RPT of 1.29 for male racial and ethnic minority officers). White female officers were 18% less likely to have been administratively discharged between FY12 and FY19 than racial and ethnic minority female officers (.54 RPT compared to .66 RPT for female racial and ethnic minority officers).

CONCLUSION

Addressing the DAF discipline data at the intersection of race/ethnicity and gender revealed the same patterns that were discovered in the RDR and DR. Specifically:

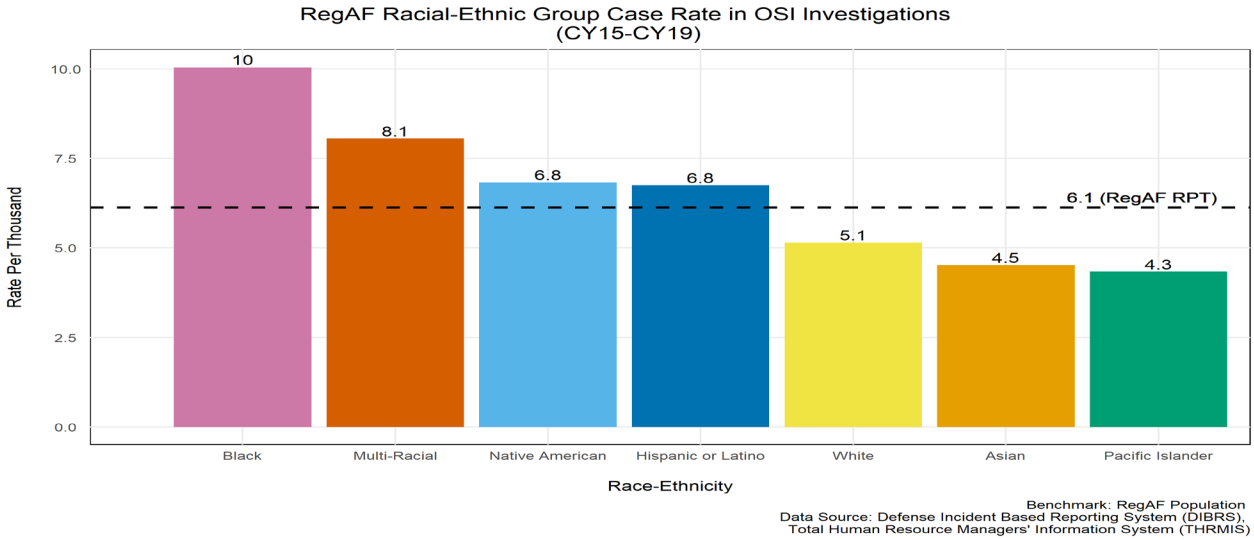
- Female members received proportionally less discipline than their male counterparts. This is true when looking at all females versus all males or when comparing gender within racial and ethnic groups.
- Native American, Black, and Multi-Racial enlisted members received discipline at a higher rate than other racial and ethnic groups. This is true when looking at racial groups regardless of gender or when looking at gender groups separated by race and ethnicity.
- The number of disciplinary actions spiked for E2s and E3s, regardless of race, ethnicity, or gender.

INVESTIGATIONS, CITATIONS, AND INCIDENTS

Previous analysis revealed racial, ethnic, and gender disparities in OSI investigations and Security Forces (SF) citations and incidents. These disparities were similar to the disparities in DAF discipline in that the analysis showed male Air Force members were more likely to be the subject of OSI investigations and SF actions. The analysis also showed from CY15 to CY19, Black, Native American, and Hispanic/Latino DAF members were overrepresented as subjects in OSI investigations.

Assessing OSI investigations and SF citations and incidents at the intersection of race/ethnicity and gender did not indicate the disparities impact genders within racial and ethnic groups differently than the disparities affecting the larger overarching gender, racial, or ethnic groups in the DAF. The following figures show the OSI and SF action rates by race and ethnicity without consideration for gender, followed by figures that consider race, ethnicity and gender.

Fig 18. RegAF Racial and Ethnic Group Case Rate in OSI Investigations (CY15-CY19)



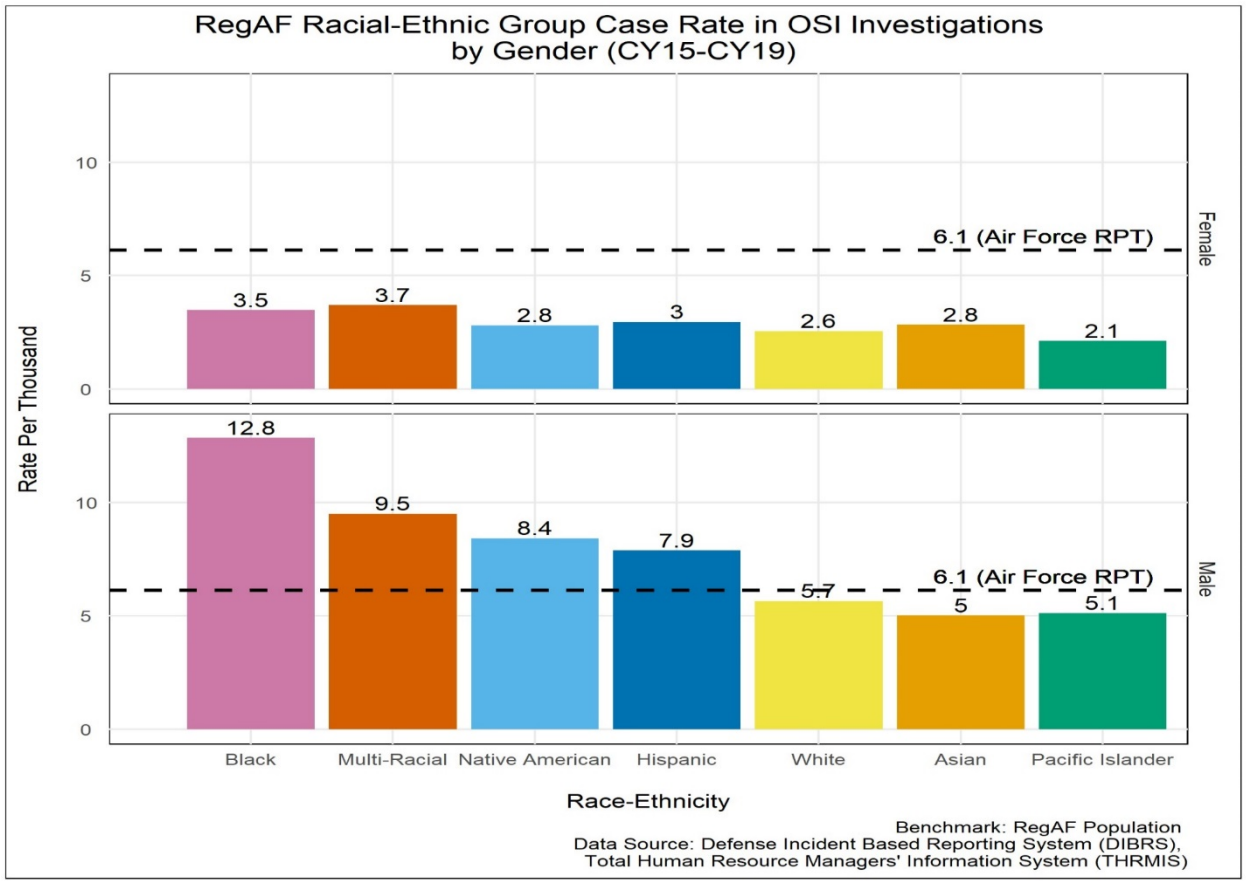
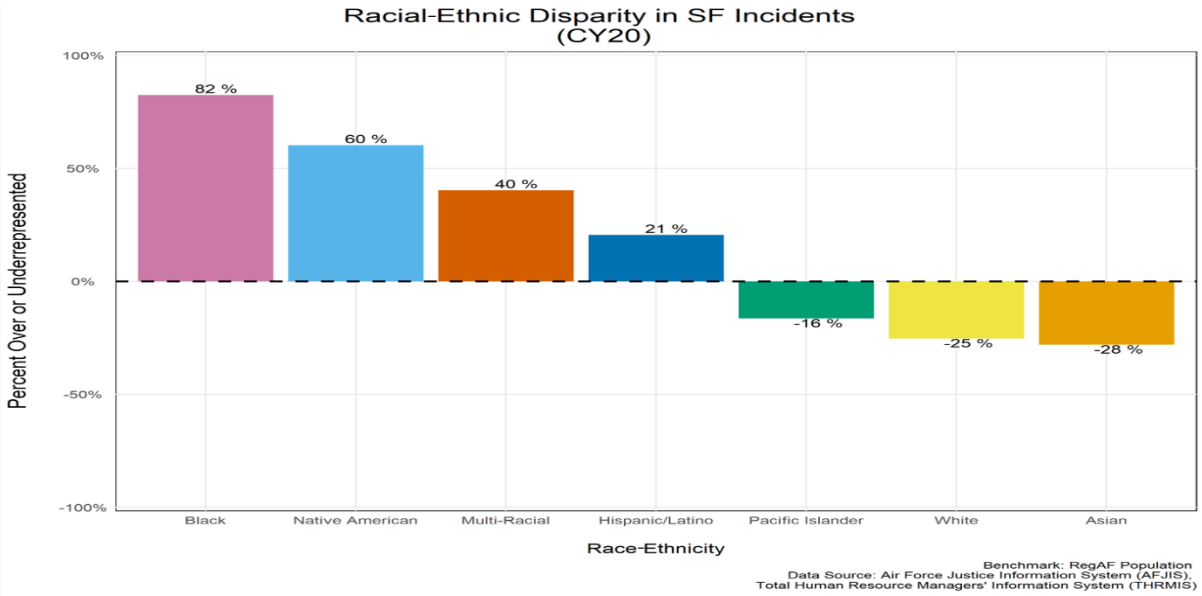


Fig 19. RegAF Racial and Ethnic Disparity in Security Forces Incidents (CY20)



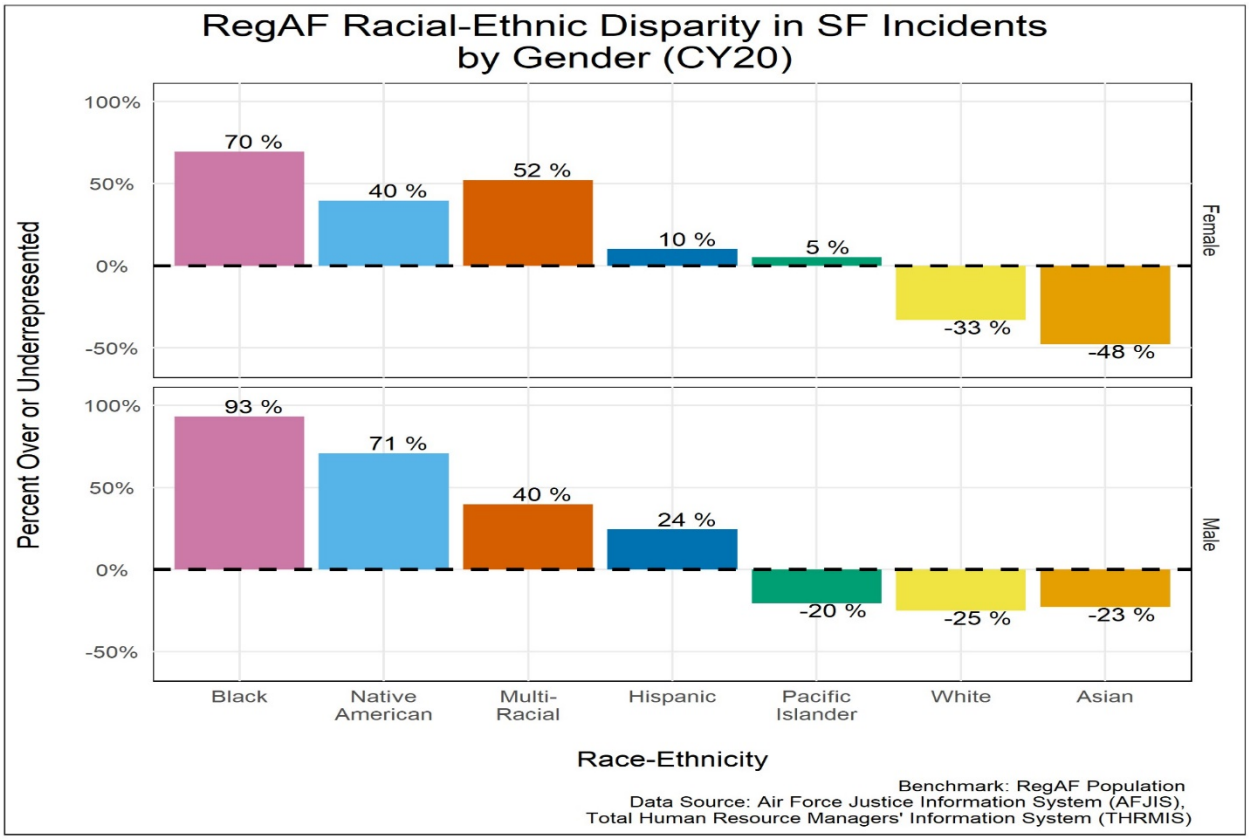
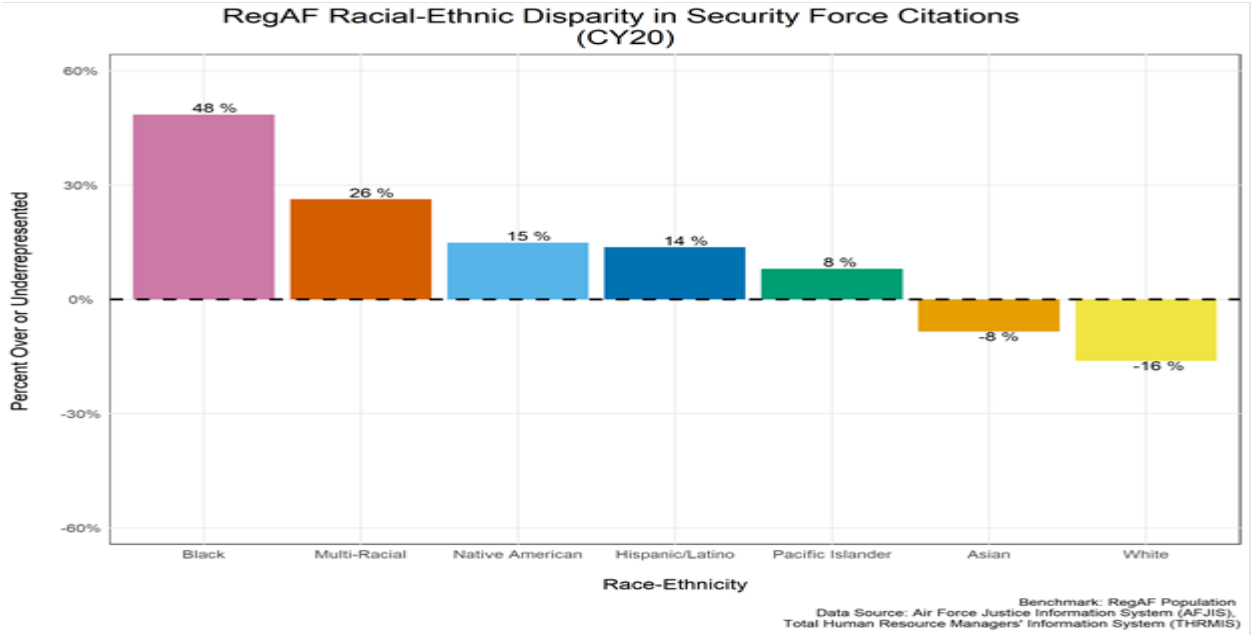
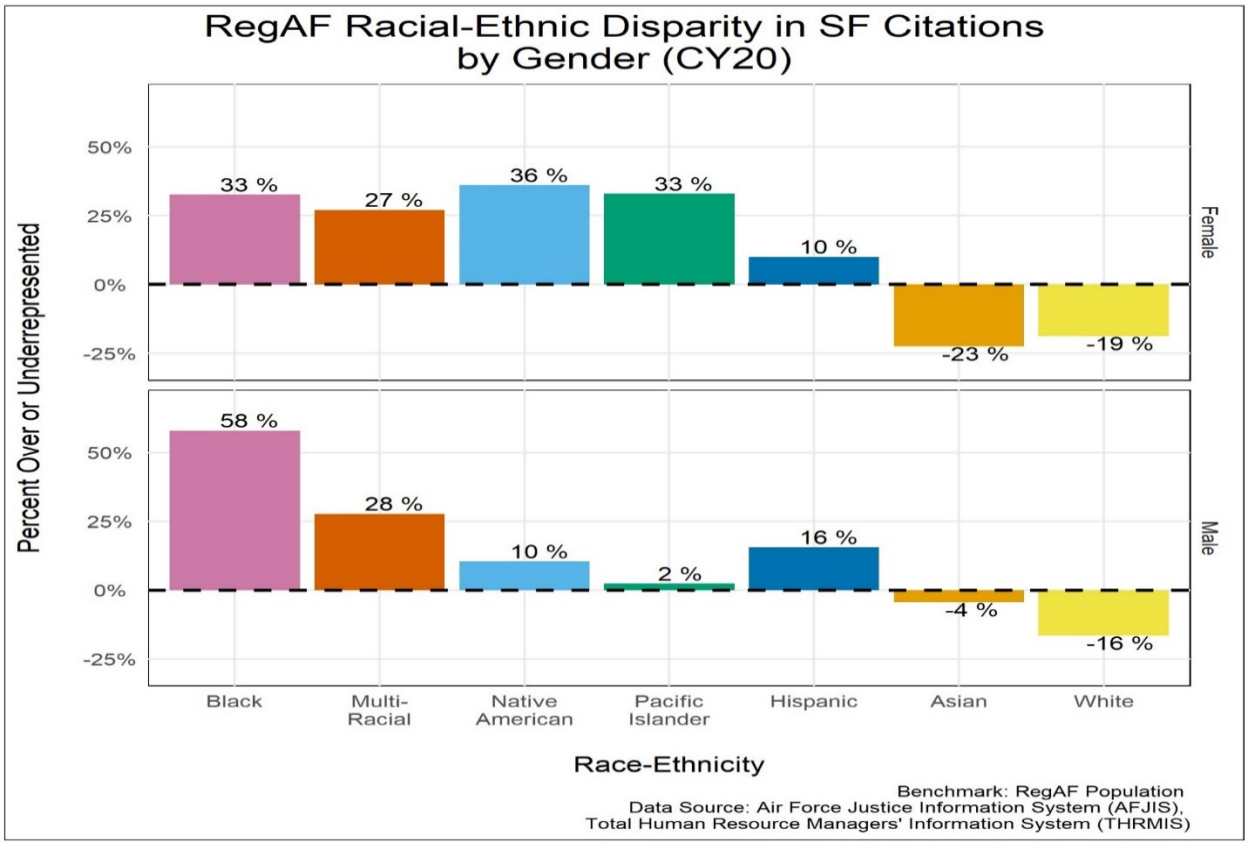


Fig 20. RegAF Racial and Ethnic Disparity in Security Forces Citations (CY20)





ACCESSIONS

The following factors influence this accessions analysis:

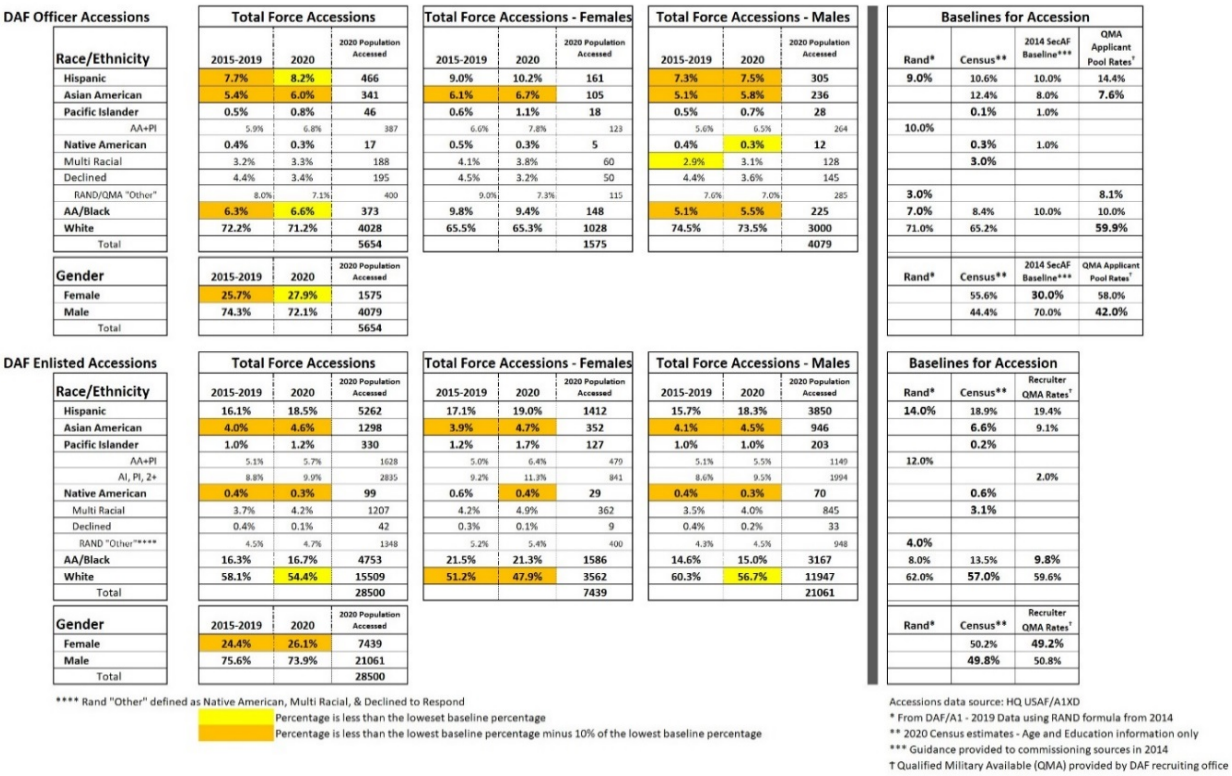
- There is no single recognized measure for performance or identifying disparities in accessions.
    - For officers, the following guidance, studies, and data were identified as ways to measure performance in accessions: values determined by RAND, U.S. Census data, 2014 SecAF guidance regarding USAFA applicant pool goals, and Qualified Military Available (QMA) applicant pool rates. DAF/IGS used the 2014 SecAF guidance to measure effectiveness for officer accessions in this addendum, as it is a generally recognized DAF target for overall DAF female and racial/ethnic minority officer commissioning.
    - The following studies and data for enlisted accessions were identified as measuring tools: values determined by RAND, U.S. Census data, and Recruiter QMA rates. DAF/IGS weighed the Recruiter QMA rates as the best way to measure enlisted accessions.
- Addressing the intersection of race/ethnicity and gender adds another dimension to the already complex discussion regarding disparities and performance in accessions.

RDR and DR findings:

- Based on the 2014 SecAF guidance and Recruiter QMA rates, the data from the past six years indicate Total Force female accessions fell short of the levels the DAF desired. Although the percentage of females accessed into the DAF has increased annually since 2016 (from 22.9% in 2016 to 26.4% in 2020), female accessions in 2020 did not meet the 2014 SecAF guidance for female officers or the Recruiter QMA rates for female enlisted accessions.
- From 2016 to 2021, Hispanic/Latino, Asian American, and Black officer and enlisted accessions were below the 2014 SecAF baseline and the Recruiter QMA rates.

When looking at the intersection of race/ethnicity and gender, the data show female officer accessions have been more racially and ethnically diverse over the past six years than male officer accessions. 2020 DAF female officer accessions exceeded the 2014 SecAF guidance for all but Asian American females. Total Force female enlisted accessions exceeded Recruiter QMA rates for Hispanic/Latino and Black female enlisted accessions. However, any conclusions drawn from this data must address that overall female accessions did not meet the commission source goal of 30% for officers and fell well short of the Recruiter QMA 49.2% rate for enlisted members.

Fig 21. Total Force Accessions (2015-2019 & 2020)



DAF Officer Accessions

Race/Ethnicity	Total Force Accessions 2015-2019	Total Force Accessions 2020	Total Force Accessions 2020 Population Accessed	Total Force Accessions - Females 2015-2019	Total Force Accessions - Females 2020	Total Force Accessions - Females 2020 Population Accessed	Total Force Accessions - Males 2015-2019	Total Force Accessions - Males 2020	Total Force Accessions - Males 2020 Population Accessed
Hispanic	7.7%	8.2%	466	9.0%	10.2%	161	7.3%	7.5%	305
Asian American	5.4%	6.0%	341	6.1%	6.7%	105	5.1%	5.8%	236
Pacific Islander	0.5%	0.8%	46	0.6%	1.1%	18	0.5%	0.7%	28
AA+PI	5.9%	6.8%	387	6.6%	7.8%	123	5.6%	6.5%	264
Native American	0.4%	0.3%	17	0.5%	0.3%	5	0.4%	0.3%	12
Multi Racial	3.2%	3.3%	188	4.1%	3.8%	60	2.9%	3.1%	128
Declined	4.4%	3.4%	195	4.5%	3.2%	50	4.4%	3.6%	145
RAND/QMA "Other"	8.0%	7.1%	400	9.0%	7.3%	115	7.6%	7.0%	285
AA/Black	6.3%	6.6%	373	9.8%	9.4%	148	5.1%	5.5%	225
White	72.2%	71.2%	4028	65.5%	65.3%	1028	74.5%	73.5%	3000
Total			5654			1575			4079

Gender	Total Force Accessions 2015-2019	Total Force Accessions 2020	Total Force Accessions 2020 Population Accessed
Female	25.7%	27.9%	1575
Male	74.3%	72.1%	4079
Total			5654

Baselines for Accession Rand*	Census**	2014 SecAF Baseline***	QMA Applicant Pool Rates†
9.0%	10.6%	10.0%	14.4%
	12.4%	8.0%	7.6%
	0.1%	1.0%	
10.0%			
	0.3%	1.0%	
	3.0%		
3.0%			8.1%
7.0%	8.4%	10.0%	10.0%
71.0%	65.2%		59.9%

Rand*	Census**	2014 SecAF Baseline***	QMA Applicant Pool Rates†
	55.6%	30.0%	58.0%
	44.4%	70.0%	42.0%

DAF Enlisted Accessions

Race/Ethnicity	Total Force Accessions 2015-2019	Total Force Accessions 2020	Total Force Accessions 2020 Population Accessed	Total Force Accessions - Females 2015-2019	Total Force Accessions - Females 2020	Total Force Accessions - Females 2020 Population Accessed	Total Force Accessions - Males 2015-2019	Total Force Accessions - Males 2020	Total Force Accessions - Males 2020 Population Accessed
Hispanic	16.1%	18.5%	5262	17.1%	19.0%	1412	15.7%	18.3%	3850
Asian American	4.0%	4.6%	1298	3.9%	4.7%	352	4.1%	4.5%	946
Pacific Islander	1.0%	1.2%	330	1.2%	1.7%	127	1.0%	1.0%	203
AA+PI	5.1%	5.7%	1628	5.0%	6.4%	479	5.1%	5.5%	1149
AI, PI, 2+	8.8%	9.9%	2835	9.2%	11.3%	841	8.6%	9.5%	1994
Native American	0.4%	0.3%	99	0.6%	0.4%	29	0.4%	0.3%	70
Multi Racial	3.7%	4.2%	1207	4.2%	4.9%	362	3.5%	4.0%	845
Declined	0.4%	0.1%	42	0.3%	0.1%	9	0.4%	0.2%	33
RAND "Other"****	4.5%	4.7%	1348	5.2%	5.4%	400	4.3%	4.5%	948
AA/Black	16.3%	16.7%	4753	21.5%	21.3%	1586	14.6%	15.0%	3167
White	58.1%	54.4%	15509	51.2%	47.9%	3562	60.3%	56.7%	11947
Total			28500			7439			21061

Gender	Total Force Accessions 2015-2019	Total Force Accessions 2020	Total Force Accessions 2020 Population Accessed
Female	24.4%	26.1%	7439
Male	75.6%	73.9%	21061
Total			28500

Baselines for Accession Rand*	Census**	Recruiter QMA Rates†
14.0%	18.9%	19.4%
	6.6%	9.1%
	0.2%	
12.0%		
		2.0%
	0.6%	
	3.1%	
4.0%		
8.0%	13.5%	9.8%
62.0%	57.0%	59.6%

Rand*	Census**	Recruiter QMA Rates†
	50.2%	49.2%
	49.8%	50.8%

**** Rand "Other" defined as Native American, Multi Racial, & Declined to Respond

Percentage is less than the loweset baseline percentage

Percentage is less than the lowest baseline percentage minus 10% of the lowest baseline percentage

Accessions data source: HQ USAF/A1XD

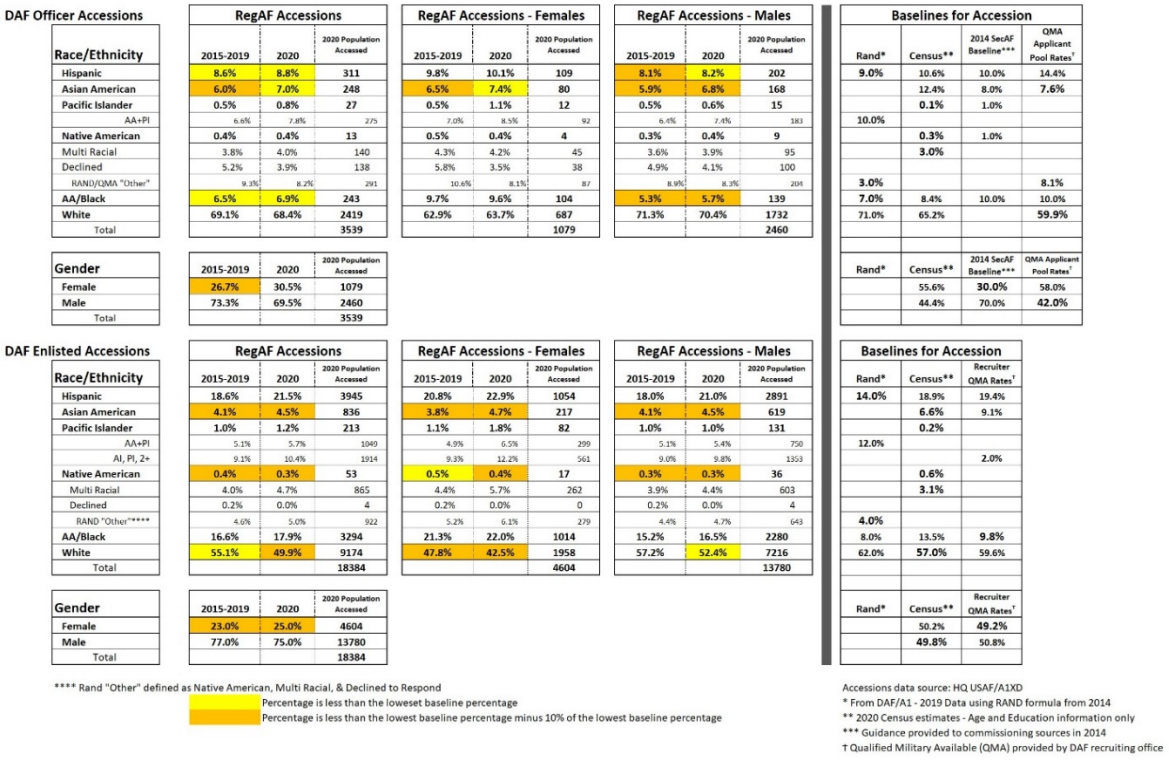
* From DAF/A1 - 2019 Data using RAND formula from 2014

** 2020 Census estimates - Age and Education information only

*** Guidance provided to commissioning sources in 2014

† Qualified Military Available (QMA) provided by DAF recruiting office

Fig 22. RegAF Accessions (2015-2019 & 2020)



DAF Officer Accessions

Race/Ethnicity	RegAF Accessions 2015-2019	RegAF Accessions 2020	RegAF Accessions 2020 Population Accessed	RegAF Accessions - Females 2015-2019	RegAF Accessions - Females 2020	RegAF Accessions - Females 2020 Population Accessed	RegAF Accessions - Males 2015-2019	RegAF Accessions - Males 2020	RegAF Accessions - Males 2020 Population Accessed
Hispanic	8.6%	8.8%	311	9.8%	10.1%	109	8.1%	8.2%	202
Asian American	6.0%	7.0%	248	6.5%	7.4%	80	5.9%	6.8%	168
Pacific Islander	0.5%	0.8%	27	0.5%	1.1%	12	0.5%	0.6%	15
AA+PI	6.6%	7.8%	275	7.0%	8.5%	92	6.4%	7.4%	183
Native American	0.4%	0.4%	13	0.5%	0.4%	4	0.3%	0.4%	9
Multi Racial	3.8%	4.0%	140	4.3%	4.2%	45	3.6%	3.9%	95
Declined	5.2%	3.9%	138	5.8%	3.5%	38	4.9%	4.1%	100
RAND/QMA "Other"	9.3%	8.2%	291	10.6%	8.1%	87	8.9%	8.3%	204
AA/Black	6.5%	6.9%	243	9.7%	9.6%	104	5.3%	5.7%	139
White	69.1%	68.4%	2419	62.9%	63.7%	687	71.3%	70.4%	1732
Total			3539			1079			2460

Gender	RegAF Accessions 2015-2019	RegAF Accessions 2020	RegAF Accessions 2020 Population Accessed
Female	26.7%	30.5%	1079
Male	73.3%	69.5%	2460
Total			3539

Baselines for Accession Rand*	Census**	2014 SecAF Baseline***	QMA Applicant Pool Rates†
9.0%	10.6%	10.0%	14.4%
	12.4%	8.0%	7.6%
	0.1%	1.0%	
10.0%			
	0.3%	1.0%	
	3.0%		
3.0%			8.1%
7.0%	8.4%	10.0%	10.0%
71.0%	65.2%		59.9%

Rand*	Census**	2014 SecAF Baseline***	QMA Applicant Pool Rates†
	55.6%	30.0%	58.0%
	44.4%	70.0%	42.0%

DAF Enlisted Accessions

Race/Ethnicity	RegAF Accessions 2015-2019	RegAF Accessions 2020	RegAF Accessions 2020 Population Accessed	RegAF Accessions - Females 2015-2019	RegAF Accessions - Females 2020	RegAF Accessions - Females 2020 Population Accessed	RegAF Accessions - Males 2015-2019	RegAF Accessions - Males 2020	RegAF Accessions - Males 2020 Population Accessed
Hispanic	18.6%	21.5%	3945	20.8%	22.9%	1054	18.0%	21.0%	2891
Asian American	4.1%	4.5%	836	3.8%	4.7%	217	4.1%	4.5%	619
Pacific Islander	1.0%	1.2%	213	1.1%	1.8%	82	1.0%	1.0%	131
AA+PI	5.1%	5.7%	1049	4.9%	6.5%	299	5.1%	5.4%	750
AI, PI, 2+	9.1%	10.4%	1914	9.3%	12.2%	561	9.0%	9.8%	1353
Native American	0.4%	0.3%	53	0.5%	0.4%	17	0.3%	0.3%	36
Multi Racial	4.0%	4.7%	865	4.4%	5.7%	262	3.9%	4.4%	603
Declined	0.2%	0.0%	4	0.2%	0.0%	0	0.2%	0.0%	4
RAND "Other"****	4.6%	5.0%	922	5.2%	6.1%	279	4.4%	4.7%	643
AA/Black	16.6%	17.9%	3294	21.3%	22.0%	1014	15.2%	16.5%	2280
White	55.1%	49.9%	9174	47.8%	42.5%	1958	57.2%	52.4%	7216
Total			18384			4604			13780

Gender	RegAF Accessions 2015-2019	RegAF Accessions 2020	RegAF Accessions 2020 Population Accessed
Female	23.0%	25.0%	4604
Male	77.0%	75.0%	13780
Total			18384

Baselines for Accession Rand*	Census**	Recruiter QMA Rates†
14.0%	18.9%	19.4%
	6.6%	9.1%
	0.2%	
12.0%		
		2.0%
	0.6%	
	3.1%	
4.0%		
8.0%	13.5%	9.8%
62.0%	57.0%	59.6%

Rand*	Census**	Recruiter QMA Rates†
	50.2%	49.2%
	49.8%	50.8%

**** Rand "Other" defined as Native American, Multi Racial, & Declined to Respond

Percentage is less than the loweset baseline percentage

Percentage is less than the lowest baseline percentage minus 10% of the lowest baseline percentage

Accessions data source: HQ USAF/A1XD

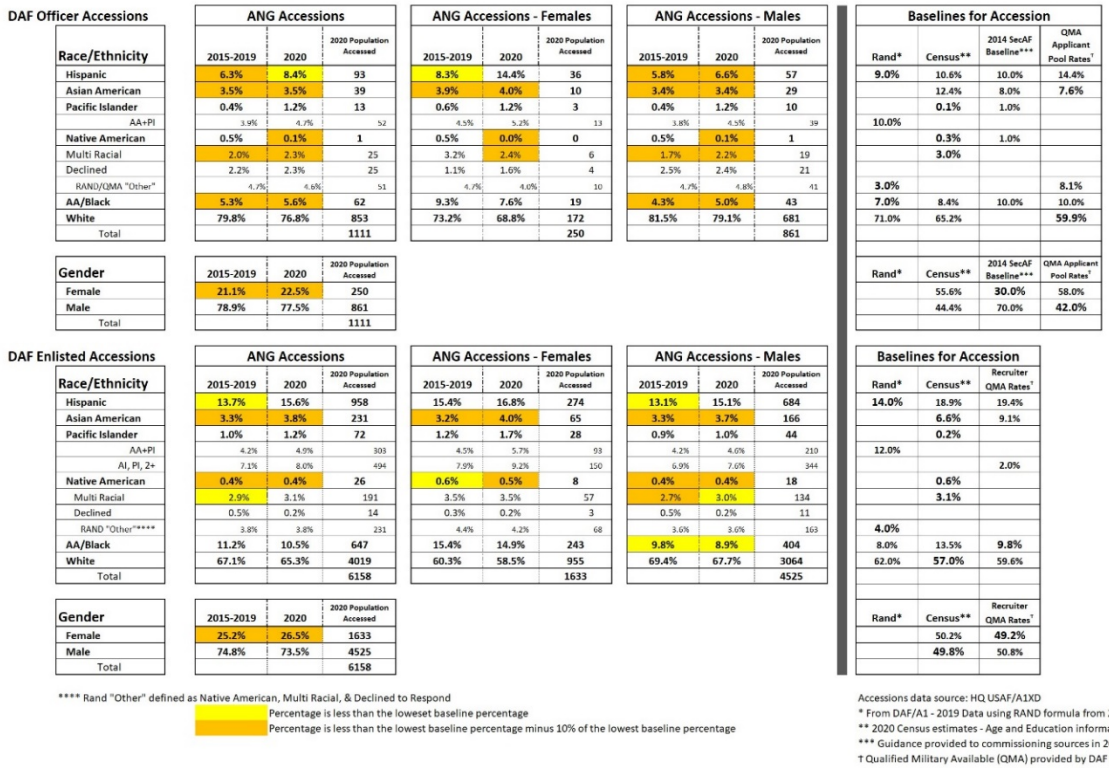
* From DAF/A1 - 2019 Data using RAND formula from 2014

** 2020 Census estimates - Age and Education information only

*** Guidance provided to commissioning sources in 2014

† Qualified Military Available (QMA) provided by DAF recruiting office

Fig 23. ANG Accessions (2015-2019 & 2020)



DAF Officer Accessions

Race/Ethnicity	ANG Accessions 2015-2019	ANG Accessions 2020	ANG Accessions 2020 Population Accessed	ANG Accessions - Females 2015-2019	ANG Accessions - Females 2020	ANG Accessions - Females 2020 Population Accessed	ANG Accessions - Males 2015-2019	ANG Accessions - Males 2020	ANG Accessions - Males 2020 Population Accessed
Hispanic	6.3%	8.4%	93	8.3%	14.4%	36	5.8%	6.6%	57
Asian American	3.5%	3.5%	39	3.9%	4.0%	10	3.4%	3.4%	29
Pacific Islander	0.4%	1.2%	13	0.6%	1.2%	3	0.4%	1.2%	10
AA+PI	3.9%	4.7%	52	4.5%	5.2%	13	3.8%	4.5%	39
Native American	0.5%	0.1%	1	0.5%	0.0%	0	0.5%	0.1%	1
Multi Racial	2.0%	2.3%	25	3.2%	2.4%	6	1.7%	2.2%	19
Declined	2.2%	2.3%	25	1.1%	1.6%	4	2.5%	2.4%	21
RAND/QMA "Other"	4.7%	4.6%	51	4.7%	4.0%	10	4.7%	4.8%	41
AA/Black	5.3%	5.6%	62	9.3%	7.6%	19	4.3%	5.0%	43
White	79.8%	76.8%	853	73.2%	68.8%	172	81.5%	79.1%	681
Total			1111			250			861

Gender	2015-2019	2020	2020 Population Accessed
Female	21.1%	22.5%	250
Male	78.9%	77.5%	861
Total			1111

Baselines for Accession: Rand*	Census**	2014 SecAF Baseline***	QMA Applicant Pool Rates†
9.0%	10.6%	10.0%	14.4%
	12.4%	8.0%	7.6%
	0.1%	1.0%	
10.0%			
	0.3%	1.0%	
	3.0%		
3.0%			8.1%
7.0%	8.4%	10.0%	10.0%
71.0%	65.2%		59.9%
Rand*	Census**	2014 SecAF Baseline***	QMA Applicant Pool Rates†
	55.6%	30.0%	58.0%
	44.4%	70.0%	42.0%

DAF Enlisted Accessions

Race/Ethnicity	ANG Accessions 2015-2019	ANG Accessions 2020	ANG Accessions 2020 Population Accessed	ANG Accessions - Females 2015-2019	ANG Accessions - Females 2020	ANG Accessions - Females 2020 Population Accessed	ANG Accessions - Males 2015-2019	ANG Accessions - Males 2020	ANG Accessions - Males 2020 Population Accessed
Hispanic	13.7%	15.6%	958	15.4%	16.8%	274	13.1%	15.1%	684
Asian American	3.3%	3.8%	231	3.2%	4.0%	65	3.3%	3.7%	166
Pacific Islander	1.0%	1.2%	72	1.2%	1.7%	28	0.9%	1.0%	44
AA+PI	4.2%	4.9%	303	4.5%	5.7%	93	4.2%	4.6%	210
AI, PI, 2+	7.1%	8.0%	494	7.9%	9.2%	150	6.9%	7.6%	344
Native American	0.4%	0.4%	26	0.6%	0.5%	8	0.4%	0.4%	18
Multi Racial	2.9%	3.1%	191	3.5%	3.5%	57	2.7%	3.0%	134
Declined	0.5%	0.2%	14	0.3%	0.2%	3	0.5%	0.2%	11
RAND "Other"****	3.8%	3.8%	231	4.4%	4.2%	68	3.6%	3.6%	163
AA/Black	11.2%	10.5%	647	15.4%	14.9%	243	9.8%	8.9%	404
White	67.1%	65.3%	4019	60.3%	58.5%	955	69.4%	67.7%	3064
Total			6158			1633			4525

Gender	2015-2019	2020	2020 Population Accessed
Female	25.2%	26.5%	1633
Male	74.8%	73.5%	4525
Total			6158

Baselines for Accession: Rand*	Census**	Recruiter QMA Rates†
14.0%	18.9%	19.4%
	6.6%	9.1%
	0.2%	
12.0%		
		2.0%
	0.6%	
	3.1%	
4.0%		
8.0%	13.5%	9.8%
62.0%	57.0%	59.6%
Rand*	Census**	Recruiter QMA Rates†
	50.2%	49.2%
	49.8%	50.8%

**** Rand "Other" defined as Native American, Multi Racial, & Declined to Respond

Percentage is less than the loweset baseline percentage

Percentage is less than the lowest baseline percentage minus 10% of the lowest baseline percentage

Accessions data source: HQ USAF/A1XD

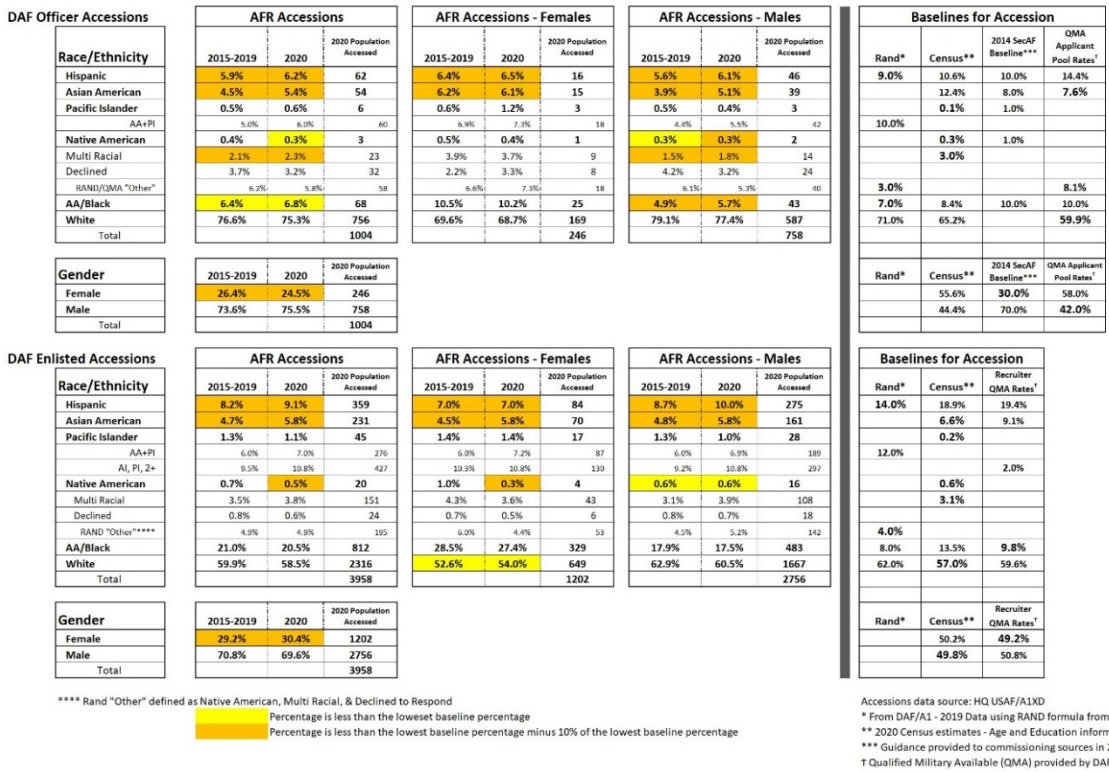
* From DAF/A1 - 2019 Data using RAND formula from 2014

** 2020 Census estimates - Age and Education information only

*** Guidance provided to commissioning sources in 2014

† Qualified Military Available (QMA) provided by DAF recruiting office

Fig 24. AFR Accessions (2015-2019 & 2020)



DAF Officer Accessions

Race/Ethnicity	AFR Accessions 2015-2019	AFR Accessions 2020	AFR Accessions 2020 Population Accessed	AFR Accessions - Females 2015-2019	AFR Accessions - Females 2020	AFR Accessions - Females 2020 Population Accessed	AFR Accessions - Males 2015-2019	AFR Accessions - Males 2020	AFR Accessions - Males 2020 Population Accessed
Hispanic	5.9%	6.2%	62	6.4%	6.5%	16	5.6%	6.1%	46
Asian American	4.5%	5.4%	54	6.2%	6.1%	15	3.9%	5.1%	39
Pacific Islander	0.5%	0.6%	6	0.6%	1.2%	3	0.5%	0.4%	3
AA+PI	5.0%	6.0%	60	6.9%	7.3%	18	4.4%	5.5%	42
Native American	0.4%	0.3%	3	0.5%	0.4%	1	0.3%	0.3%	2
Multi Racial	2.1%	2.3%	23	3.9%	3.7%	9	1.5%	1.8%	14
Declined	3.7%	3.2%	32	2.2%	3.3%	8	4.2%	3.2%	24
RAND/QMA "Other"	6.2%	5.8%	58	6.6%	7.3%	18	6.1%	5.3%	40
AA/Black	6.4%	6.8%	68	10.5%	10.2%	25	4.9%	5.7%	43
White	76.6%	75.3%	756	69.6%	68.7%	169	79.1%	77.4%	587
Total			1004			246			758

Gender	2015-2019	2020	2020 Population Accessed
Female	26.4%	24.5%	246
Male	73.6%	75.5%	758
Total			1004

Baselines for Accession: Rand*	Census**	2014 SecAF Baseline***	QMA Applicant Pool Rates†
9.0%	10.6%	10.0%	14.4%
	12.4%	8.0%	7.6%
	0.1%	1.0%	
10.0%			
	0.3%	1.0%	
	3.0%		
3.0%			8.1%
7.0%	8.4%	10.0%	10.0%
71.0%	65.2%		59.9%
Rand*	Census**	2014 SecAF Baseline***	QMA Applicant Pool Rates†
	55.6%	30.0%	58.0%
	44.4%	70.0%	42.0%

DAF Enlisted Accessions

Race/Ethnicity	AFR Accessions 2015-2019	AFR Accessions 2020	AFR Accessions 2020 Population Accessed	AFR Accessions - Females 2015-2019	AFR Accessions - Females 2020	AFR Accessions - Females 2020 Population Accessed	AFR Accessions - Males 2015-2019	AFR Accessions - Males 2020	AFR Accessions - Males 2020 Population Accessed
Hispanic	8.2%	9.1%	359	7.0%	7.0%	84	8.7%	10.0%	275
Asian American	4.7%	5.8%	231	4.5%	5.8%	70	4.8%	5.8%	161
Pacific Islander	1.3%	1.1%	45	1.4%	1.4%	17	1.3%	1.0%	28
AA+PI	6.0%	7.0%	276	6.0%	7.2%	87	6.0%	6.9%	189
AI, PI, 2+	9.5%	10.8%	427	10.3%	10.8%	130	9.2%	10.8%	297
Native American	0.7%	0.5%	20	1.0%	0.3%	4	0.6%	0.6%	16
Multi Racial	3.5%	3.8%	151	4.3%	3.6%	43	3.1%	3.9%	108
Declined	0.8%	0.6%	24	0.7%	0.5%	6	0.8%	0.7%	18
RAND "Other"****	4.9%	4.9%	195	6.0%	4.4%	53	4.5%	5.2%	142
AA/Black	21.0%	20.5%	812	28.5%	27.4%	329	17.9%	17.5%	483
White	59.9%	58.5%	2316	52.6%	54.0%	649	62.9%	60.5%	1667
Total			3958			1202			2756

Gender	2015-2019	2020	2020 Population Accessed
Female	29.2%	30.4%	1202
Male	70.8%	69.6%	2756
Total			3958

Baselines for Accession: Rand*	Census**	Recruiter QMA Rates†
14.0%	18.9%	19.4%
	6.6%	9.1%
	0.2%	
12.0%		
		2.0%
	0.6%	
	3.1%	
4.0%		
8.0%	13.5%	9.8%
62.0%	57.0%	59.6%
Rand*	Census**	Recruiter QMA Rates†
	50.2%	49.2%
	49.8%	50.8%

**** Rand "Other" defined as Native American, Multi Racial, & Declined to Respond

Percentage is less than the loweset baseline percentage

Percentage is less than the lowest baseline percentage minus 10% of the lowest baseline percentage

Accessions data source: HQ USAF/A1XD

* From DAF/A1 - 2019 Data using RAND formula from 2014

** 2020 Census estimates - Age and Education information only

*** Guidance provided to commissioning sources in 2014

† Qualified Military Available (QMA) provided by DAF recruiting office

PROFESSIONAL MILITARY EDUCATION (PME)

DR findings:

- IDE: Female officers were nominated and designated for IDE at a higher percentage than male officers from 2016 to 2021. Overall, only 12.4% of the DAF officers eligible to attend IDE were female, and 17.7% of the officers designated to attend were female.
- SDE: Eligible female officers were nominated at the same or higher percentage rate than their male counterparts each year from 2016 to 2021. However, when considering the population of females nominated, female officers were designated to attend SDE at a lower percentage in four of the six years. Overall, only 11.4% of the DAF officers eligible to attend SDE were female, and females comprised 11.9% of the officers designated to attend.

When addressing PME data at the intersection of race/ethnicity and gender for 2016 to 2018, the numbers show the PME designation/selection percentage for eligible female members from each racial and ethnic minority group was above that of their eligible male counterparts, except for Black female officer SDE designations and Multi-Racial female officers in both IDE and SDE designations. Before drawing conclusions regarding disparities in PME designation when considering race, ethnicity, and gender, the DAF must consider that from 2016 to 2021, the majority of officers eligible for PME were male, and the majority of officers selected for PME were male. Over that period, female military members made up only 12.4% of the population was eligible to attend IDE and 11.3% of the population was eligible to attend SDE. On the civilian side, from 2016 to 2020, civilian females made up 30% of the population eligible to attend IDE and 22% of the population eligible to attend SDE.

DAF MILITARY IDE/SDE

Fig 25. Military IDE Rates by Gender and Race/Ethnicity (2016-2021)[21]

IDE - Military

2016 to 2021 (AY17/18 to AY22/23)

		Eligible Population (Annual Average)		Total Nominated		Nominated Annually (Annual Average)		Total Designated		Designated Annually (Annual Average)		Nomination Rate (% of Eligible that was Nominated)		Designation Rate (% of Nominated that was Designated)		% of Eligible that was Designated		% of Eligible		% of Designated	
Race	White	4228.3		7808		1301.3		2694		449.0		30.8%		34.5%		10.62%		81.80%		83.20%	
	Female		453.5		1063		177.2		423		70.5		39.1%		39.8%		15.55%		8.77%		13.06%
	Male		3774.8		6745		1124.2		2271		378.5		29.8%		33.7%		10.03%		73.03%		70.14%
	Black	232.8		463		77.2		147		24.5		33.1%		31.7%		10.52%		4.50%		4.54%	
	Female		59.8		136		22.7		42		7.0		37.9%		30.9%		11.70%		1.16%		1.30%
	Male		173.0		327		54.5		105		17.5		31.5%		32.1%		10.12%		3.35%		3.24%
	Asian American	233.5		421		70.2		112		18.7		30.0%		26.0%		7.99%		4.52%		3.46%	
	Female		48.0		97		16.2		30		5.0		33.7%		30.9%		10.42%		0.93%		0.93%
	Male		185.5		324		54.0		82		13.7		29.1%		25.3%		7.37%		3.59%		2.53%
	Native American	29.8		55		9.2		24		4.0		30.7%		43.6%		13.41%		0.58%		0.74%	
	Female		4.7		11		1.8		6		1.0		39.3%		54.5%		21.43%		0.09%		0.19%
	Male		25.2		44		7.3		18		3.0		29.1%		40.9%		11.92%		0.49%		0.56%
	Pacific Islander	27.7		58		9.7		14		2.3		34.9%		24.1%		8.43%		0.54%		0.43%	
	Female		3.7		9		1.5		3		0.5		40.9%		33.3%		13.64%		0.07%		0.09%
	Male		24.0		49		8.2		11		1.8		34.0%		22.4%		7.64%		0.46%		0.34%
	More than One Race	108.7		209		34.8		74		12.3		32.1%		35.4%		11.35%		2.10%		2.29%	
	Female		22.5		56		9.3		23		3.8		41.5%		41.1%		17.04%		0.44%		0.71%
	Male		86.2		153		25.5		51		8.5		29.6%		33.3%		9.86%		1.67%		1.58%
	Declined to Respond	308.2		591		98.5		173		28.8		32.0%		29.3%		9.36%		5.96%		5.34%	
	Female		48.7		128		21.3		46		7.7		43.8%		35.9%		15.75%		0.94%		1.42%
	Male		259.5		463		77.2		127		21.2		29.7%		27.4%		8.16%		5.02%		3.92%
Ethnicity	Not Hispanic/Latino	3714.3		6799		1133.2		2318		386.3		30.5%		34.1%		10.40%		71.86%		71.59%	
	Female		445.0		1012		168.7		378		63.0		37.9%		37.4%		14.16%		8.61%		11.67%
	Male		3269.3		5787		964.5		1940		323.3		29.5%		33.5%		9.89%		63.25%		59.91%
	Hispanic/Latino	320.5		622		103.7		181		30.2		32.3%		29.6%		9.41%		6.20%		5.59%	
	Female		59.3		147		24.5		53		8.8		41.3%		36.1%		14.89%		1.15%		1.64%
	Male		261.2		475		79.2		128		21.3		30.3%		26.9%		8.17%		5.05%		3.95%
	Declined to respond	1134.2		2184		364.0		739		123.2		32.1%		33.8%		10.86%		21.94%		22.82%	
	Female		136.5		343		57.2		142		23.7		41.9%		41.4%		17.34%		2.64%		4.39%
	Male		997.7		1841		306.8		597		99.5		30.8%		32.4%		9.97%		19.30%		18.44%
Gender	Female	640.8		1502		250.3		573		95.5		39.06%		38.15%		14.90%		12.4%		17.70%	
	Male	4528.2		8103		1350.5		2665		444.2		29.82%		32.89%		9.81%		87.6%		82.30%	
	Totals	5169.0		9605		1600.8		3238		539.7		30.97%		33.71%		10.44%					

Source: AFPC/DP2

From 2016 to 2021, 10.44% of the eligible officers (both male and female) were selected for IDE, or a total of 3,238 officers, equating to an annual selection average of 539.7 officers out of an annual eligible officer population average of 5,169.

Broken down by gender, an annual average of 95.5 females were designated to attend IDE out of an annual average eligible population of 640.8 females, compared with an annual average of 444.2 males out of an eligible annual average 4,528.2 male population. Based on these numbers, 14.9% of eligible female members were designated to attend IDE annually, compared with 9.81% of their male peers. The percentage of eligible females from all racial and ethnic groups designated for IDE exceeded the overall 10.44% designation rate, except for Asian American females (10.42%). Conversely, the percentage of eligible male members from all racial and ethnic groups designated for IDE was less than the overall 10.44% designation rate, except for Native American males (11.92%). Males in all racial and ethnic groups were designated at a lower percentage to attend IDE than their racial and ethnic female counterparts.

[21] The numbers indicated in this figure differ slightly from the numbers in the DR Figure No. 96. The eligibility and designated figures for years 2016 (AY17/18) to 2019 (AY20/21) changed based on the new data pull and are indicated in the addendum figure. The overall number of eligible members went up by 15 (from 30,999 shown in the DR Figure No. 96 to 31,014 in this figure), and the overall number designated to attend increased by 26 (from 3,212 in the DR to 3,238 in this figure). DAF/IGS considered the delta between the two data pulls to be insignificant when considering overall trends, and the discrepancy between the two data pulls did not change any conclusions based on the data. The numbers in this chart resulted from the pull that separated the racial and ethnic groups based on gender. Based on the data pull parameters, DAF/IGS considered the data in this figure to be more accurate. Differences in data were based on different parameters employed since the DR was published.

Based on data, this report found the percentage of eligible female military members who were designated to attend IDE exceeded that of their male peers.

Fig 26. Military SDE Rates by Gender and Race/Ethnicity (2016-2021) [22]

SDE - Military

2016 to 2021 (AY17/18 to AY22/23)

		Eligible Population (Annual Average)		Total Nominated		Nominated Annually (Annual Average)		Total Designated		Designated Annually (Annual Average)		Nomination Rate (% of Eligible that was Nominated)		Designation Rate (% of Nominated that was Designated)		% of Eligible that was Designated		% of Eligible		% of Designated	
Race	White	3474.7		6153		1025.5		1279		213.2		29.5%		20.8%		6.13%		82.64%		87.72%	
	Female		353.0		682		113.7		141		23.5		32.2%		20.7%		6.66%		8.40%		9.67%
	Male		3121.7		5471		911.8		1138		189.7		29.2%		20.8%		6.08%		74.25%		78.05%
	Black	212.2		467		77.8		43		7.2		36.7%		9.2%		3.38%		5.05%		2.95%	
	Female		49.7		112		18.7		10		1.7		37.6%		8.9%		3.36%		1.18%		0.69%
	Male		162.5		355		59.2		33		5.5		36.4%		9.3%		3.38%		3.87%		2.26%
	Asian American	100.7		169		28.2		28		4.7		28.0%		16.6%		4.64%		2.39%		1.92%	
	Female		13.3		20		3.3		8		1.3		25.0%		40.0%		10.00%		0.32%		0.55%
	Male		87.3		149		24.8		20		3.3		28.4%		13.4%		3.82%		2.08%		1.37%
	Native American	24.2		43		7.2		8		1.3		29.7%		18.6%		5.52%		0.57%		0.55%	
	Female		3.8		17		2.8		3		0.5		73.9%		17.6%		13.04%		0.09%		0.21%
	Male		20.0		26		4.3		5		0.8		21.7%		19.2%		4.17%		0.48%		0.34%
	Pacific Islander	13.5		22		3.7		3		0.5		27.2%		13.6%		3.70%		0.32%		0.21%	
	Female		2.3		5		0.8		1		0.2		35.7%		20.0%		7.14%		0.06%		0.07%
	Male		11.2		17		2.8		2		0.3		25.4%		11.8%		2.99%		0.27%		0.14%
	More than One Race	74.2		150		25.0		32		5.3		33.7%		21.3%		7.19%		1.76%		2.19%	
	Female		16.5		27		4.5		3		0.5		27.3%		11.1%		3.03%		0.39%		0.21%
	Male		58.0		123		20.5		29		4.8		35.3%		23.6%		8.33%		1.38%		1.99%
	Declined to Respond	305.0		527		87.8		65		10.8		28.8%		12.3%		3.55%		7.25%		4.46%	
	Female		36.0		79		13.2		11		1.8		36.6%		13.9%		5.09%		0.86%		0.75%
	Male		269.0		448		74.7		54		9.0		27.8%		12.1%		3.35%		6.40%		3.70%
Ethnicity	Not Hispanic/Latino	3691.7		6700		1116.7		1312		218.7		30.2%		19.6%		5.92%		87.80%		88.97%	
	Female		407.3		816		136.0		159		26.5		33.4%		19.5%		6.51%		9.69%		10.84%
	Male		3284.3		5884		980.7		1153		192.2		29.9%		19.6%		5.85%		78.11%		78.13%
	Hispanic/Latino	242.7		423		70.5		56		9.3		29.1%		13.2%		3.85%		5.77%		5.62%	
	Female		28.3		64		10.7		8		1.3		37.6%		12.5%		4.71%		0.67%		0.85%
	Male		214.3		359		59.8		48		8.0		27.9%		13.4%		3.73%		5.10%		4.77%
	Declined to respond	270.5		408		68.0		90		15.0		25.1%		22.1%		5.55%		6.43%		5.42%	
	Female		39.5		62		10.3		10		1.7		26.2%		16.1%		4.22%		0.94%		0.82%
	Male		231.0		346		57.7		80		13.3		25.0%		23.1%		5.77%		5.49%		4.59%
Gender	Female	475.2		942		157.0		177		29.5		33.04%		18.79%		6.21%		11.3%		12.14%	
	Male	3729.7		6589		1098.2		1281		213.5		29.44%		19.44%		5.72%		88.7%		87.86%	
	Totals	4204.8		7531		1255.2		1458		243.0		29.85%		19.36%		5.78%					

Source: AFPC/DP2

Overall, the percentage of eligible female officers designated to attend SDE exceeded the percentage of their eligible male peers for SDE. Females were designated at a rate of 6.21%, compared with 5.72% for males and the overall rate of 5.78% for all eligible officers. Looking at the intersection of race/ethnicity and gender, the designation rates of the two largest female minority groups, Black and Hispanic/Latino, were 3.36% and 4.22%, respectively, which fell below the overall designation rate. All other female groups, except Multi-Racial (3.03%), exceeded the overall 5.78% rate. Black and Multi-Racial females had the lowest designation rates among all female groups and were the only groups selected for SDE at a lower rate than their racial and ethnic male counterparts.

Among males, White officers had a 6.66% selection rate, the only male group to exceed the overall 5.78% SDE designation rate. Pacific Islander male officers had the lowest designation rate, at 2.99%, followed by Black male officers, at 3.38%.

[22] As with the IDE figure above, the data in the SDE figure differs slightly from the numbers in the DR Figure No. 97. The eligibility and designated figures for years 2016 (AY17/18) to 2020 (AY21/22) changed based on the new data pull and are indicated in the addendum figure. The overall number of eligible in this figure is 146 less than the number shown in DR Figure No. 97 (25,375 shown in the DR figure and 25,229 in this figure), and the overall number designated to attend SDE changed by 10 (from 1,448 in the DR figure to 1,458 in this figure). DAF/IGS considered the delta between the two data pulls to be insignificant when considering overall trends, and the discrepancy between the two data pulls did not change any conclusions based on the data. The numbers in this chart resulted from the pull that separated the racial and ethnic groups based on gender and is more accurate.

DAF CIVILIAN IDE/SDE

Fig 27. Civilian IDE Rates by Gender and Race/Ethnicity (2016-2020)

IDE - Civilians

2016 to 2020 (AY17/18 to AY21/22)

		Eligible Population (Annual Average)		Annually Met DT (Annual Average)		Annually Met the CDE Board (Annual Average)		Total Selected		Selected Annually (Annual Average)		DT Rate (% of Eligible that met DT		CDE Rate (% of Eligible that met CDE Board)		% of Eligible that was Selected		% of Eligible		% of Selected	
Race	White	36524.6		166.0		63.0		181		36.2		0.5%		0.17%		0.10%		76.81%		77.35%	
	Female		9919.0		55.2		21.6		66		13.2		0.6%		0.22%		0.13%		20.86%		28.21%
	Male		26605.6		110.8		41.4		115		23.0		0.4%		0.16%		0.09%		55.95%		49.15%
	Black	5708.8		36.0		10.6		24		4.8		0.6%		0.19%		0.08%		12.01%		10.26%	
	Female		2584.0		20.0		5.6		14		2.8		0.8%		0.22%		0.11%		5.43%		5.98%
	Male		3124.8		16.0		5.0		10		2.0		0.5%		0.16%		0.06%		6.57%		4.27%
	Asian American	2001.8		10.0		4.4		14		2.8		0.5%		0.22%		0.14%		4.21%		5.98%	
	Female		676.2		3.0		0.6		1		0.2		0.4%		0.09%		0.03%		1.42%		0.43%
	Male		1325.6		7.0		3.8		13		2.6		0.5%		0.29%		0.20%		2.79%		5.56%
	Native American	390.8		2.4		0.4		0		0.0		0.6%		0.10%		0.00%		0.82%		0.00%	
	Female		138.6		1.8		0.2		0		0.0		1.3%		0.14%		0.00%		0.29%		0.00%
	Male		252.2		0.6		0.2		0		0.0		0.2%		0.08%		0.00%		0.53%		0.00%
	Pacific Islander	226.8		1.4		0.6		3		0.6		0.6%		0.26%		0.26%		0.48%		1.28%	
	Female		83.2		0.2		0.0		0		0.0		0.2%		0.00%		0.00%		0.17%		0.00%
	Male		143.6		1.2		0.6		3		0.6		0.8%		0.42%		0.42%		0.30%		1.28%
	More than One Race	1246.4		11.0		1.6		6		1.2		0.9%		0.13%		0.10%		2.62%		2.56%	
	Female		431.6		4.4		0.2		1		0.2		1.0%		0.05%		0.05%		0.91%		0.43%
	Male		814.8		6.6		1.4		5		1.0		0.8%		0.17%		0.12%		1.71%		2.14%
	No Response to Race	1450.8		8.8		2.4		6		1.2		0.6%		0.22%		0.11%		5.43%		5.98%	
	Female		565.2		5.4		1.2		3		0.6		1.0%		0.21%		0.11%		1.19%		1.28%
	Male		885.6		3.4		1.2		3		0.6		0.4%		0.14%		0.07%		1.86%		1.28%
Ethnicity	Hispanic/Latino	3212.2		23.8		8.0		20		4.0		0.7%		0.25%		0.12%		6.76%		8.55%	
	Female		1164.8		13.2		3.6		9		1.8		1.1%		0.31%		0.15%		2.45%		3.85%
	Male		2047.4		10.6		4.4		11		2.2		0.5%		0.21%		0.11%		4.31%		4.70%
	Not Hispanic/Latino (Includes no response)	44337.8		211.8		75.0		214		42.8		0.5%		0.17%		0.10%		93.24%		91.45%	
	Female		13233.0		76.8		25.8		76		15.2		0.6%		0.19%		0.11%		27.83%		32.48%
	Male		31104.8		135.0		49.2		138		27.6		0.4%		0.16%		0.09%		65.41%		58.97%
Gender	Female	14397.8		90.0		29.4		85		17.0		0.63%		0.20%		0.12%		30.28%		36.32%	
	Male	33152.2		145.6		53.6		149		29.8		0.44%		0.16%		0.09%		69.72%		63.68%	
	Totals	47550.0		235.6		83.0		234		46.8		0.50%		0.17%		0.10%					

Source: AFPC
POPULATION: USPFT / GS14 & GS15 EQUIVALENTS
ELIGIBLE, & MET DT DATA AS OF 30 APR YEAR PRIOR TO ACADEMIC YEAR
MET CDE BOARD DATA AS OF 30 JUN YEAR PRIOR TO ACADEMIC YEAR
SELECTED DATA AS OF 31 JUL YEAR PRIOR TO ACADEMIC YEAR

The small percentage of eligible civilians selected for IDE between 2016 and 2020 makes drawing specific conclusions from the data challenging. Over the five years, an average of approximately 47 civilians were selected to attend IDE out of an average population of 47,550 eligible civilians. This equates to .10% of eligible civilians selected annually to attend IDE. From 2016 to 2020, .12% of eligible females were selected to attend IDE, while .09% of eligible males were selected to attend.

From 2016 to 2020, no Native American civilians and no female Pacific Islander civilians were selected to attend IDE. However, due to their small population numbers, this disparity resulted from only one or two individuals. If one female Native American or one female Pacific Islander had been selected, the percentage selected of the eligible population for their race/gender group would have exceeded the overall percentage selected for all eligible civilians. If one Native American male had been selected over the five years analyzed, the percentage of eligible male Native American civilians selected would have equaled .08%, or .01% percent less than the overall eligible male average.

The percentage of eligible White female, Black female, Hispanic/Latino female, and Not Hispanic/Latino female civilians selected to attend IDE exceeded the overall percentage of all eligible civilians selected for IDE. Among males, the percentage of eligible Multi-Racial and Hispanic/Latino male civilians selected for IDE exceeded the overall selection percentage. The percentage of eligible civilians selected for IDE from all other racial and ethnic gender groups was below the overall percentage of eligible civilians selected for IDE.

Fig 28. Civilian SDE Rates by Gender and Race/Ethnicity (2016-2020)

SDE - Civilians

2016 to 2020 (AY17/18 to AY21/22)

		Eligible Population (Annual Average)		Annually Met DT (Annual Average)		Annually Met the CDE Board (Annual Average)		Total Selected		Selected Annually (Annual Average)		DT Rate (% of Eligible that met DT		CDE Rate (% of Eligible that met CDE Board)		% of Eligible that was Selected		% of Eligible		% of Selected
Race	White	9769.6		263.2		161.4		584		116.8		2.7%		1.65%		1.20%		85.04%		85.01%
	Female		1971.4		77.6		49.6		185		37.0		3.9%		2.52%		1.88%		17.16%	26.93%
	Male		7798.2		185.6		111.8		399		79.8		2.4%		1.43%		1.02%		67.88%	58.08%
	Black	775.8		26.4		12.2		38		7.6		3.4%		1.57%		0.98%		6.75%		5.53%
	Female		321.6		12.6		5.8		21		4.2		3.9%		1.80%		1.31%		2.80%	3.06%
	Male		454.2		13.8		6.4		17		3.4		3.0%		1.41%		0.75%		3.95%	2.47%
	Asian American	372.2		12.8		5.8		17		3.4		3.4%		1.56%		0.91%		3.24%		2.47%
	Female		116.4		3.8		2.0		7		1.4		3.3%		1.72%		1.20%		1.01%	1.02%
	Male		255.8		9.0		3.8		10		2.0		3.5%		1.49%		0.78%		2.23%	1.46%
	Native American	58.0		2.6		1.6		5		1.0		4.5%		2.76%		1.72%		0.50%		0.73%
	Female		24.6		1.2		0.4		0		0.0		4.9%		1.63%		0.00%		0.21%	0.00%
	Male		33.4		1.4		1.2		5		1.0		4.2%		3.59%		2.99%		0.29%	0.73%
	Pacific Islander	24.2		1.6		1.2		5		1.0		6.6%		4.96%		4.13%		0.21%		0.73%
	Female		10.2		1.0		0.8		4		0.8		9.8%		7.84%		7.84%		0.09%	0.58%
	Male		14.0		0.6		0.4		1		0.2		4.3%		2.86%		1.43%		0.12%	0.15%
	More than One Race	225.4		8.8		6.2		18		3.6		3.9%		2.75%		1.60%		1.96%		2.62%
	Female		72.6		4.6		2.8		5		1.0		6.3%		3.86%		1.38%		0.63%	0.73%
	Male		152.8		4.2		3.4		13		2.6		2.7%		2.23%		1.70%		1.33%	1.89%
	No Response to Race	262.4		7.6		5.8		20		4.0		2.9%		0.22%		0.11%		2.28%		2.35%
	Female		80.4		2.6		1.8		6		1.2		3.2%		2.24%		1.49%		0.70%	0.87%
	Male		182.0		5.0		4.0		14		2.8		2.7%		2.20%		1.54%		1.58%	2.04%
Ethnicity	Hispanic/Latino	575.4		17.8		11.0		39		7.8		3.1%		1.91%		1.36%		5.01%		5.51%
	Female		174.2		6.8		4.0		14		2.8		3.9%		2.30%		1.61%		1.52%	2.04%
	Male		401.2		11.0		7.0		25		5.0		2.7%		1.74%		1.25%		3.49%	3.64%
	Not Hispanic/Latino	10912.2		305.2		183.2		648		129.6		2.8%		1.68%		1.19%		94.99%		94.49%
	(Includes no response) Female		2423.0		96.6		59.2		214		42.8		4.0%		2.44%		1.77%		21.09%	31.15%
	Male		8489.2		208.6		124.0		434		86.8		2.5%		1.46%		1.02%		73.90%	63.17%
Gender	Female	2597.2		103.4		63.2		228		45.6		3.98%		2.43%		1.76%		22.61%		32.01%
	Male	8890.4		219.6		131.0		459		91.8		2.47%		1.47%		1.03%		77.39%		67.99%
	Totals	11487.6		323.0		194.2		687		137.4		2.81%		1.69%		1.20%				

Source: AFPC
POPULATION: USPFT / GS14 & GS15 EQUIVALENTS
ELIGIBLE, & MET DT DATA AS OF 30 APR YEAR PRIOR TO ACADEMIC YEAR
MET CDE BOARD DATA AS OF 30 JUN YEAR PRIOR TO ACADEMIC YEAR
SELECTED DATA AS OF 31 JUL YEAR PRIOR TO ACADEMIC YEAR

Similar to the civilian IDE selection rates, the small percentage of eligible civilians selected for SDE between 2016 and 2020 makes drawing specific conclusions from the data challenging. Over the five years analyzed, an average of approximately 137 civilians were selected to attend SDE out of an average population of 11,488 eligible civilians. This equates to 1.20% of eligible civilians selected annually to attend SDE. From 2016 to 2020, 1.76% of eligible females were selected to attend SDE, while 1.03% of eligible males were selected to attend.

MILITARY PROMOTIONS

REGAF ENLISTED PROMOTIONS

Between CY16 and CY20, enlisted females were promoted to E5-E8 at a higher rate than males within most racial and ethnic groups, except for Native American females to E6 and Multi-Racial females to E8. Asian American females had the highest promotion rate of all races, ethnicities, and genders to E5 and E6, Pacific Islander females had the highest E7 and E8 promotion rates, and Native American females had the highest E9 promotion rate. Black males had the lowest promotion rate of all races, ethnicities, and genders to E5 and E6, Native American males had the lowest E7 and E8 promotion rate, and Asian American females had the lowest E9 promotion rate. The largest disparities within the female data were lower promotion rates for Black females to E5, E6, and E7, Native American females to E5 and E6, and Asian American females for E8 and E9 promotions. Asian American, Native American, and Hispanic/Latino males were promoted below the overall average rate to E5-E9.

Fig 29. RegAF Enlisted Promotion Rates Table (CY16-CY20)

RegAF Enlisted Promotion Rates Per Board Average (CY16-CY20)		E5			E6			E7			E8			E9		
		Cons	Sel	Rate	Cons	Sel	Rate	Cons	Sel	Rate	Cons	Sel	Rate	Cons	Sel	Rate
Overall	Female	6523	3035	46.5%	5321	1609	30.2%	3725	1100	29.5%	2721	316	11.6%	497	102	20.5%
	Male	26325	11856	45.0%	23551	6750	28.7%	17129	4048	23.6%	10400	1089	10.5%	1883	404	21.5%
	Both	32848	14891	45.3%	28872	8359	29.0%	20853	5149	24.7%	13121	1405	10.7%	2381	506	21.3%
Black	Female	1512	626	41.4%	1312	358	27.3%	1071	292	27.3%	785	91	11.5%	149	30	20.3%
	Male	4317	1531	35.5%	3425	836	24.4%	2326	504	21.7%	1307	148	11.3%	257	63	24.5%
	Both	5829	2157	37.0%	4737	1194	25.2%	3397	796	23.4%	2093	238	11.4%	406	93	23.0%
Asian American	Female	266	134	50.3%	212	73	34.7%	151	45	29.6%	89	9	9.9%	18	3	14.6%
	Male	1072	459	42.8%	769	205	26.6%	531	114	21.5%	261	20	7.8%	28	5	18.8%
	Both	1339	593	44.3%	980	278	28.4%	682	159	23.3%	349	29	8.3%	45	8	17.2%
Pacific Islander	Female	87	41	47.0%	133	39	29.4%	72	25	35.1%	45	6	13.3%	6	1	17.9%
	Male	296	118	39.9%	351	96	27.3%	256	59	22.9%	107	10	9.8%	15	3	23.3%
	Both	382	159	41.5%	484	135	27.9%	328	84	25.6%	152	16	10.8%	20	4	21.8%
Native American	Female	60	24	40.1%	58	14	24.5%	30	10	33.1%	17	2	11.9%	2	1	45.5%
	Male	168	67	39.6%	151	40	26.4%	124	24	19.0%	59	4	7.5%	10	2	18.0%
	Both	229	91	39.7%	209	54	25.8%	154	33	21.7%	76	6	8.4%	12	3	23.0%
Multi-Racial	Female	419	195	46.4%	318	101	31.7%	173	55	31.9%	94	10	10.4%	9	2	23.3%
	Male	1363	598	43.9%	1004	279	27.8%	539	123	22.9%	229	24	10.7%	36	7	19.0%
	Both	1782	792	44.5%	1322	380	28.7%	712	179	25.1%	323	34	10.6%	44	9	19.8%
White	Female	3988	1928	48.3%	3027	948	31.3%	1901	590	31.0%	1396	166	11.9%	260	54	20.8%
	Male	18618	8880	47.7%	17050	5071	29.7%	12169	2993	24.6%	7492	794	10.6%	1386	294	21.2%
	Both	22606	10808	47.8%	20077	6019	30.0%	14070	3583	25.5%	8888	960	10.8%	1646	348	21.2%
Declined to Respond	Female	190	87	46.0%	262	76	29.0%	327	83	25.3%	295	32	10.9%	54	11	20.3%
	Male	491	204	41.5%	801	224	27.9%	1184	231	19.6%	946	88	9.3%	152	30	19.4%
	Both	681	291	42.8%	1063	300	28.2%	1510	314	20.8%	1241	121	9.7%	207	41	19.7%
Hispanic/Latino	Female	1335	616	46.1%	982	289	29.4%	576	176	30.6%	368	43	11.7%	59	12	20.8%
	Male	4721	2013	42.6%	3523	978	27.8%	2058	486	23.6%	1133	115	10.2%	166	32	19.4%
	Both	6056	2629	43.4%	4505	1266	28.1%	2633	662	25.2%	1501	158	10.5%	225	44	19.8%
Not Hispanic/Latino	Female	5074	2372	46.7%	4237	1286	30.4%	3048	897	29.4%	2297	267	11.6%	432	87	20.2%
	Male	21273	9697	45.6%	19660	5658	28.8%	14574	3455	23.7%	8960	948	10.6%	1683	365	21.7%
	Both	26347	12070	45.8%	23897	6945	29.1%	17622	4352	24.7%	11257	1215	10.8%	2115	452	21.4%
Declined to Respond	Female	114	47	41.3%	102	34	33.3%	101	27	26.6%	56	6	10.7%	6	2	37.5%
	Male	332	145	43.8%	368	114	31.0%	497	107	21.6%	308	26	8.5%	35	7	20.7%
	Both	445	192	43.2%	471	148	31.5%	598	134	22.4%	364	32	8.9%	41	10	23.3%

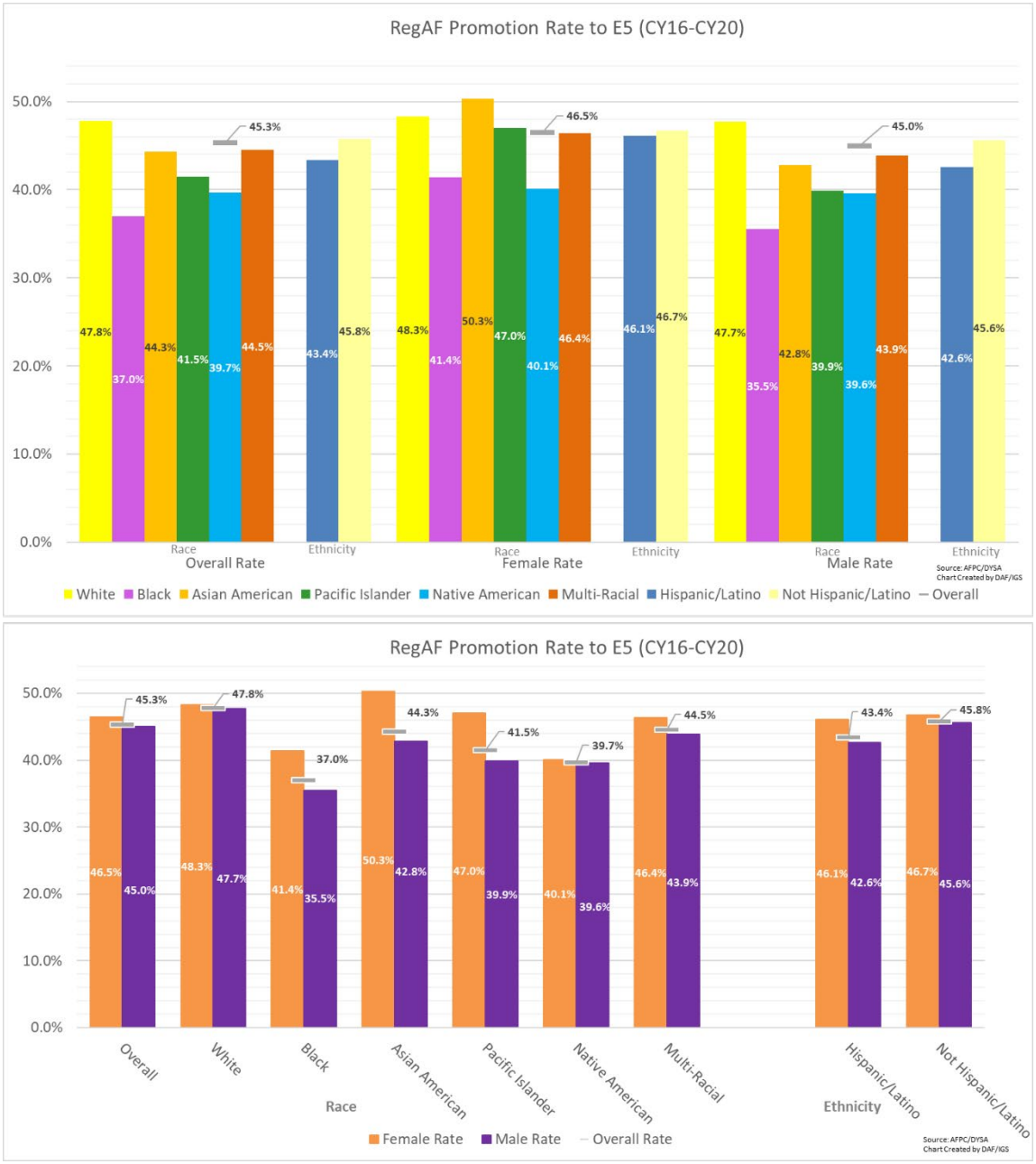
*Source: AFPC/DYSA

**Considered/Selected per board are rounded to nearest whole number. Rate percentages are based on the 5-year average.

E5 Promotions

The largest overall disparity was in Black and Native American promotions to E5. For all races and ethnicities, females were promoted at a higher rate to E5 than their male peers. Asian American females had the highest promotion rate of all races, ethnicities, and genders, while Black males had the lowest. White females were promoted at a higher rate than all other races and ethnicities, except for Asian Americans. White males were promoted at a higher rate than all other male races and ethnicities. The largest disparity for males was in Black, Pacific Islander, and Native American male promotion rates.

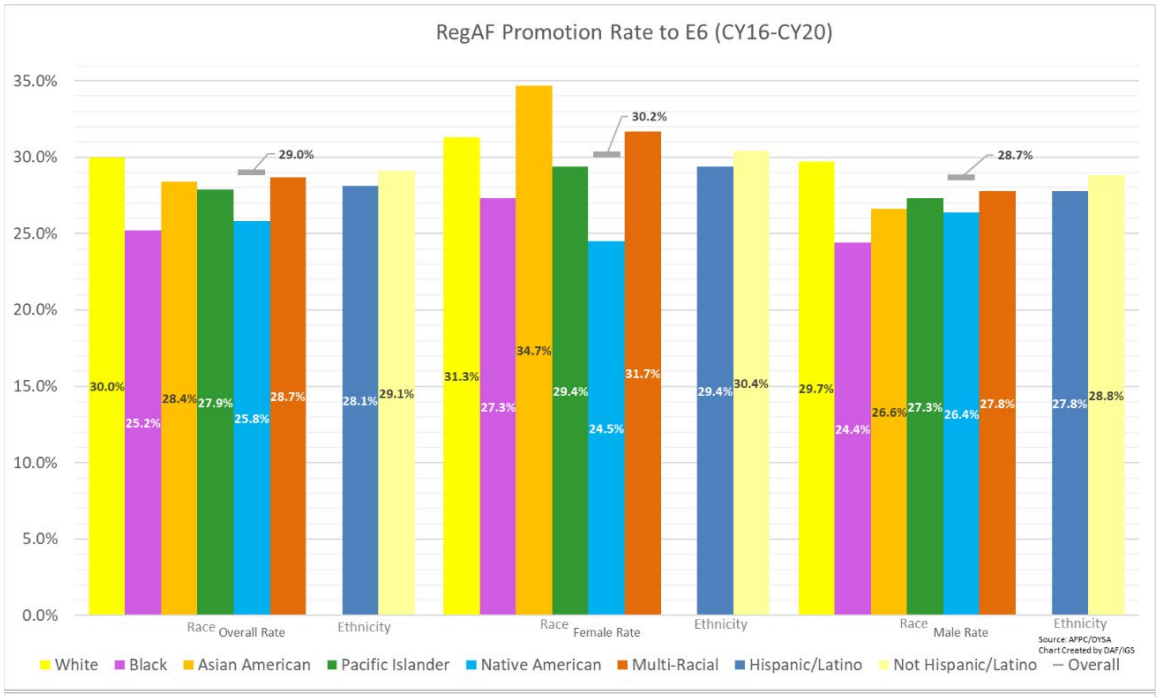
Fig 30. RegAF Enlisted Promotion Rate to E5 (CY16-CY20)

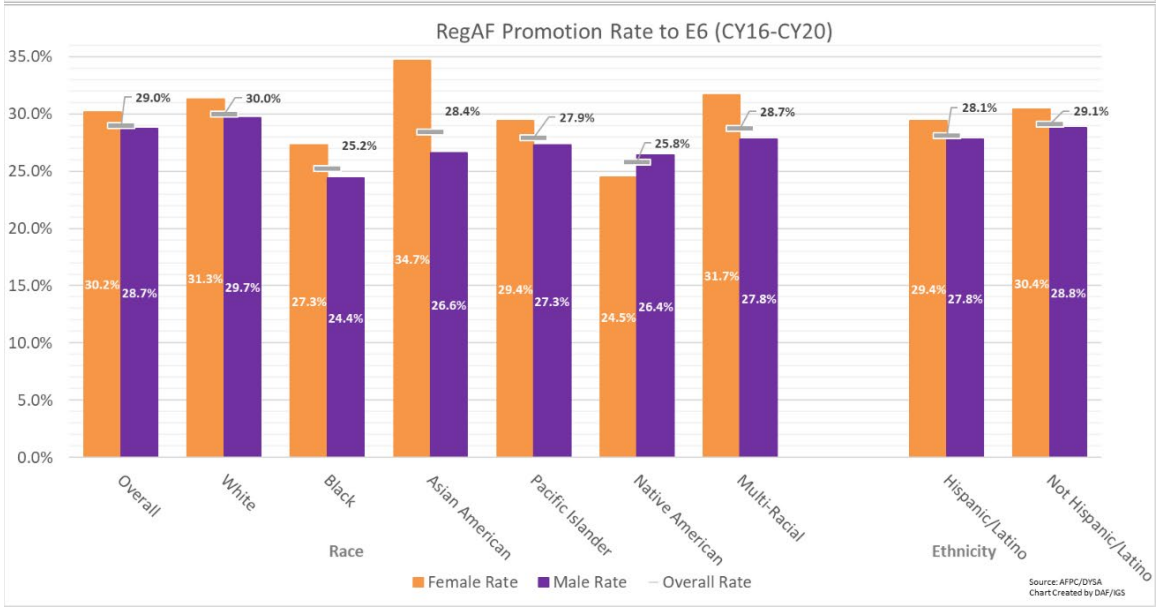


E6 Promotions

Of all races and ethnicities except Native American, females were promoted to E6 at a higher rate than their male peers. Asian American females had the highest promotion rate of all races, ethnicities, and genders, while Black males had the lowest. Females of all races and ethnicities except Black and Native American were promoted above the overall average rate. White males were promoted at a higher rate than all other racial and ethnic minority males, with Black male enlisted members having the lowest promotion rate.

Fig 31. RegAF Enlisted Promotion Rate to E6 (CY16-CY20)

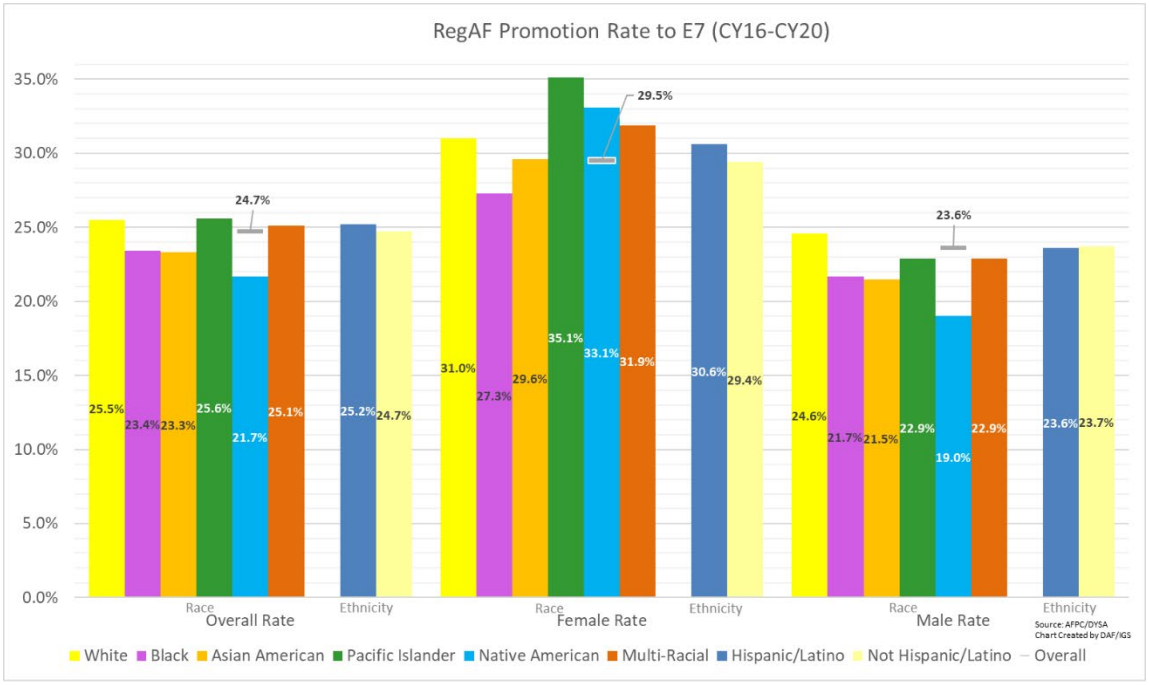


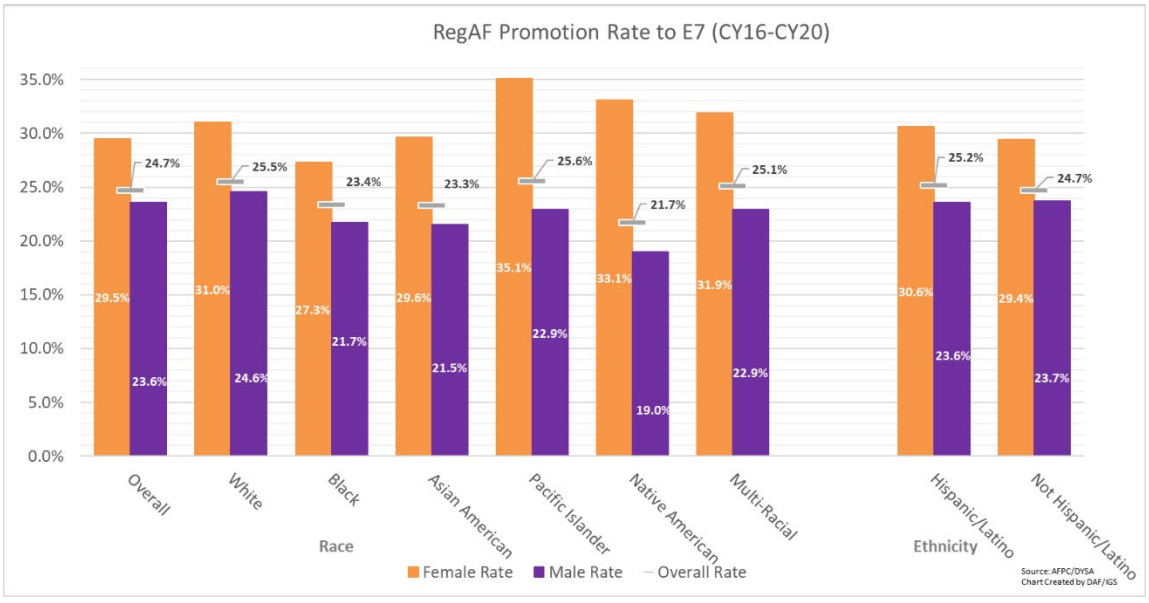


E7 Promotions

For all races and ethnicities, females were promoted at a higher rate to E7 than their male peers. Pacific Islander females had the highest promotion rate of all races, ethnicities, and genders, while Native American males had the lowest. Females of all races and ethnicities were promoted above the overall average rate, but Black and Asian American females were promoted at the lowest rate for females. Overall, all males were promoted below the overall average rate. White males were promoted at the highest rate of all races and ethnicities for males, while Black, Asian American, and Native American males were promoted at the lowest rate of all races, ethnicities, and genders.

Fig 32. RegAF Enlisted Promotion Rate to E7 (CY16-CY20)

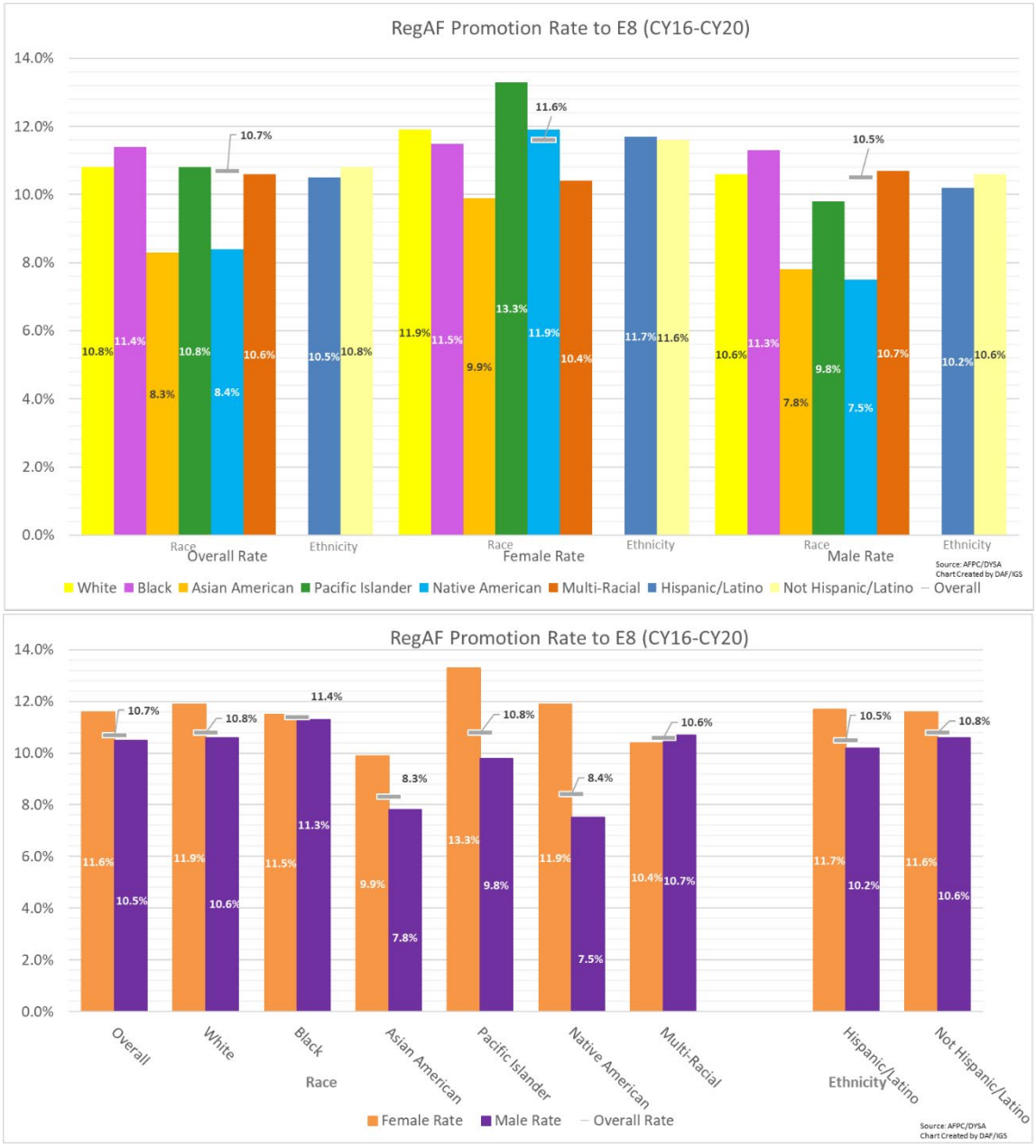




E8 Promotions

For all races and ethnicities except Multi-Racial, females were promoted to E8 at a higher rate than their male peers. Pacific Islander females had the highest promotion rate of all races, ethnicities, and genders, while Native American males had the lowest. For females, Asian American and Multi-Racial females had the lowest promotion rate, while all other races/ethnicities were close to or above the average female rate. Black males had the highest male promotion rate, whereas Asian American and Native American males had the lowest male and overall promotion rates.

Fig 33. RegAF Enlisted Promotion Rate to E8 (CY16-CY20)



E9 Promotions

Native American, Multi-Racial, and Hispanic/Latino females were promoted at a higher rate than their male peers, while females of all other races and ethnicities were promoted at a lower rate than their male peers. Native American females had the highest promotion rate (11 considered and five selected from CY16-CY20), followed by Black males (315 of 1,285 selected). Conversely, Asian American females had the lowest overall promotion rate (13 of 89 selected), followed by Native American males (9 of 50 selected). The relatively small Native American, Asian American, and Pacific Islander populations introduce high variability into the data.

Fig 34. RegAF Enlisted Promotion Rate to E9 (CY16-CY20)

REGAF OFFICER PROMOTIONS

When looking at the average promotion rate between CY16 and CY20, Black, Asian American, and Hispanic male officers and Black female officers were notably promoted below the average rate to O4, O5 (IPZ and BPZ), and O6 (IPZ and BPZ).[23] White males and females were promoted above the overall five-year average and above the gender average rate across all analyzed promotion categories. White females were promoted to O4-O6 (IPZ and BPZ) at a higher rate than their male peers, except BPZ to O6, and at a higher rate than all other racial and ethnic minority females combined. The overall high rate of promotion for White females masks the below-average promotion rate of racial and ethnic minority females (as a whole). Finally, all other minority races and ethnicities were promoted to IPZ to O5 below the five-year average rate overall and within each gender.

Fig 35. RegAF Officer Promotion Rate Table (CY16-CY20)

RegAF Officer Promotion Rates Average Per Board		O4 IPZ (CY16-20)			O5 BPZ (CY16-19)			O5 IPZ (CY16-20)			O6 BPZ (CY16-19)			O6 IPZ (CY16-20)			O6 IPZ w/ Sq/CC		
		Cons	Sel	Rate	Cons	Sel	Rate	Cons	Sel	Rate	Cons	Sel	Rate	Cons	Sel	Rate	Cons	Sel	Rate
Overall	Female	335	321	95.8%	425	15	3.47%	176	136	77.3%	181	3	1.65%	77	45	57.6%	52	38	72.5%
	Male	1978	1881	95.1%	2960	108	3.66%	1262	916	72.6%	1546	30	1.97%	629	336	53.3%	389	278	71.4%
	Both	2313	2202	95.2%	3385	123	3.63%	1438	1052	73.2%	1727	33	1.93%	707	380	53.8%	442	316	71.6%
Race																			
Black	Female	31	29	93.5%	38	0	0.65%	17	11	65.1%	19	0	1.03%	10	4	42.0%	7	4	52.8%
	Male	81	74	90.9%	117	3	2.13%	53	35	65.9%	73	1	1.09%	36	17	48.3%	24	14	57.5%
	Both	112	102	91.6%	156	3	1.77%	70	46	65.7%	93	1	1.08%	46	21	46.9%	31	18	56.4%
Asian American	Female	25	24	97.3%	25	1	2.04%	8	6	71.4%	4	0	0.00%	2	1	66.7%	1	1	66.7%
	Male	79	73	92.0%	117	2	1.92%	47	31	65.4%	27	0	1.46%	14	5	39.1%	8	5	60.5%
	Both	104	97	93.3%	142	3	1.94%	56	37	66.3%	31	0	1.29%	16	7	42.3%	9	5	61.4%
Pacific Islander	Female	1	1	100.0%	4	0	0.00%	2	1	62.5%	0	0	0.00%	0	0	0.0%	0	0	0.0%
	Male	10	10	98.3%	10	0	2.44%	4	2	52.4%	4	0	0.00%	1	1	80.0%	1	1	100.0%
	Both	11	11	98.5%	14	0	1.82%	6	3	55.2%	4	0	0.00%	1	1	57.1%	1	1	60.0%
Native American	Female	3	3	83.3%	2	0	0.00%	1	1	60.0%	2	0	0.00%	0	0	100.0%	0	0	100.0%
	Male	12	11	91.4%	13	1	5.66%	7	4	64.7%	7	0	0.00%	2	1	36.4%	1	1	66.7%
	Both	15	13	89.8%	15	1	4.92%	8	5	64.1%	9	0	0.00%	3	1	46.2%	2	1	75.0%
Multi-Racial	Female	13	13	96.2%	15	1	3.45%	7	5	67.6%	5	0	3.70%	2	1	54.5%	1	1	80.0%
	Male	45	41	92.5%	49	2	3.59%	22	15	68.2%	21	0	0.96%	10	5	54.0%	7	5	75.8%
	Both	58	54	93.4%	63	2	3.56%	29	20	68.1%	26	0	1.53%	12	7	54.1%	8	6	76.3%
White	Female	238	229	96.2%	304	13	4.11%	126	101	80.3%	137	3	1.90%	56	33	59.1%	38	29	75.4%
	Male	1647	1574	95.6%	2472	96	3.88%	1042	769	73.8%	1308	28	2.11%	522	286	54.7%	324	237	73.1%
	Both	1885	1803	95.7%	2776	109	3.91%	1168	870	74.5%	1445	30	2.09%	578	319	55.2%	362	266	73.4%
Declined to Respond	Female	24	23	94.5%	38	1	2.63%	15	11	76.0%	14	0	0.00%	6	4	68.8%	4	3	85.0%
	Male	105	99	94.0%	182	5	2.62%	87	60	69.1%	105	1	1.33%	45	20	45.3%	25	16	64.6%
	Both	130	122	94.1%	220	6	2.62%	102	71	70.1%	119	1	1.17%	51	25	48.2%	29	20	67.3%
Ethnicity																			
Hispanic/Latino	Female	31	29	94.6%	37	1	2.04%	14	9	64.3%	12	0	1.67%	6	4	62.1%	3	3	87.5%
	Male	131	123	93.4%	169	4	2.23%	78	51	65.6%	88	1	0.91%	37	16	42.8%	20	12	58.8%
	Both	162	152	93.6%	205	5	2.19%	92	60	65.4%	100	1	1.00%	43	20	45.4%	24	15	62.7%
Not Hispanic/Latino	Female	259	250	96.3%	262	10	3.82%	121	93	77.3%	166	3	1.68%	71	41	57.5%	49	35	71.7%
	Male	1562	1486	95.1%	2073	81	3.89%	957	698	73.0%	1418	29	2.02%	578	312	54.0%	360	260	72.2%
	Both	1822	1736	95.3%	2335	91	3.89%	1077	792	73.5%	1584	31	1.98%	648	352	54.4%	409	295	72.1%
Declined to Respond	Female	45	42	94.1%	126	4	3.17%	41	34	81.6%	3	0	0.00%	1	0	40.0%	0	0	50.0%
	Male	285	272	95.5%	719	24	3.31%	226	167	73.6%	40	1	2.51%	14	8	54.2%	9	6	70.5%
	Both	330	314	95.3%	845	28	3.28%	268	200	74.8%	43	1	2.34%	15	8	53.2%	9	6	69.6%

*Source: AFPC/DYSA **Considered/Selected per board are rounded to nearest whole number. Rate percentages are based on the 4 or 5-year average (as applicable).

O4 Promotions

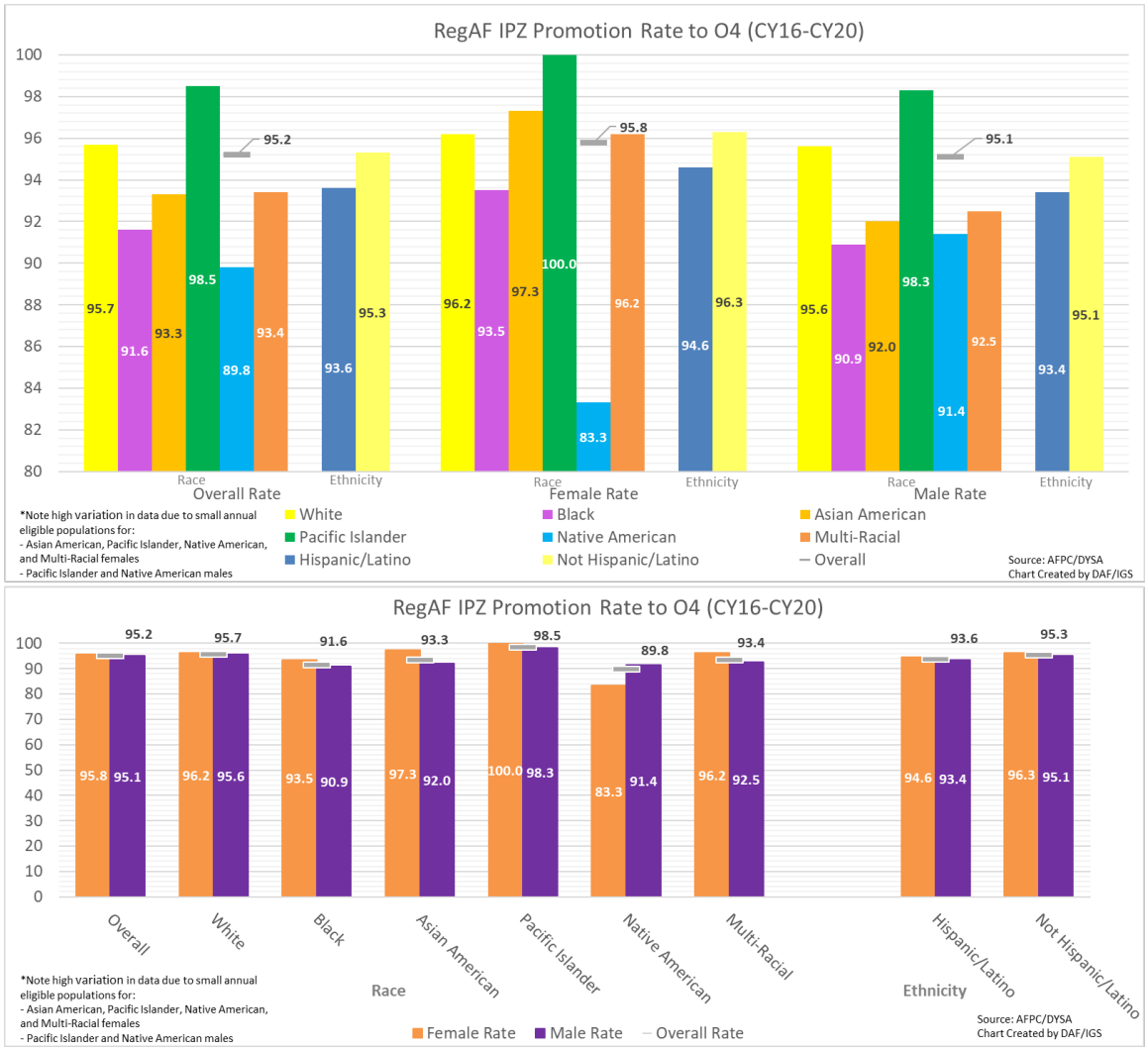
When considering O4 promotions from CY16 to CY20, the overall average promotion rate was 95.2%. The average female O4 promotion rate was 95.8%, which exceeded the average

[23] The DAF ceased conducting BPZ boards in 2020.

male rate of 95.1%. For all races and ethnicities except Native American, females were promoted at a higher rate than their male peers. Pacific Islander officers had the highest promotion rates to O4 for males and females, with females promoting at the highest rate (100%, 7 of 7), while Native American females had the lowest (83.3% or 15 of 18).

Native American, Black, and Hispanic/Latino females were promoted to O4 below the average rate for females and below the overall average O4 promotion rate. Pacific Islander and White males had the highest promotion rates for males, while Black officers had the lowest promotion rate for males at 90.9%. Between CY16-CY20, Black, Asian American, and Hispanic/Latino males were promoted below the overall rate in five of six boards.[24] Black females were promoted below the overall average rate in four of six boards.[25]

Fig 36. RegAF Officer Promotion Rate to O4 IPZ (CY16-CY20)



[24] Two O4 promotion boards were held in 2017.

[25] Note high variation in data due to annual eligible populations of under 30 officers for Asian American, Pacific Islander, Native American, and Multi-Racial females and Pacific Islander and Native American males.

O5 Promotions

BPZ to O5

From CY16 to CY20, the overall promotion rate BPZ to O5 was 3.6% (female rate 3.5%, male rate 3.7%). For all races and ethnicities except White and Asian American, males were promoted at a higher rate than females to O5 BPZ. Native American males were promoted at the highest rate of both genders (5.7%, 3 of 53), while Pacific Islander and Native American females were promoted at the lowest rate of both genders (0%, 0 of 14 and 0 of 8, respectively).[26]

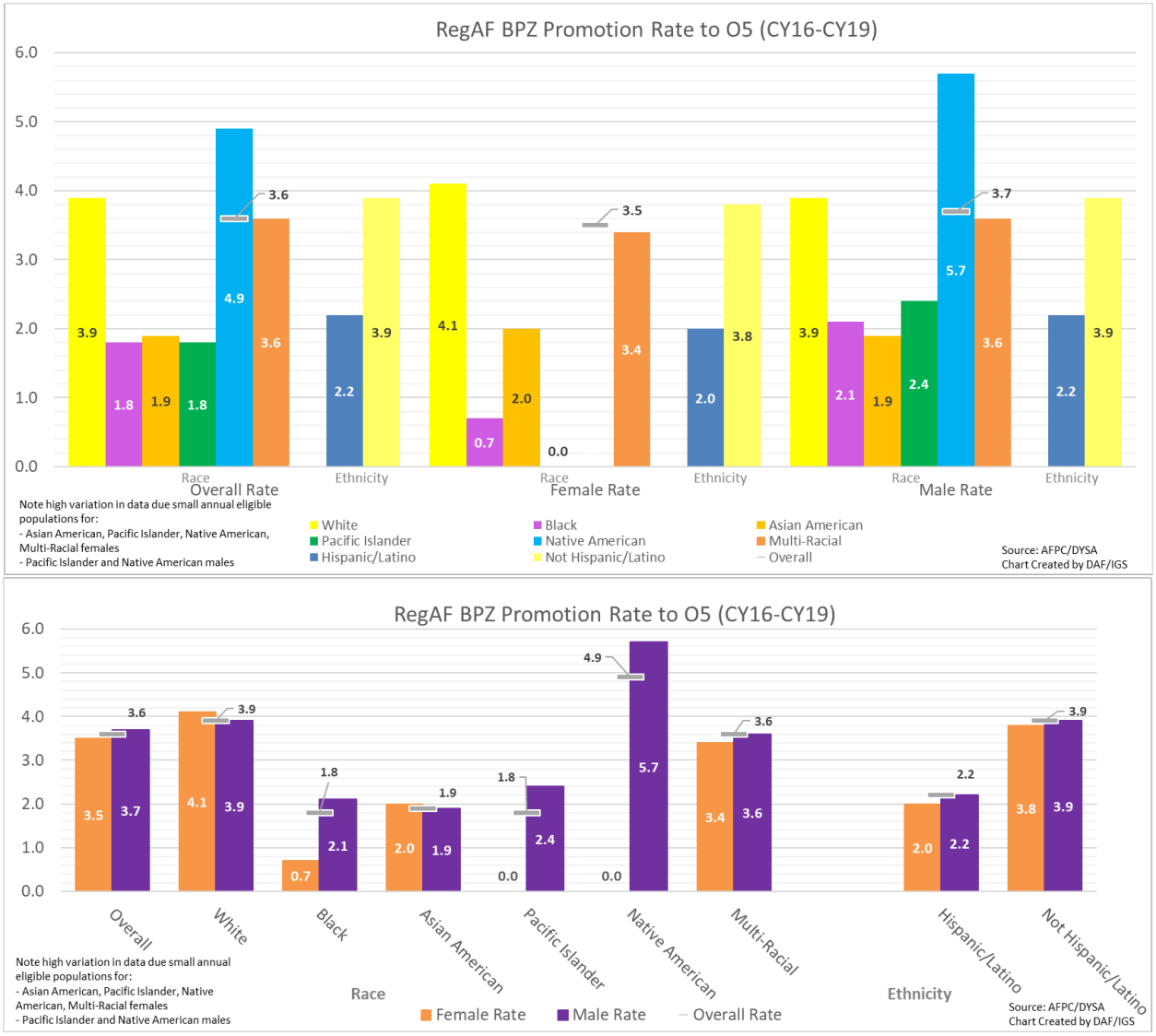
Among females, White officers had the highest promotion rate (4.1%), while Black, Pacific Islander, and Native American officers had the lowest promotion rates (0.7%, 0%, and 0% respectively). Among males, Native American officers were promoted at the highest rate (5.7%), followed by White males (3.9%). Asian American and Black officers were promoted at the lowest rates for males (1.9% and 2.1%, respectively).

There was a notable difference in promotion rates for Hispanic/Latino and Not Latino officers. Not Hispanic/Latino females and males had almost double the promotion rate to O5 BPZ compared with their Hispanic/Latino peers. Furthermore, White female officers were promoted at 5.7 times the rate of Black female officers and 2.1 times the rate of Asian American female officers. Moreover, White male officers were promoted at 1.9 times the rate of Black male officers and 2.1 times the rate of Asian American male officers.[27]

[26] The non-selected Native American officers did not have Sq/CC experience, while one of the 14 non-selected Pacific Islander female officers had Sq/CC experience.

[27] There was high variation in data due to low annual eligible populations of Asian American, Pacific Islander, Native American, and Multi-Racial female officers and Pacific Islander and Native American male officers.

Fig 37. RegAF Officer Promotion Rate to O5 BPZ (CY16-CY19)



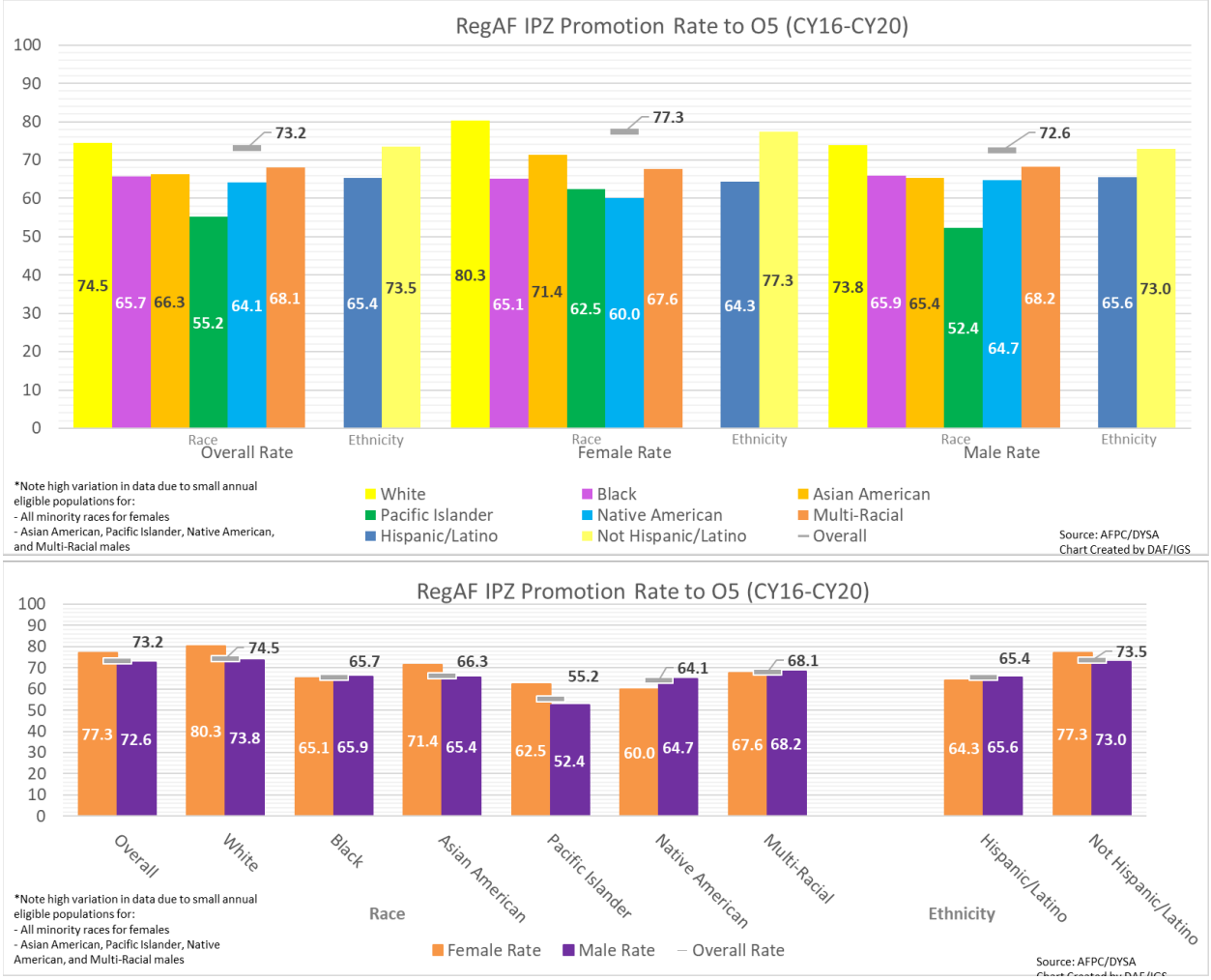
IPZ to O5

From CY16 to CY20, the overall promotion rate IPZ to O5 was 73.2%. Overall, females were promoted at a higher rate than males (female rate 77.3%, male rate 72.6%). The higher overall female promotion rate was primarily driven by race (White females, who had the highest promotion rate at 80.3% of any race, ethnicity, and gender), followed by ethnicity (Not Hispanic/Latino females had a 77.3% promotion rate). Black, Native American, Hispanic/Latino, and Multi-Racial females were promoted below the rate of their male peers. White females comprised the only racial group that promoted at or above the female and overall promotion rates, while all other groups promoted well below the female and overall average rates. Asian American females had the smallest disparity at 5.9% below the female average rate, while the rest of the racial and ethnic groups were at least 12.2% below the female average rate and 8.1% below the overall average rate.

Like their female counterparts, White males had the highest promotion rate among male officers, at 73.8%. All other minority male groups were promoted below the male and overall average rates. Pacific Islander males had the lowest promotion rate for males at 52.4% (11 selected of 21 eligible).

A look at trends from CY16 to CY20 shows Black, Hispanic/Latino, and Asian American males were promoted below the overall rate to O5 IPZ each year. Black females and Native American males were promoted below the overall rate to O5 IPZ in four of five boards in this timeframe.[28] For officer promotions, the table below shows the five-year average promotions rates.

Fig 38. RegAF Officer Promotion Rate to O5 IPZ (CY16-CY20)



[28] There was high variation in data due to low annual eligible populations for racial minority females and Asian American, Pacific Islander, Native American, and Multi-Racial males.

IPZ to O5 (CY20 Only)

As highlighted in the DR, the DAF made significant changes to the Line of the Air Force (LAF) officer promotion boards in 2020. First, officers from approximately 40 AFSCs were considered for promotion in six new categories: Air Operations and Special Warfare (LAF-A), Combat Support (LAF-C), Force Modernization (LAF-F), Information Warfare (LAF-I), Nuclear and Missile Operations (LAF-N), and Space Operations (LAF-S). Second, BPZ promotion opportunities were eliminated.

With the changes in place, the overall LAF promotion rate to O5 in the CY20 promotion board was 76.1%. Black officers (males and females combined) were promoted 0.3% above the overall promotion rate at 76.4%. According to HAF/A1, this marks the first time the promotion rate of Black officers was above the LAF average. White officers (males and females combined) were also promoted above the LAF average (77.1%), while all other racial and ethnic groups (males and females combined) were promoted below the LAF average rate. When considering gender, female officers (all racial and ethnic groups combined) were promoted to O5 in CY 2020 at a rate of 83.0%, while male officers were promoted at a rate of 74.6%.

Addressing the intersection of race/ethnicity and gender, Black females were promoted at a rate of 93.3% (14 selected from 15 eligible), while Black males were promoted at 70.0%. While Hispanic/Latino females (14 selected out of 17 eligible), Native American females (1 selected out of 1 eligible), and Multi-Racial females (14 selected out of 17) were also promoted above the overall average rate. In contrast, all male racial and ethnic minority groups were promoted below the average rate. White male officers were promoted above the overall rate at 76.3%. Within each racial and ethnic group, female officers were promoted at a higher rate than male officers.[29]

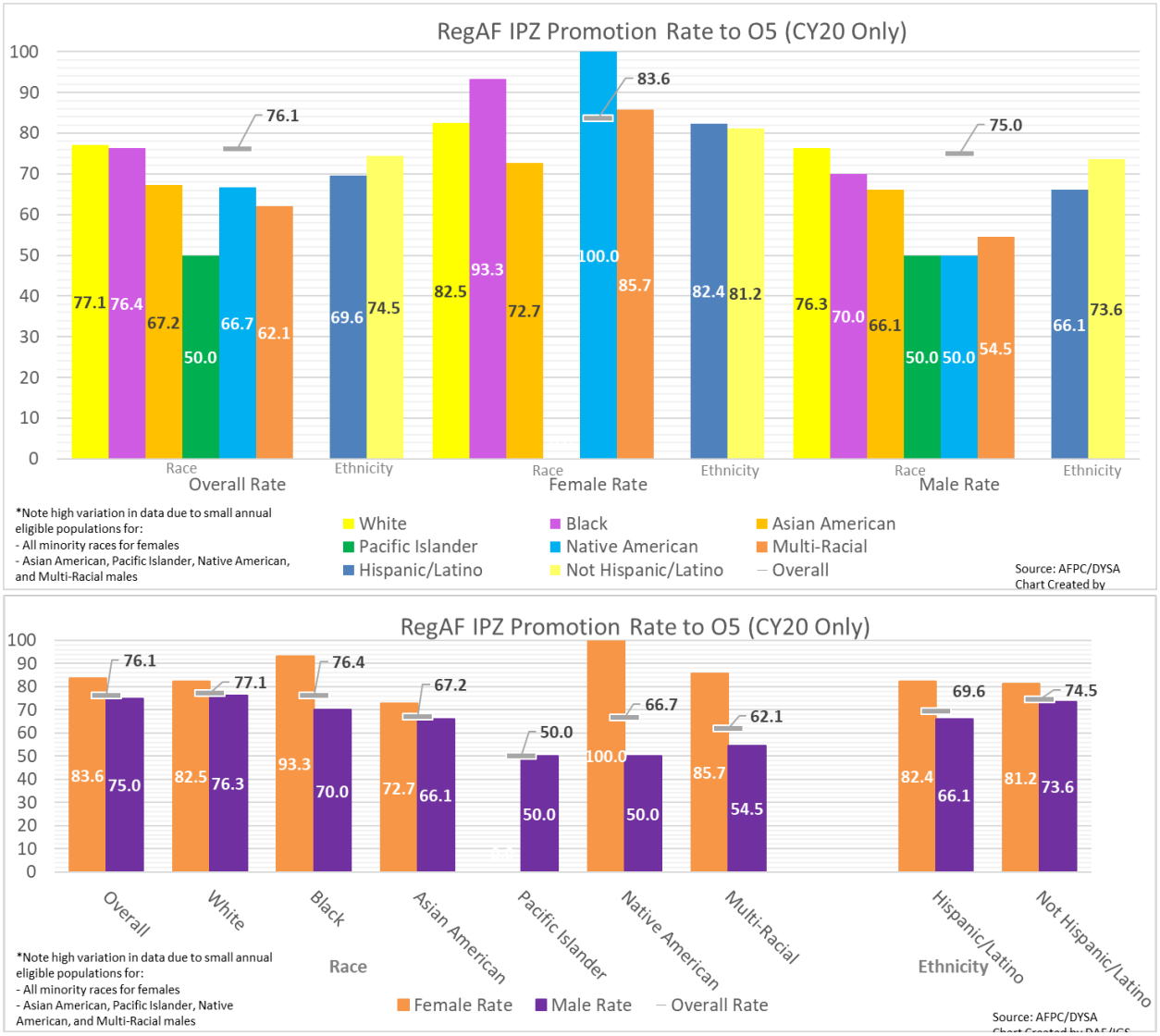
Fig 39. RegAF Officer O5 Promotion Rate Table (CY20 Only)

		O5 Promotion (CY20)		
		Cons	Sel	Rate (%)
Overall	Female	183	153	83.6
	Male	1190	892	75.0
	Both	1373	1045	76.1
Race				
Black	Female	15	14	93.3
	Male	40	28	70.0
	Both	55	42	76.4
Asian American	Female	11	8	72.7
	Male	56	37	66.1
	Both	67	45	67.2
Pacific Islander	Female	0	0	-
	Male	4	2	50.0
	Both	4	2	50.0
Native American	Female	1	1	100.0
	Male	2	1	50.0
	Both	3	2	66.7
Multi-Racial	Female	7	6	85.7
	Male	22	12	54.5
	Both	29	18	62.1
White	Female	137	113	82.5
	Male	1002	765	76.3
	Both	1139	878	77.1
Declined to Respond	Female	12	11	91.7
	Male	64	47	73.4
	Both	76	58	76.3

Ethnicity				
Hispanic/Latino	Female	17	14	82.4
	Male	62	41	66.1
	Both	79	55	69.6
Not Hispanic/Latino	Female	101	82	81.2
	Male	758	558	73.6
	Both	859	640	74.5
Declined to Respond	Female	65	57	87.7
	Male	370	293	79.2
	Both	435	350	80.5

[29] There were no eligible female Pacific Islanders for the CY20 O5 promotion board; as such, their promotion rate was 0%.

Fig 40. RegAF Officer Promotion Rate to O5 IPZ (CY20 Only)



O6 Promotions

BPZ to O6

From CY16 to CY19, the overall promotion rate BPZ to O6 was 1.9% (female rate 1.7%, male rate 2.0%).[30] Except in the Multi-Racial and Hispanic/Latino categories, males were promoted at an equal or higher rate than females to O6 BPZ. Pacific Islander and Native American females and males were promoted at 0% BPZ to O6.

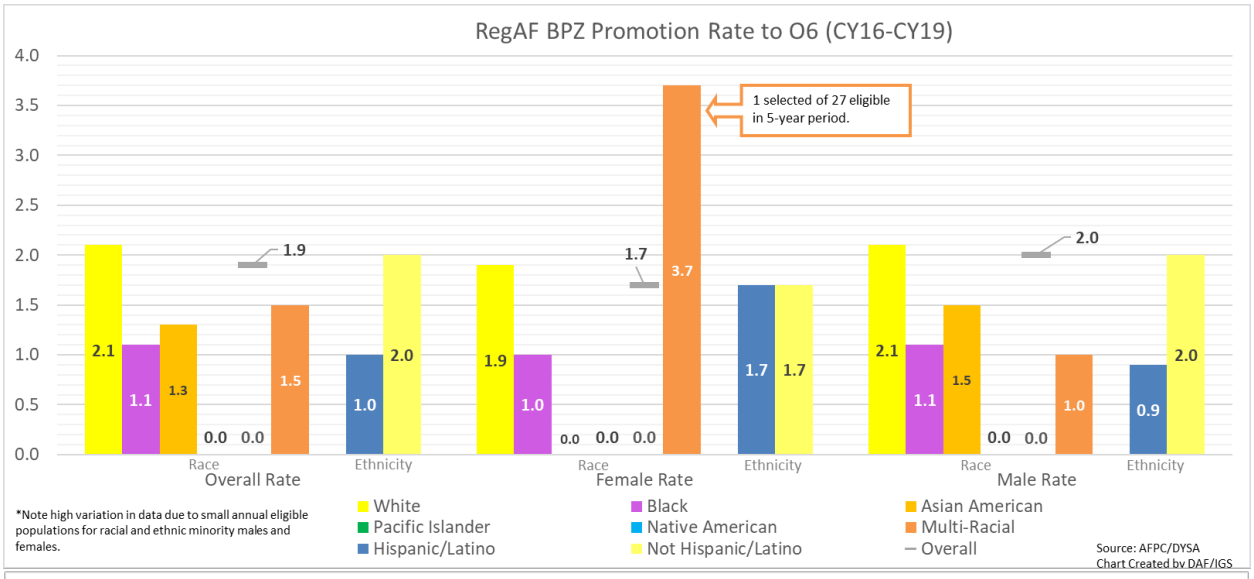
There was high variability in the O6 BPZ data due to the small eligible populations for all racial and ethnic minority females and Pacific Islander, Native American, and Multi-Racial males. For instance, of the 27 eligible Pacific Islander female officers between CY16 and CY19, one was promoted BPZ to O6, giving this group the highest BPZ rate of all races, ethnicities, and

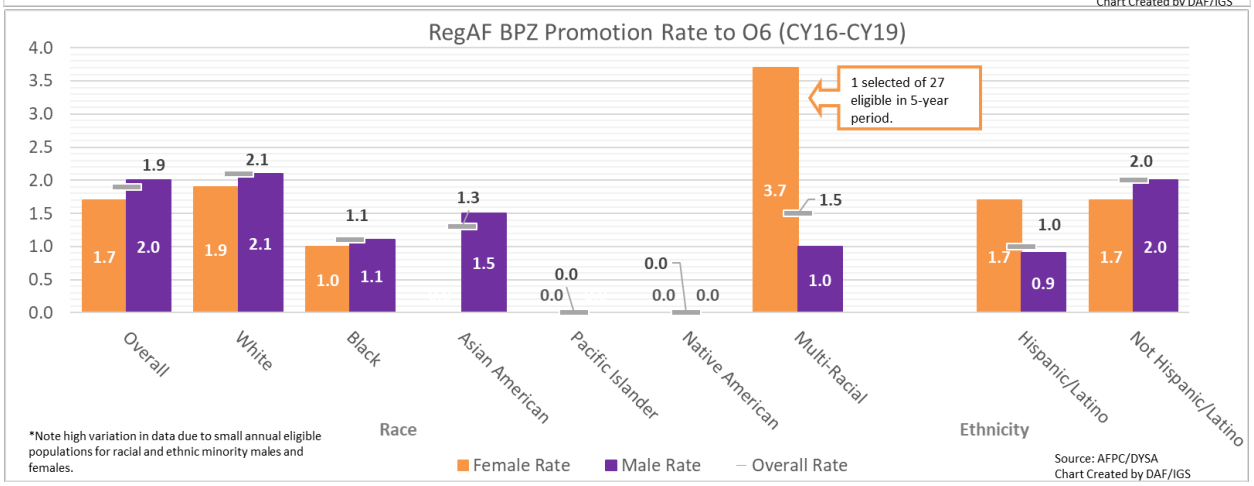
[30] The DAF discontinued BPZ boards to O6 in 2020.

genders at 3.7%. Conversely, Pacific Islander and Native American males and females were promoted at the lowest rate (0%). It is important to note the Native American eligible population averaged around two female and nine male officers per year. The Pacific Islander eligible population averaged around five males per year.

Next to Multi-Racial officers, White females had the highest promotion rate for females (1.9%), while Black females were promoted at about half the rate of White females (1.0%). White males were promoted at the highest rate for males (2.1%) and Black males were promoted at about half the rate of White males (1.1%). There was a notable difference in promotion rates for Latino/Hispanic and Not Latino/ Hispanic for both genders, with Not Latino/Hispanic officers almost doubling Hispanic/Latino officers in the O5 BPZ promotion rate.

Fig 41. RegAF Officer Promotion Rate to O6 BPZ (CY16-CY29)





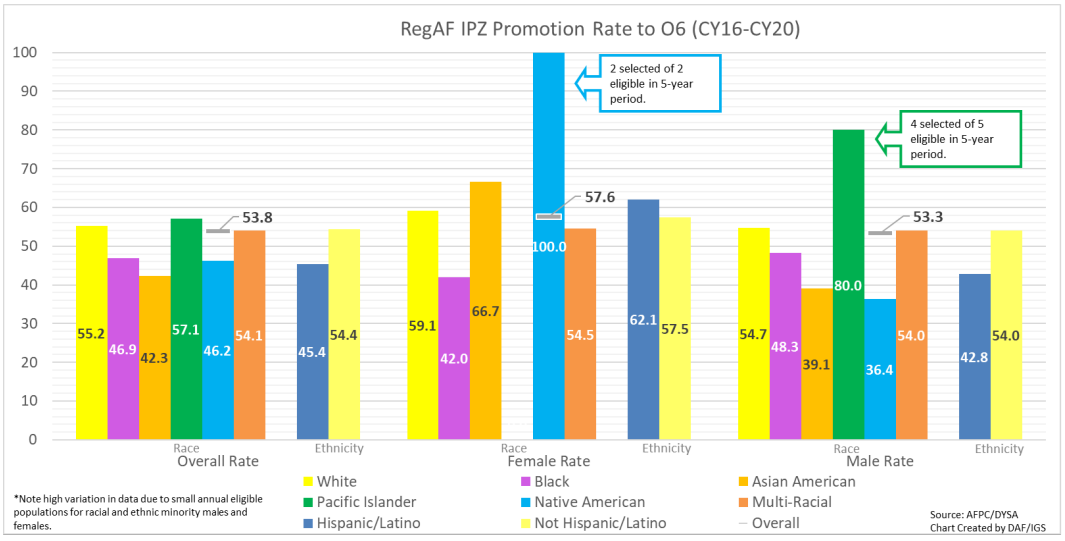
IPZ to O6

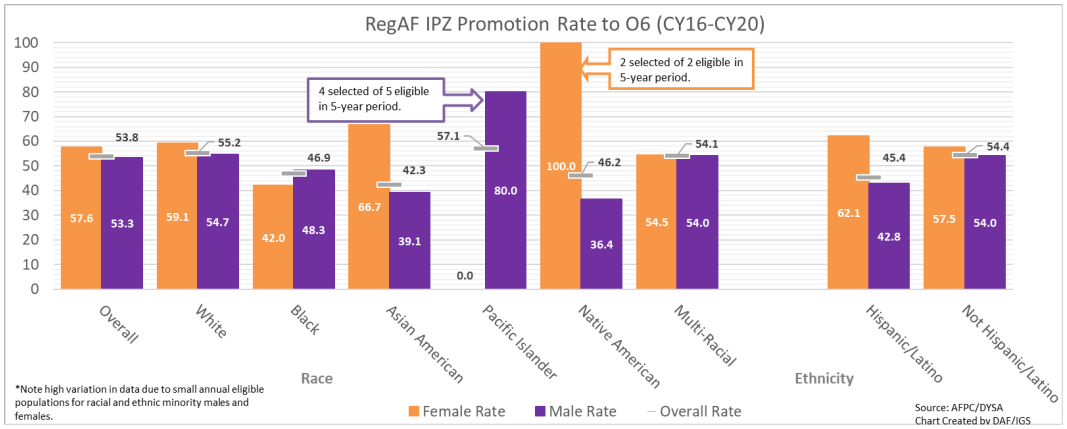
From CY16 to CY20, the overall promotion rate IPZ to O6 was 53.8% (female rate 57.6%, male rate 53.3%). Females in all racial and ethnic groups except Black and Pacific Islander were promoted at a higher rate than their male peers and above the overall average rate.

Again, there was high variability in the data due to the small eligible populations for all racial and ethnic minority females and males. For example, Native American females had the highest promotion rate at 100% (two selected of two eligible in five years), followed by Pacific Islander males (80%, or four selected of five eligible in five years), and Asian American females (66.7%, or six selected of nine eligible in five years). Black and Pacific Islander females were promoted below the female and overall average rates at 42% (21 selected of 50 eligible in five years) and 0% (0 selected of two eligible in five years), respectively. Among males, Black, Asian American, Native American, and Hispanic/Latino officers were promoted at a rate lower than the male average of 53.3% and the overall average of 53.8%.

A yearly look at the O6 IPZ data shows Hispanic/Latino males were promoted at a 42.8% rate, below the overall 53.8% rate to O6 IPZ each board from CY16 to CY20. Black females were promoted below the overall rate to O6 IPZ in four of five boards between CY16-CY20.

Fig 42. RegAF Officer Promotion Rate to O6 IPZ (CY16-CY20)

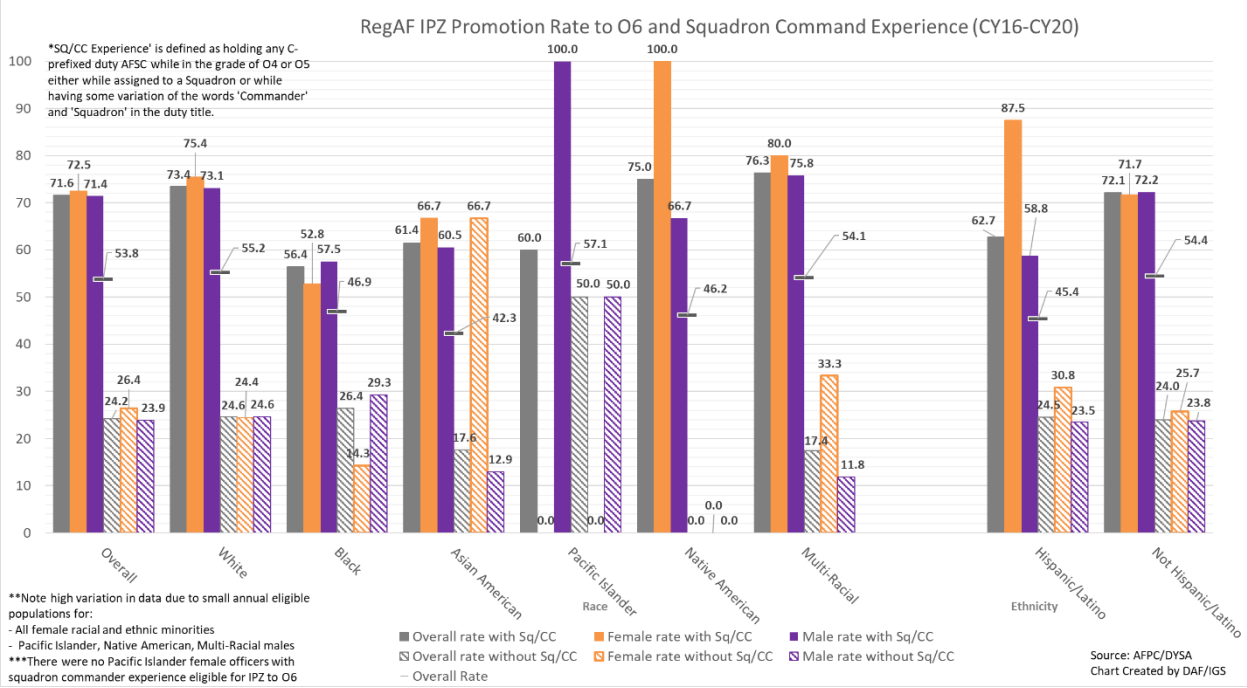




IPZ to O6 Considering Squadron Commander Experience

A deeper look at the impact of squadron commander experience as it relates to an officer's promotability to O6 revealed disparities.[31] The overall IPZ rate to O6 was 53.8%. That rate fell to 24.2% without squadron command and increased to 71.6% for those with squadron command. Black officers with squadron commander experience had the lowest IPZ rate to O6 at 56.4% (17% below their White peers).[32] Notably, between CY16 and CY20, Black females *with* squadron command experience were promoted to O6 at a lower rate than the overall rate for officers *with or without* squadron command experience combined. Black female officers with squadron commander experience had the overall lowest promotion rate among officers of all races, ethnicities, and genders with squadron commander experience, at a rate of 52.8% (19 selected of 36 eligible in five years). Black and Asian American males and females with squadron commander experience were selected for IPZ to O6 below the overall average rate and below the White officer promotion rate, as were Hispanic/Latino and Native American males.

Fig 43. RegAF Officer Promotion Rate to O6 IPZ, Considering Sq/CC Experience (CY16-CY20)



CONCLUSION

From CY16 to CY20, within the enlisted promotion categories, enlisted females were promoted to E5-E8 at a higher rate than males, except for Native American females to E6 and Multi-Racial females to E8. However, at E9, the trend reverses with females across racial and ethnic groups promoting below the average and male rates (except for Native American and

[31] Squadron commander experience is defined as holding any C-prefixed duty AFSC while in the grade of O4 or O5, either while assigned to a squadron or while having some variation of the words "Commander" and "Squadron" in the officer's duty title.
[32] There were no Pacific Islander females with squadron commander experience eligible for IPZ to O6.

Multi-Racial enlisted members). Asian American females had the highest promotion rate of all races, ethnicities, and genders to E5 and E6, Pacific Islander females had the highest E7 and E8 promotion rates, and Native American females had the highest E9 promotion rate. Black males had the lowest promotion rate of all races, ethnicities, and genders to E5 and E6, Native American males had the lowest promotion rate to E7 and E8, and Asian American females had the lowest promotion rate to E9. The largest disparities within the female data were lower promotion rates for Black females to E5, E6, and E7, Native American females to E5 and E6, and Asian American females for E8 and E9 promotions.

Within the officer promotion categories, Black officers of both genders and Asian American and Hispanic male officers were notably promoted below the average rate to O4, O5, and O6. The promotion rates of Black female officers for O5 and O6 (IPZ and BPZ) were below black males, and they had a notably low promotion rate IPZ to O6. Furthermore, all other minority races and ethnicities were promoted to O5 IPZ below the five-year average rate overall and within each gender. White males and females were promoted consistently above the overall average rate and above the gender average rate across all promotion categories during the five years analyzed, with White females out-promoting White males for all boards except BPZ to O5.

LEADERSHIP

ENLISTED LEADERSHIP

RegAF Enlisted Leadership

A CY15-CY20 analysis of RegAF enlisted leadership positions compared to their eligible populations, to include first sergeant (E7-E8), group superintendent (E9), and command chief (E9), revealed the following notable disparities:

- Asian American males were underrepresented in all enlisted leadership positions, while Asian American females were underrepresented in first sergeant and command chief positions.
- Hispanic/Latino males were underrepresented in first sergeant and command chief positions, while Not Hispanic/Latino males were overrepresented in the same positions.
- White females were overrepresented in first sergeant and group superintendent positions but underrepresented in command chief positions, while White males were equally represented in enlisted leadership positions except for overrepresentation in group superintendent positions.
- From CY15-CY20, there were no Pacific Islander male and no Asian American female or male command chiefs in the RegAF. The table below displays the small size of these eligible populations.

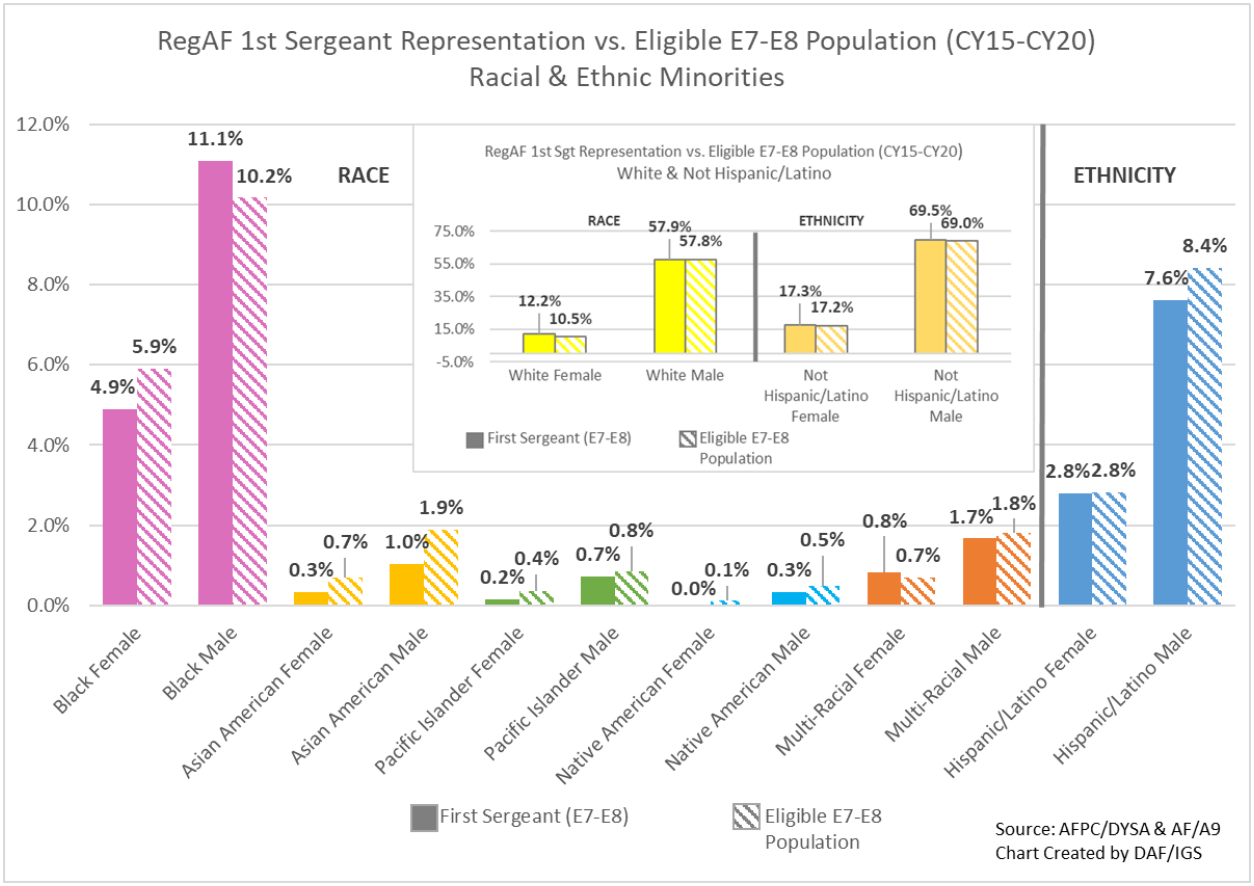
Fig 44. RegAF Enlisted Leadership Positions – Annual Average vs. Eligible Population (CY15-CY20)

RegAF CY15-CY20 Yearly Average		1st Sgt		Eligible E7-E8 Population		Gp Supt		Cmd Chief		Eligible E9 Population	
Black	Female	60	4.9%	1793	5.9%	14	4.2%	8	4.3%	111	4.3%
	Male	136	11.1%	3087	10.2%	33	10.0%	27	14.4%	306	11.9%
Asian American	Female	4	0.3%	210	0.7%	1	0.3%	0	0.0%	7	0.3%
	Male	13	1.0%	571	1.9%	3	0.9%	0	0.0%	35	1.4%
Pacific Islander	Female	2	0.2%	107	0.4%	0	0.0%	1	0.5%	1	0.0%
	Male	9	0.7%	256	0.8%	2	0.6%	0	0.0%	10	0.4%
Native American	Female	0	0.0%	41	0.1%	0	0.0%	0	0.0%	2	0.1%
	Male	4	0.3%	145	0.5%	2	0.6%	2	1.1%	10	0.4%
Multi-Racial	Female	10	0.8%	210	0.7%	1	0.3%	1	0.5%	10	0.4%
	Male	21	1.7%	546	1.8%	4	1.2%	2	1.1%	30	1.2%
White	Female	149	12.2%	3184	10.5%	36	10.9%	17	9.0%	249	9.7%
	Male	710	57.9%	17544	57.8%	216	65.5%	121	64.4%	1649	64.2%
Declined to Respond	Female	25	2.0%	651	2.1%	2	0.6%	2	1.1%	31	1.2%
	Male	84	6.8%	2012	6.6%	16	4.8%	7	3.7%	120	4.7%
Race Total	Female	250	20.4%	6196	20.4%	54	16.4%	29	15.4%	411	16.0%
	Male	976	79.6%	24161	79.6%	276	83.6%	159	84.6%	2160	84.0%
Hispanic/Latino	Female	34	2.8%	855	2.8%	4	1.2%	1	0.5%	31	1.2%
	Male	93	7.6%	2553	8.4%	19	5.8%	10	5.4%	146	5.7%
Not Hispanic/Latino	Female	211	17.3%	5209	17.2%	50	15.2%	27	14.5%	377	14.7%
	Male	848	69.5%	20946	69.0%	253	76.9%	148	79.6%	1982	77.1%
Declined to Respond	Female	3	0.2%	132	0.4%	0	0.0%	0	0.0%	4	0.2%
	Male	31	2.5%	663	2.2%	3	0.9%	0	0.0%	31	1.2%
Ethnicty Total	Female	248	20.3%	6196	20.4%	54	16.4%	28	15.1%	412	16.0%
*** Data from AFPC/DYSA & AF/A9**	Male	972	79.7%	24162	79.6%	275	83.6%	158	84.9%	2159	84.0%

First Sergeant

The figure below illustrates the representation of RegAF E7 and E8 first sergeants compared to the eligible population of E7s and E8s from CY15 to CY20. White females were overrepresented in first sergeant positions, as were Black males. Conversely, Asian American males and females and Hispanic/Latino males and females were underrepresented in first sergeant positions. There was a slight underrepresentation of Pacific Islander and Native American males and females, but the small eligible population size in these groups increased the variability in the data.

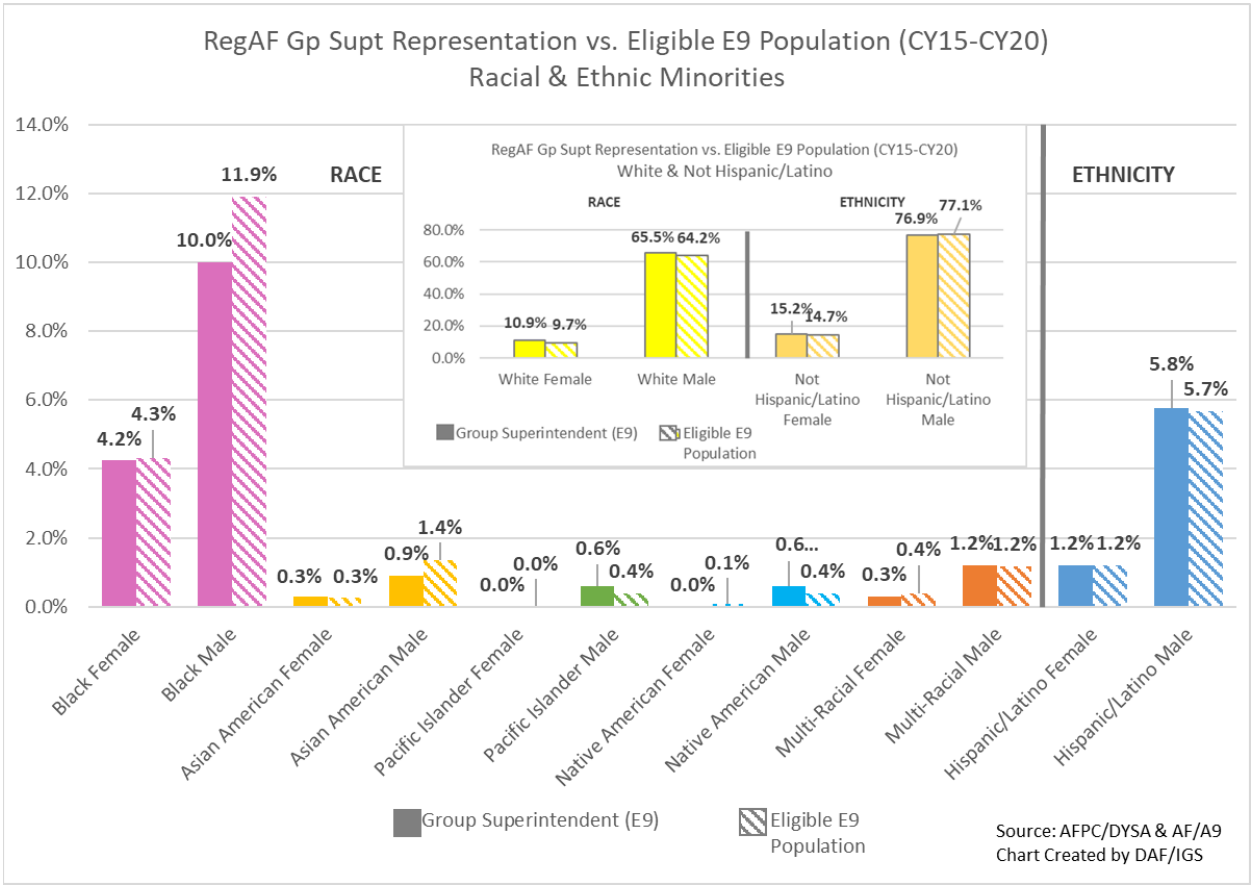
Fig 45. RegAF 1st Sergeant Representation vs. Eligible E7-E8 Population (CY15-CY20)



Group Superintendent

The figure below illustrates the representation of RegAF E9 group superintendents compared to the eligible population of E9s between CY15 and CY20. White males and females were overrepresented in group superintendent positions. Black males and females were underrepresented in group superintendent positions, as were Asian American males. The small population sizes of female and male Pacific Islander, Asian American, Native American, and Multi-Racial E9s and Hispanic/Latino female E9 populations introduce high variability into the data.

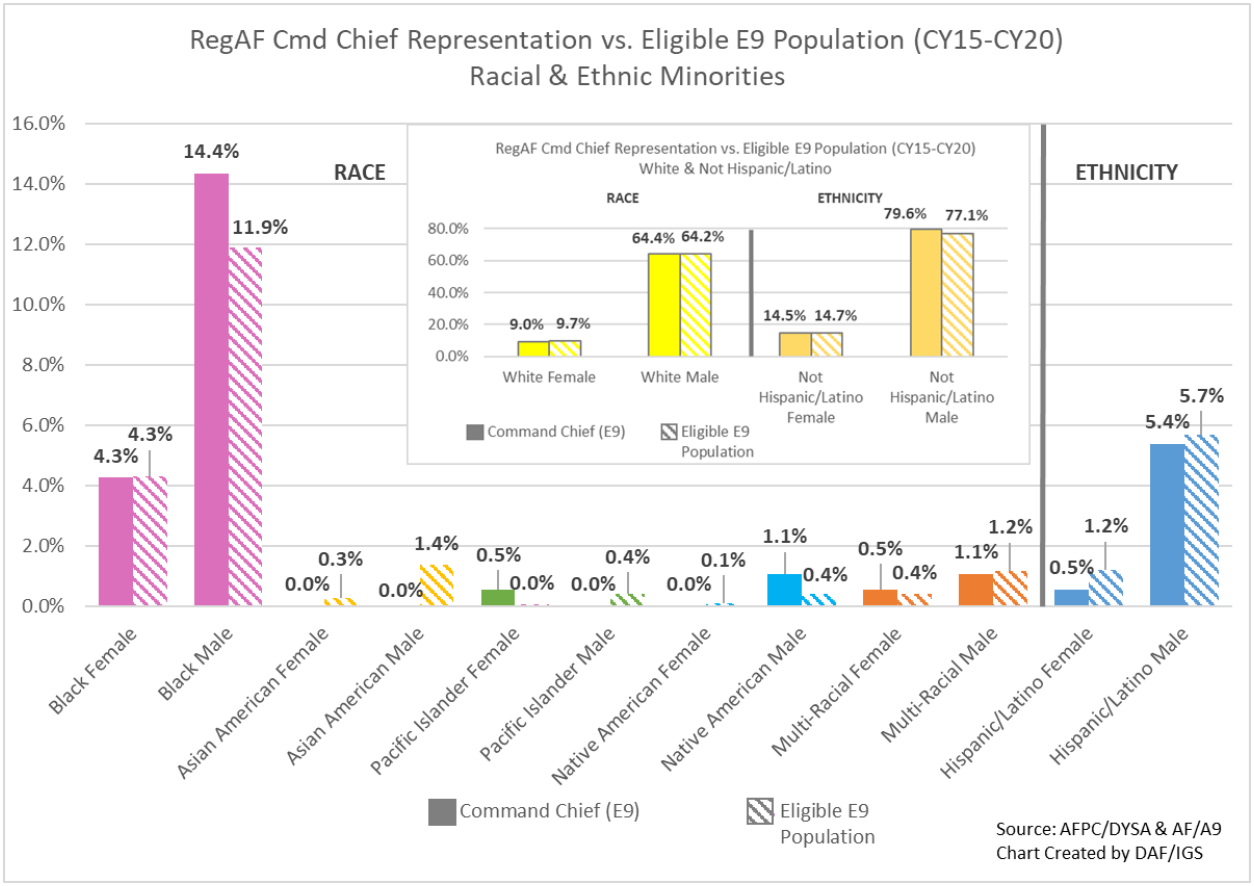
Fig 46. RegAF Group Superintendent Representation vs. Eligible E9 Population (CY15-CY20)



Command Chief

The figure below illustrates the representation of RegAF E9 command chiefs compared to the eligible population of E9s from CY15 to CY20. Hispanic/Latino and Asian American males and females, Pacific Islander males, and White females were underrepresented in command chief positions, while Black females, Native American males, and Not Hispanic/Latino males were overrepresented. The small population sizes of female and male Pacific Islander, Asian American, Native American, and Multi-Racial E9s and Hispanic/Latino female E9 populations introduce high variability into the data.

Fig 47. RegAF Command Chief vs. Eligible E9 Population (CY15-CY20)



AFR Enlisted Leadership

A CY15-CY20 analysis of AFR enlisted leadership positions compared to their eligible populations, to include first sergeant (E7-E8), group superintendent (E9), and command chief (E9), revealed the following notable disparities:

- Asian American males were underrepresented in all enlisted leadership positions.
- Black females were notably underrepresented in first sergeant and command chief positions.
- Pacific Islander females were underrepresented in all enlisted leadership positions. Male and female Pacific Islander E9s had no representation in group superintendent or command chief positions (the annual eligible population was approximately two female and five male Pacific Islanders).
- Native American E9s had no representation in group superintendent or command chief positions (the annual eligible population was approximately one female and three male Native American E9s).
- Hispanic/Latino males were underrepresented in all enlisted leadership positions.
- White females were overrepresented in all enlisted leadership positions.

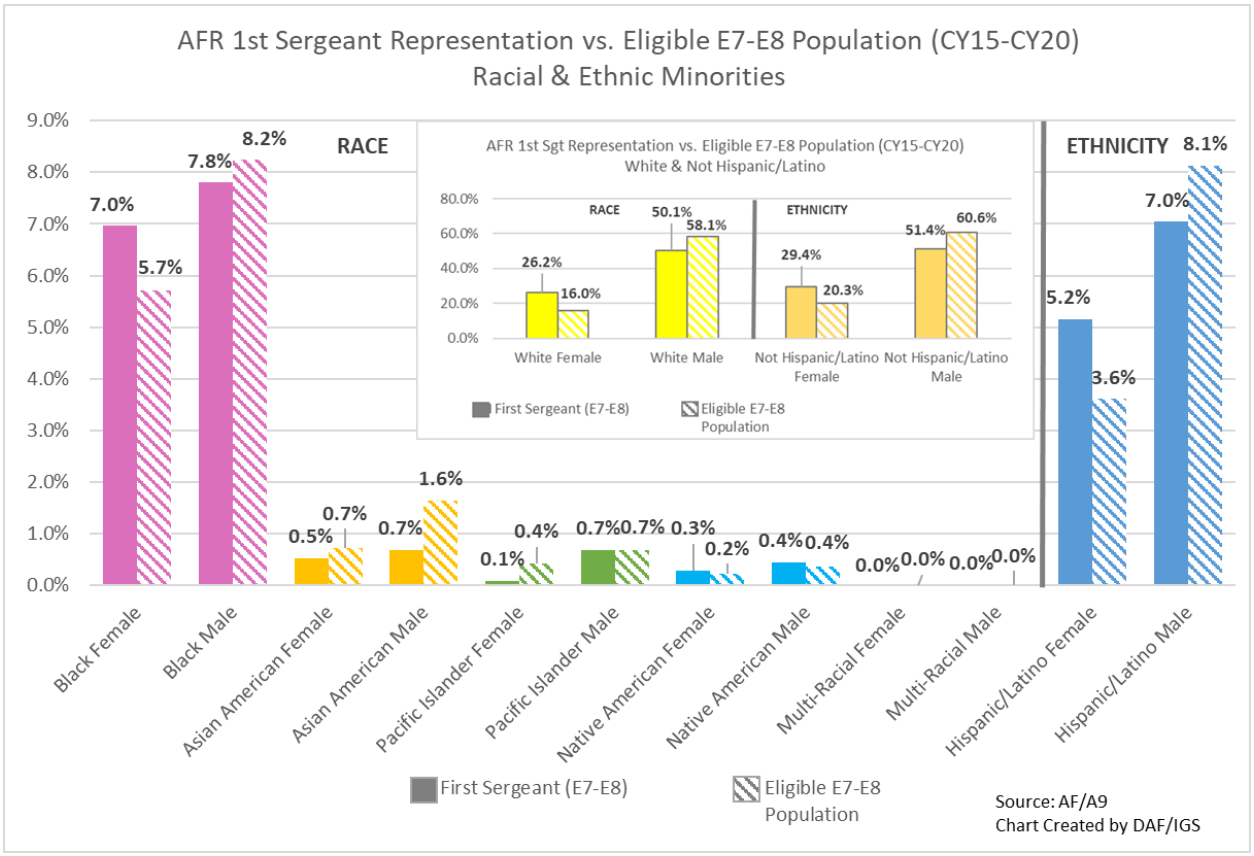
Fig 48. AFR Enlisted Leadership Positions – Annual Average vs. Eligible Population (CY15-CY20)

AFR CY15-CY20 Yearly Average		1st Sgt		Eligible E7-E8 Population		Gp Supt		Cmd Chief		Eligible E9 Population	
Black	Female	29	7.0%	632	5.7%	2	2.5%	1	1.2%	37	3.8%
	Male	33	7.8%	913	8.2%	5	7.4%	4	10.5%	72	7.4%
Asian American	Female	2	0.5%	79	0.7%	1	0.8%	0	0.0%	6	0.6%
	Male	3	0.7%	183	1.6%	0	0.0%	0	0.8%	9	1.0%
Pacific Islander	Female	0	0.1%	47	0.4%	0	0.0%	0	0.0%	2	0.2%
	Male	3	0.7%	76	0.7%	0	0.0%	0	0.0%	5	0.5%
Native American	Female	1	0.3%	24	0.2%	0	0.0%	0	0.0%	1	0.1%
	Male	2	0.4%	41	0.4%	1	1.1%	0	0.0%	3	0.3%
Multi-Racial	Female	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Male	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
White	Female	109	26.2%	1771	16.0%	10	16.1%	10	23.5%	139	14.3%
	Male	209	50.1%	6437	58.1%	41	67.5%	25	60.3%	642	65.9%
Declined to Respond	Female	13	3.2%	286	2.6%	2	2.7%	1	2.8%	19	1.9%
	Male	13	3.0%	595	5.4%	1	1.9%	0	0.8%	39	4.0%
Race Total	Female	155	37.3%	2838	25.6%	14	22.1%	11	27.5%	204	20.9%
	Male	261	62.7%	8244	74.4%	48	77.9%	30	72.5%	770	79.1%
Hispanic/Latino	Female	22	5.2%	400	3.6%	1	2.2%	3	6.1%	21	2.1%
	Male	29	7.0%	901	8.1%	3	5.0%	2	4.0%	61	6.3%
Not Hispanic/Latino	Female	123	29.4%	2245	20.3%	12	19.9%	9	21.5%	180	18.4%
	Male	214	51.4%	6716	60.6%	43	69.7%	28	68.4%	685	70.3%
Declined to Respond	Female	11	2.7%	194	1.7%	0	0.0%	0	0.0%	3	0.3%
	Male	18	4.2%	627	5.7%	2	3.3%	0	0.0%	25	2.5%
Ethnicty Total	Female	155	37.3%	2838	25.6%	14	22.1%	11	27.5%	204	20.9%
*Data from AF/A9	Male	261	62.7%	8244	74.4%	48	77.9%	30	72.5%	770	79.1%

First Sergeant

The figure below illustrates the representation of AFR E7-E8 first sergeants compared to the eligible population of E7s-E8s between CY15 and CY20. During this period, AFR E7-E8 females in all but two racial and ethnic groups (Asian American and Pacific Islander) were equally or overrepresented in first sergeant positions. Males from all racial and ethnic groups were equally or underrepresented in AFR first sergeant positions. The small population sizes of racial and ethnic minority groups introduce high variability into the data.

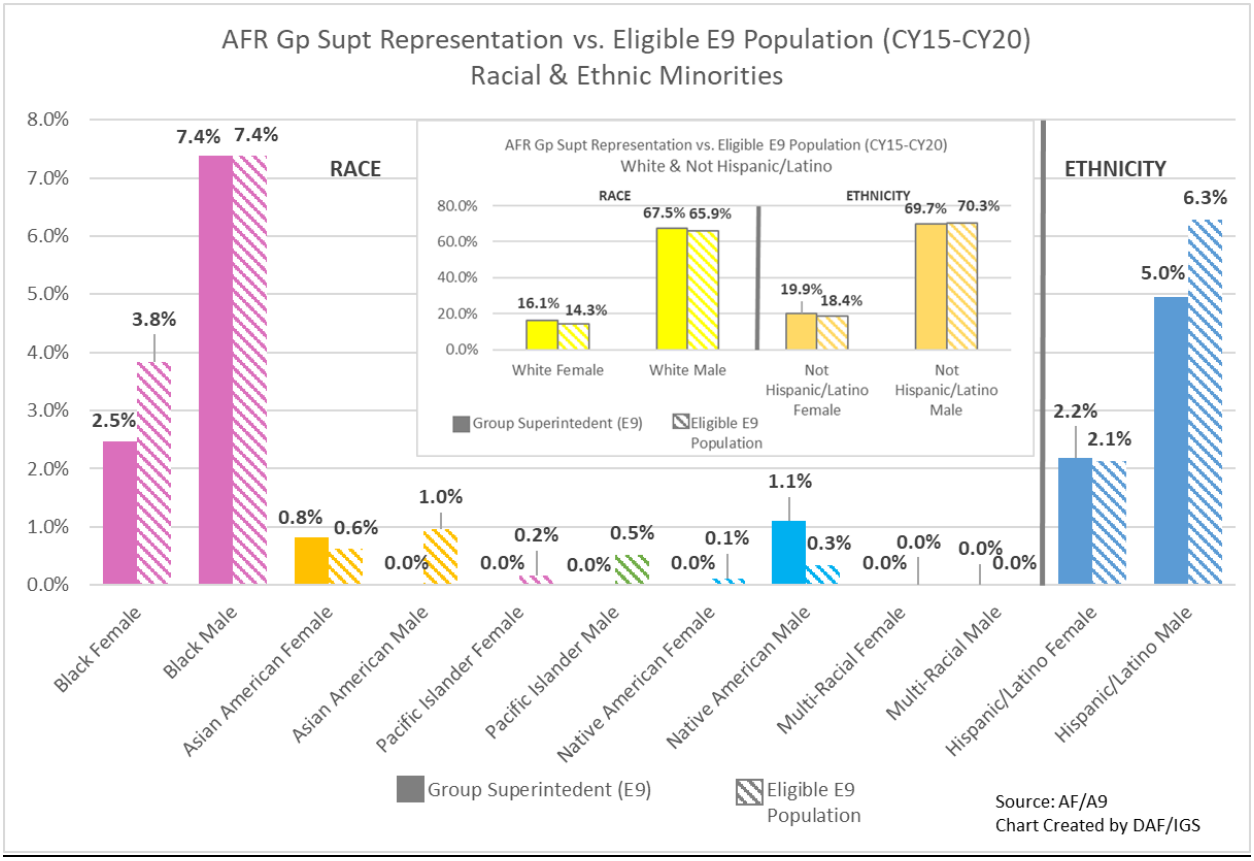
Fig 49. AFR 1st Sergeant Representation vs. Eligible E7-E8 Population (CY15-CY20)



Group Superintendent

The figure below illustrates the representation of AFR E9 group superintendents compared to the eligible population of E9s between CY15 and CY20. White females, Asian American females, and Native American males were overrepresented in group superintendent positions. Conversely, Black females and Hispanic/Latino males were underrepresented in command chief positions. Pacific Islander and Native American males and females and Asian American males had no representation in group superintendent positions between CY15 and CY20. The small population sizes of racial and ethnic minority E9 populations result in high data variability.

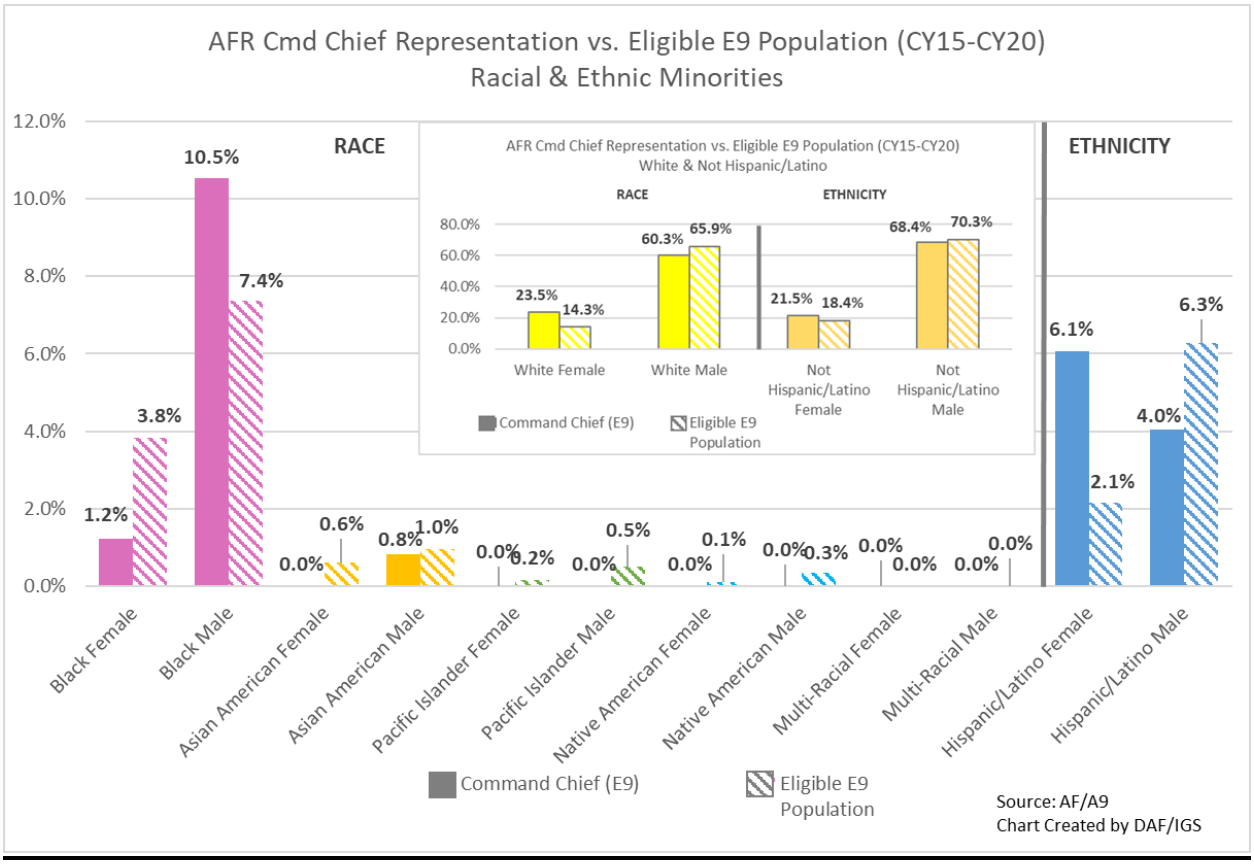
Fig 50. AFR Group Superintendent Representation vs. Eligible E9 Population (CY15-CY20)



Command Chief

The figure below illustrates the representation of AFR E9 command chiefs compared to the E9 eligible population between CY15-CY20. White females and Hispanic/Latino females were overrepresented in command chief positions, as were Black males. Conversely, Asian American, Pacific Islander, Native American males and females, and Multi-Racial and Hispanic/Latino males were underrepresented in command chief positions. The small population sizes of racial and ethnic minority E9 populations result in high data variability.

Fig 51. AFR Command Chief vs. Eligible E9 Population (CY15-CY20)



ANG Enlisted Leadership

A CY15-CY20 analysis of ANG enlisted leadership positions compared to their eligible populations, to include first sergeant (E7-E8), group superintendent (E9), and command chief (E9), revealed the following notable disparities:

- Asian American males were underrepresented in all enlisted leadership positions.
- Black males were overrepresented in all enlisted leadership positions.
- Hispanic/Latino males were overrepresented in all enlisted leadership positions.
- White males were underrepresented in all enlisted leadership positions, while White females were overrepresented in all enlisted leadership positions.

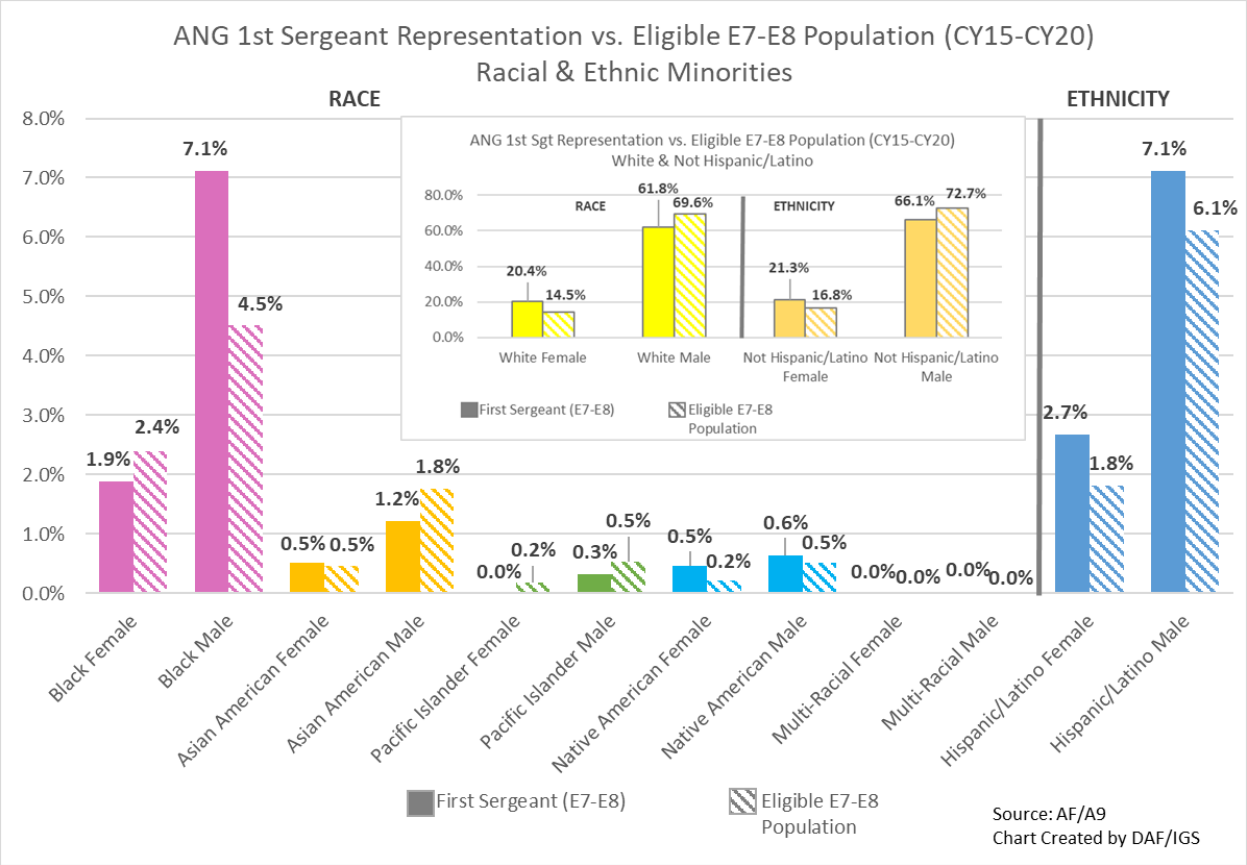
Fig 52. ANG Enlisted Leadership Positions – Annual Average vs. Eligible Population (CY15-CY20)

ANG CY15-CY20 Yearly Average		1st Sgt		Eligible E7-E8 Population		Gp Supt		Cmd Chief		Eligible E9 Population	
Black	Female	15	1.9%	465	2.4%	7	2.3%	3	1.9%	33	1.7%
	Male	56	7.1%	877	4.5%	18	5.9%	11	7.6%	83	4.2%
Asian American	Female	4	0.5%	92	0.5%	0	0.1%	0	0.1%	8	0.4%
	Male	10	1.2%	344	1.8%	1	0.2%	2	1.0%	27	1.3%
Pacific Islander	Female	0	0.0%	35	0.2%	0	0.1%	0	0.0%	1	0.0%
	Male	3	0.3%	103	0.5%	1	0.4%	0	0.2%	11	0.5%
Native American	Female	4	0.5%	42	0.2%	1	0.2%	1	0.4%	1	0.1%
	Male	5	0.6%	99	0.5%	0	0.1%	1	0.4%	11	0.6%
Multi-Racial	Female	0	0.0%	3	0.0%	0	0.1%	0	0.0%	1	0.0%
	Male	0	0.0%	3	0.0%	0	0.0%	0	0.0%	1	0.1%
White	Female	159	20.4%	2824	14.5%	41	13.7%	19	12.6%	220	11.0%
	Male	482	61.8%	13517	69.6%	220	73.0%	105	70.9%	1531	76.6%
Declined to Respond	Female	10	1.3%	238	1.2%	1	0.4%	2	1.3%	9	0.5%
	Male	34	4.3%	792	4.1%	11	3.6%	5	3.4%	62	3.1%
Race Total	Female	192	24.6%	3699	19.0%	51	16.8%	24	16.4%	273	13.6%
	Male	588	75.4%	15735	81.0%	251	83.2%	124	83.6%	1725	86.4%
Hispanic/Latino	Female	21	2.7%	352	1.8%	3	1.0%	3	1.8%	21	1.0%
	Male	56	7.1%	1189	6.1%	17	5.5%	9	6.0%	101	5.0%
Not Hispanic/Latino	Female	166	21.3%	3257	16.8%	48	15.8%	22	14.6%	250	12.5%
	Male	516	66.1%	14133	72.7%	230	76.4%	114	76.7%	1605	80.3%
Declined to Respond	Female	5	0.6%	90	0.5%	0	0.0%	0	0.0%	2	0.1%
	Male	17	2.2%	413	2.1%	4	1.2%	1	0.9%	20	1.0%
Ethnicty Total	Female	192	24.6%	3699	19.0%	51	16.8%	24	16.4%	273	13.6%
*Data from AF/A9	Male	588	75.4%	15735	81.0%	251	83.2%	124	83.6%	1725	86.4%

First Sergeant

The figure below illustrates the representation of ANG E7-E8 first sergeants compared to the eligible population of E7s and E8s from CY15 to CY20. Females in all but two racial and ethnic groups were equally or overrepresented in first sergeant positions. Black and Pacific Islander females were underrepresented. Conversely, White, Asian American, and Pacific Islander males were underrepresented in first sergeant positions, while all other groups were equally or overrepresented. The small population sizes of racial and ethnic minority populations result in high data variability.

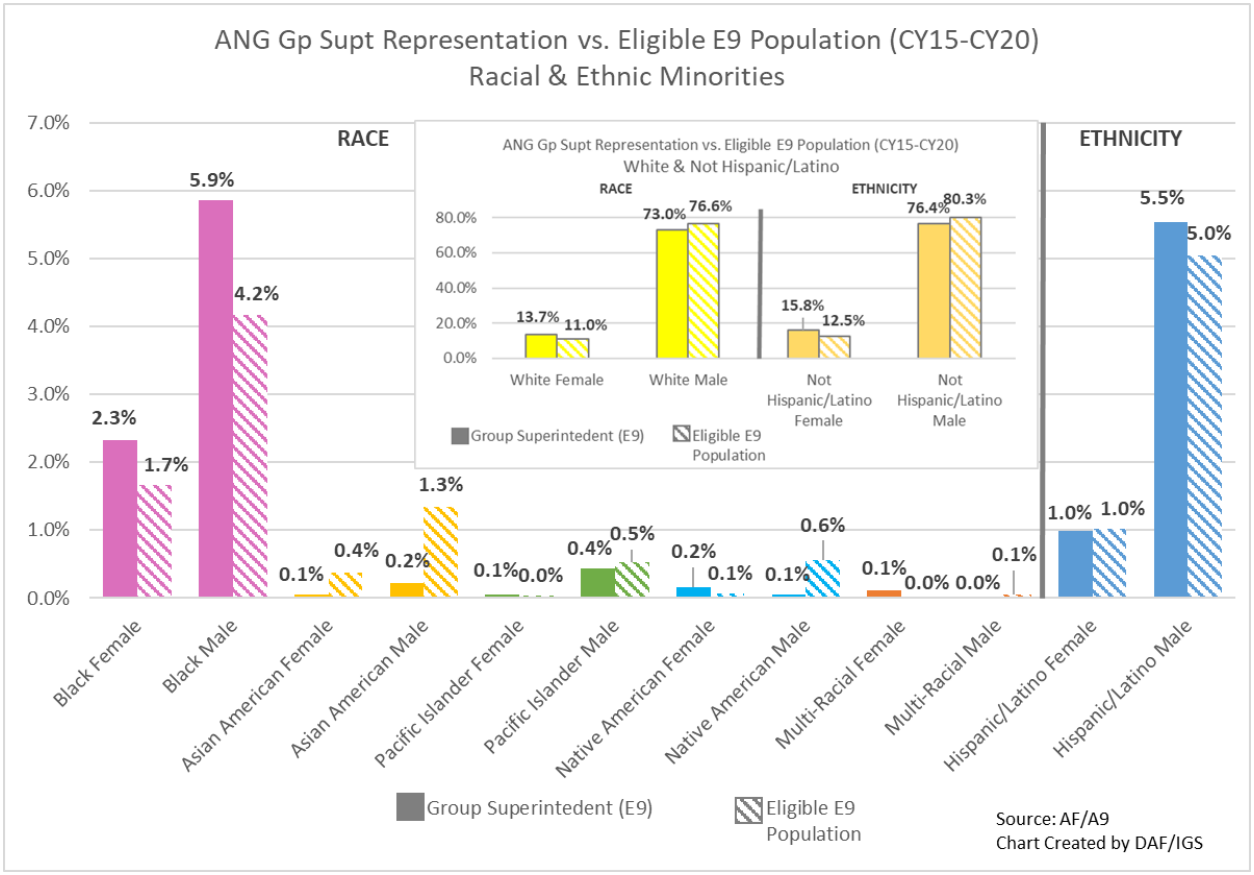
Fig 53. ANG 1st Sergeant Representation vs. Eligible E7-E8 Population (CY15-CY20)



Group Superintendent

Between CY15 and CY20, Black males and females were overrepresented in group superintendent positions, as were White females and Hispanic/Latino males. Asian American and Pacific Islander males and females, along with White males, were underrepresented. The small population sizes of racial and ethnic minority E9 populations introduced high variability into the data.

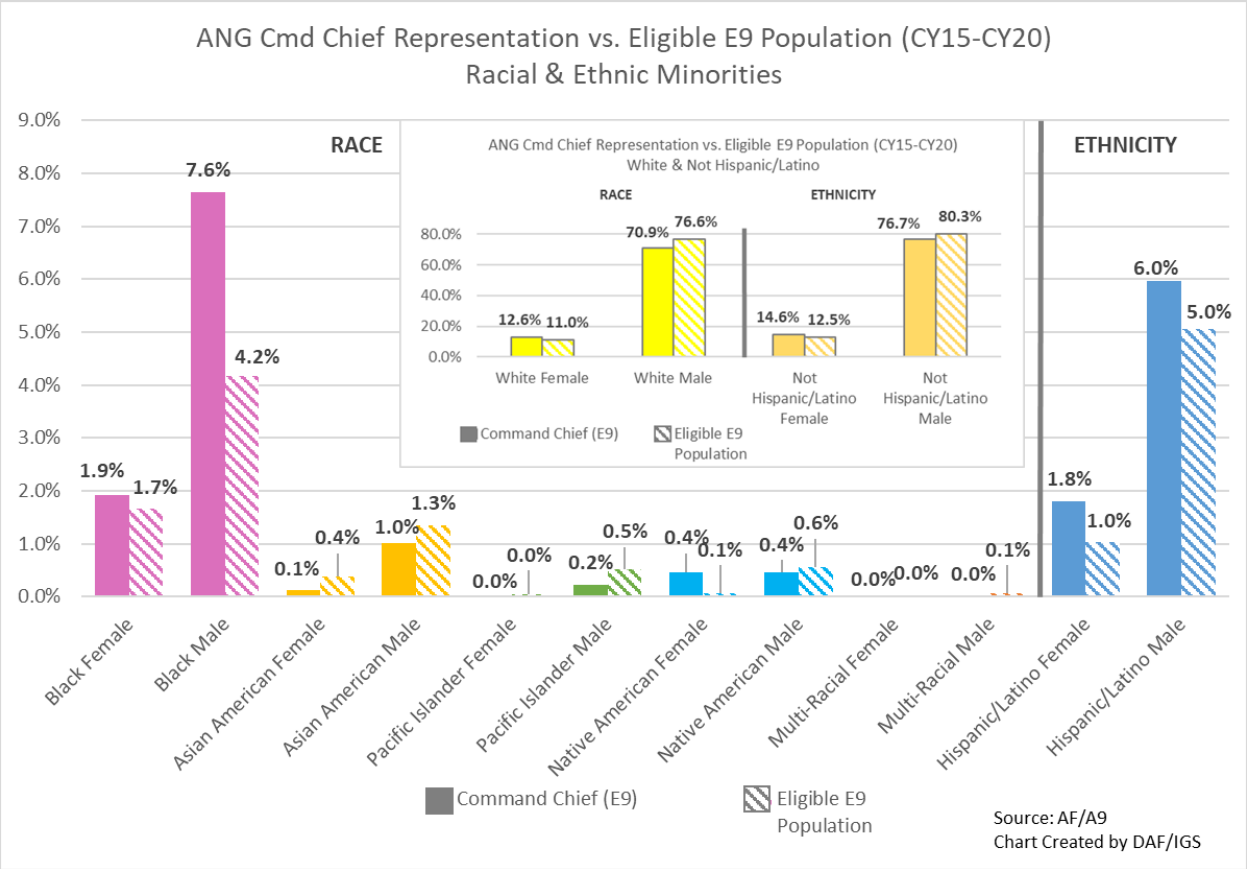
Fig 54. ANG Group Superintendent Representation vs. Eligible E9 Population (CY15-CY20)



Command Chief

Between CY15 and CY20, Black and Hispanic/Latino males and females, along with White females, were equally or overrepresented in command chief positions, while most other racial and ethnic and gender groups were underrepresented. The small population sizes of racial and ethnic minority E9 populations result in high data variability.

Fig 55. ANG Command Chief vs. Eligible E9 Population (CY15-CY20)



OFFICER LEADERSHIP

RegAF Officer Leadership

An analysis of RegAF officer leadership positions between CY15-CY20 compared to their eligible populations, to include squadron commander (O4-O5), group commander (O6), and wing commander (O6), revealed the following notable disparities:

- Asian American males and females were underrepresented in all of the aforementioned command positions, except for Asian American females in group command, with the most significant disparity in wing command.
- Hispanic/Latino males and females were underrepresented in group and wing command.
- Pacific Islander females were underrepresented in command positions.
- Black females were almost 50% underrepresented in wing command but had approximately equal representation in squadron and group command. Black males were overrepresented in all command positions.

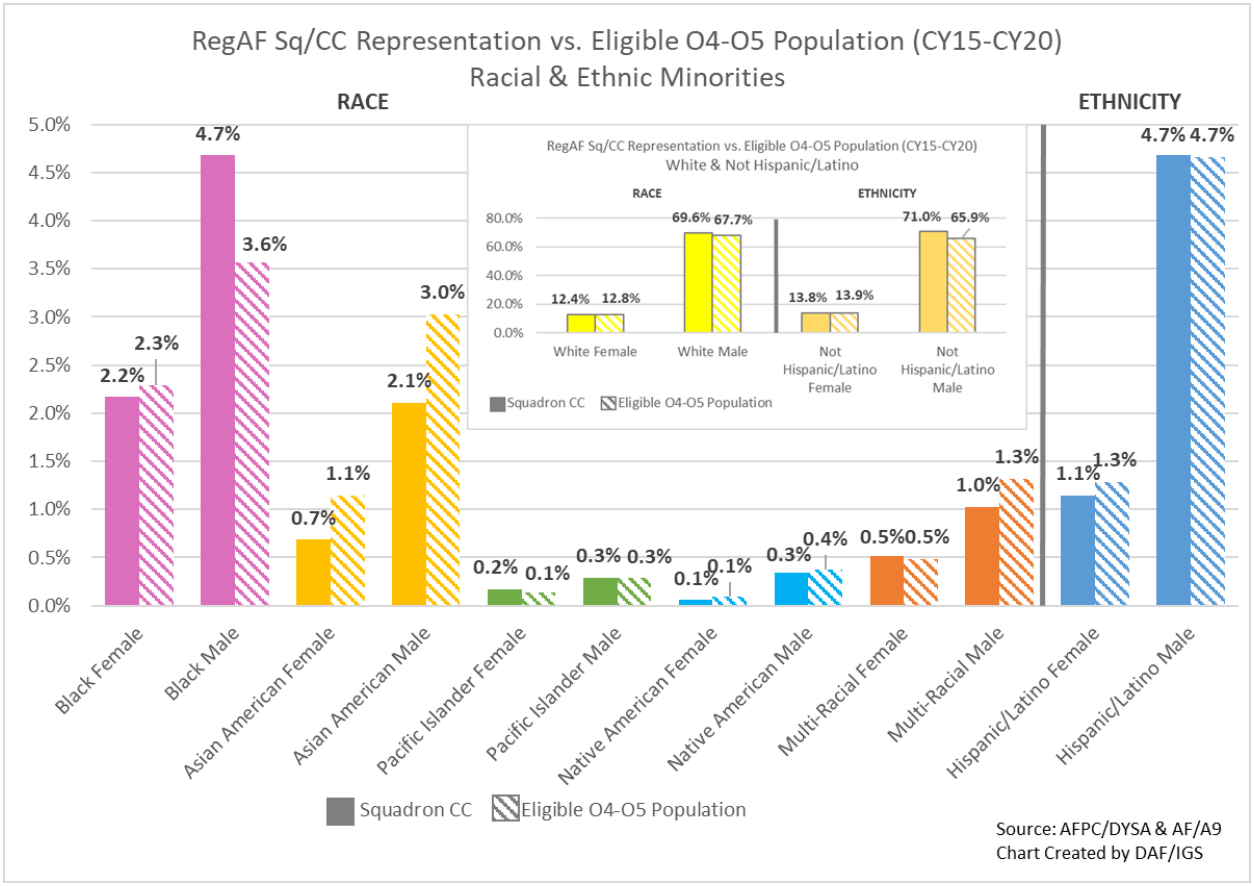
Fig 56. RegAF Officer Leadership Positions – Annual Average vs. Eligible Population (CY15-CY20)

RegAF CY15-CY20 Yearly Average		Squadron CC		Eligible O4-O5 Population		Group CC		Eligible O6 Population		Wing CC		Eligible O6-O7 Population	
Black	Female	38	2.2%	531	2.3%	8	2.0%	60	1.8%	1	0.9%	60	1.7%
	Male	82	4.7%	827	3.6%	17	4.2%	123	3.7%	5	4.4%	129	3.8%
Asian American	Female	12	0.7%	265	1.1%	3	0.7%	22	0.7%	0	0.0%	22	0.6%
	Male	37	2.1%	701	3.0%	6	1.5%	70	2.1%	1	0.9%	71	2.1%
Pacific Islander	Female	3	0.2%	31	0.1%	0	0.0%	2	0.1%	0	0.0%	2	0.1%
	Male	5	0.3%	66	0.3%	1	0.2%	6	0.2%	0	0.0%	6	0.2%
Native American	Female	1	0.1%	21	0.1%	0	0.0%	1	0.0%	0	0.0%	1	0.0%
	Male	6	0.3%	86	0.4%	2	0.5%	13	0.4%	0	0.0%	13	0.4%
Multi-Racial	Female	9	0.5%	112	0.5%	1	0.2%	11	0.3%	1	0.9%	11	0.3%
	Male	18	1.0%	306	1.3%	3	0.7%	22	0.7%	1	0.9%	22	0.6%
White	Female	218	12.4%	2960	12.8%	49	12.2%	374	11.4%	11	9.6%	386	11.2%
	Male	1220	69.6%	15686	67.7%	301	74.7%	2474	75.2%	89	78.1%	2598	75.6%
Declined to Respond	Female	18	1.0%	319	1.4%	2	0.5%	14	0.4%	0	0.0%	14	0.4%
	Male	86	4.9%	1242	5.4%	10	2.5%	98	3.0%	5	4.4%	102	3.0%
Race Total	Female	299	17.1%	4239	18.3%	63	15.6%	484	14.7%	13	11.4%	496	14.4%
	Male	1454	82.9%	18914	81.7%	340	84.4%	2806	85.3%	101	88.6%	2941	85.6%
Hispanic/Latino	Female	20	1.1%	298	1.3%	2	0.5%	19	0.6%	0	0.0%	19	0.6%
	Male	82	4.7%	1080	4.7%	13	3.2%	119	3.6%	2	1.8%	120	3.5%
Not Hispanic/Latino	Female	241	13.8%	3211	13.9%	59	14.6%	450	13.7%	13	11.5%	461	13.4%
	Male	1244	71.0%	15254	65.9%	321	79.5%	2624	79.8%	95	84.1%	2756	80.3%
Declined to Respond	Female	39	2.2%	730	3.2%	2	0.5%	12	0.4%	0	0.0%	12	0.3%
	Male	126	7.2%	2581	11.1%	7	1.7%	63	1.9%	3	2.7%	66	1.9%
Ethnicty Total	Female	300	17.1%	4239	18.3%	63	15.6%	481	14.6%	13	11.5%	492	14.3%
* Data from AFPC/DYSA & AF/A9	Male	1452	82.9%	18915	81.7%	341	84.4%	2806	85.4%	100	88.5%	2942	85.7%

Squadron Commander

The figure below illustrates the representation of RegAF O4-O5 squadron commanders compared to the eligible population of O4s-O5s from CY15 to C20. Asian American males and females had the most notable underrepresentation in squadron command. Black, White, and Hispanic/Latino males were equally or overrepresented in squadron command. Hispanic/Latino females were underrepresented, whereas White females had close to equal representation.

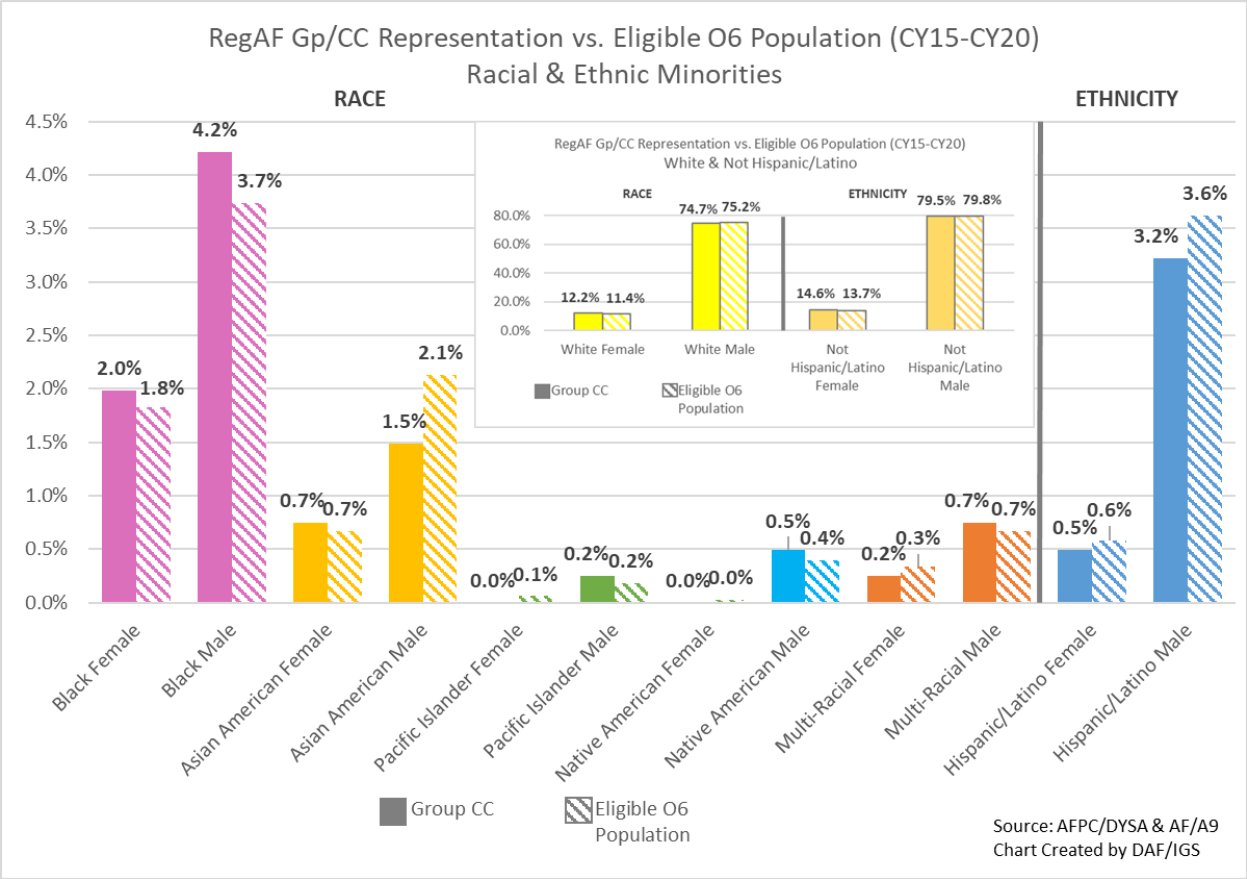
Fig 57. RegAF Sq/CC Representation vs. Eligible O4-O5 Population (CY15-CY20)



Group Commander

RegAF females in all racial and ethnic groups were almost equally represented for group command positions, with Black, White, and Not Hispanic/Latino females slightly overrepresented. Males were almost equally represented in all racial and ethnic groups, except overrepresentation in Black male group commanders and underrepresentation of Asian American and Hispanic/Latino males in group command positions. The small population sizes of racial and ethnic minority O6 populations result in high data variability.

Fig 58. RegAF Gp/CC Representation vs. Eligible O6 Population (CY15-CY20)



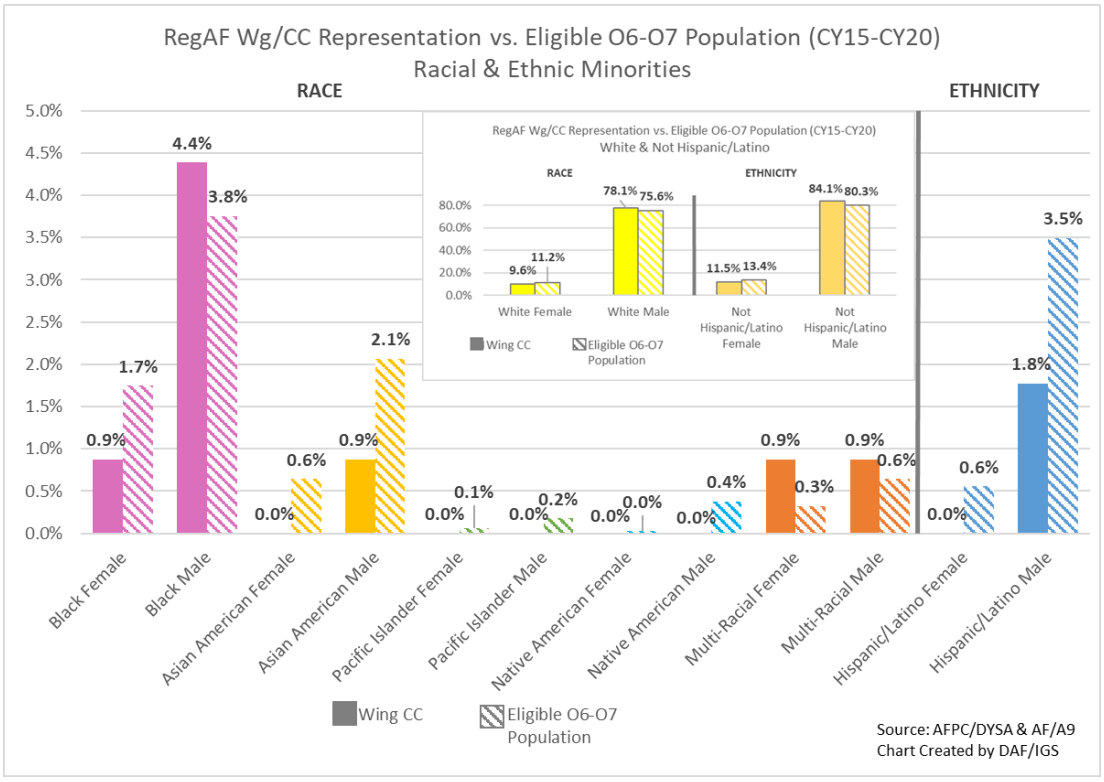
Wing Commander

The most notable disparities in officer leadership for the RegAF were in wing command positions. As stated in the DR, between 2015 and 2020, O6s in the operations career fields held between 69% and 94% of wing command positions across the three components. Narrowing the operations career fields to pilots, they held between 51-64% of RegAF, AFR, and ANG wing command positions. The low representation of racial and ethnic minorities in the pilot operations career field, particularly the pilot AFSC, directly impacts their representation as wing commanders. This disparity is particularly stark for racial and ethnic minority females, who combined comprise less than 1% of each component's pilot force.

For RegAF wing commander positions between CY15 and CY20, females were underrepresented in all racial and ethnic groups, except Multi-Racial. Among males, racial and ethnic minority officers, except Black and Multi-Racial, were underrepresented in wing command positions.

AFPC's databases track wing commander data back to 2003. Analysis shows there were no female Native American, female Asian American, or female Pacific Islander wing commanders from 2003-2020. There was one Hispanic/Latino female wing commander in 2013 and 2014, one Black female wing commander in 2010, 2011, 2015, 2016, and three in 2020. Since command tours are typically two years, the aforementioned command years likely equate to one Hispanic/Latino female commander, five Black female wing commanders, and two Asian American male wing commanders since 2003. The small population sizes of racial and ethnic minority O6-O7 populations result in high data variability.

Fig 59. RegAF Wg/CC Representation vs. Eligible O6-O7 Population (CY15-CY20)



AFR Officer Leadership

Analysis of AFR officer leadership positions between CY15-CY20 compared to their eligible populations, including squadron commander (O4-O5), group commander (O6), and wing commander (O6), revealed the following notable disparities:

- Asian American males and females were underrepresented in squadron, group, and wing command positions.
- Black, Asian American, Hispanic/Latino, and White females were underrepresented in all aforementioned officer command positions.
- Pacific Islander females were underrepresented in all aforementioned officer command positions.
- Females and most racial and ethnic minorities were notably underrepresented in wing command positions.

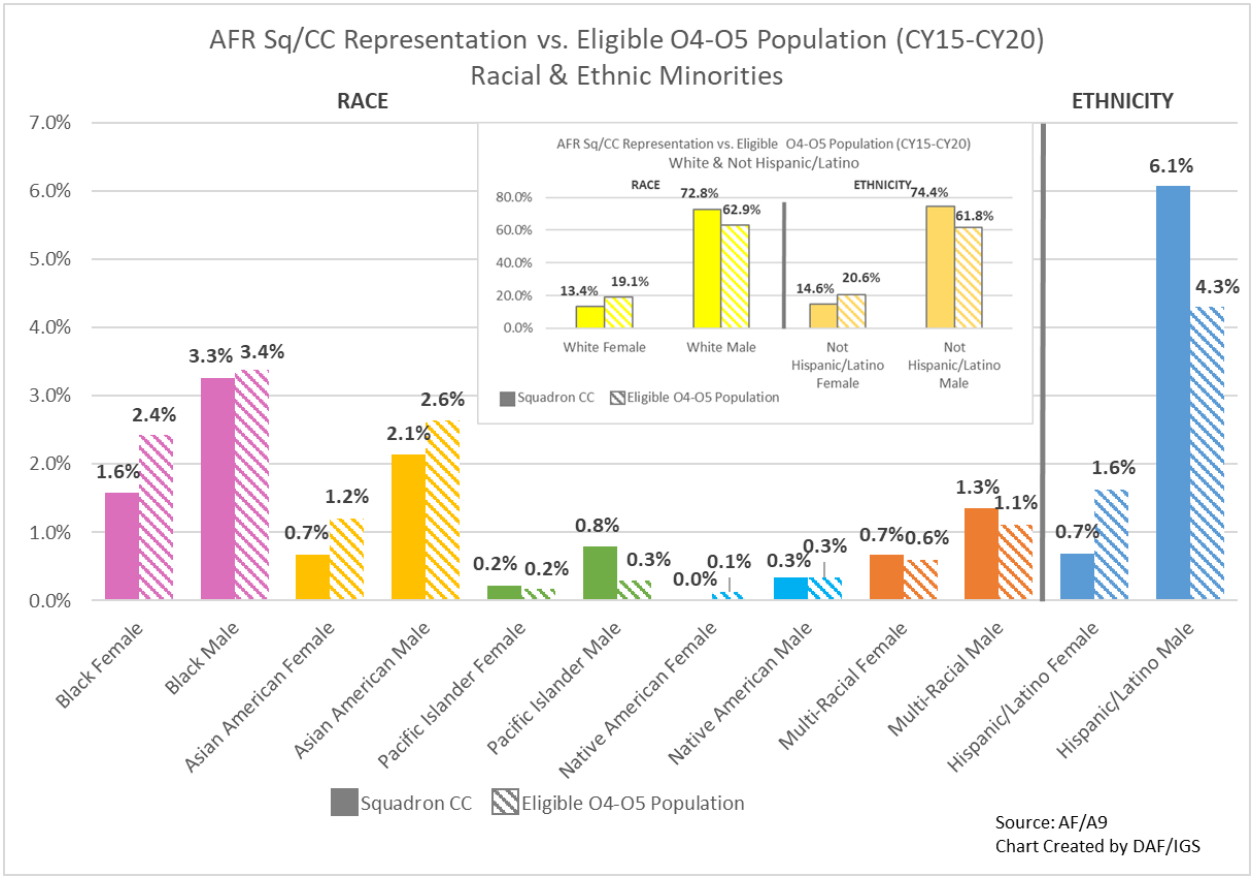
Fig 60. AFR Officer Leadership Positions – Annual Average vs. Eligible Population (CY15-CY20)

AFR CY15-CY20 Yearly Average		Squadron CC		Eligible O4-O5 Population		Group CC		Eligible O6 Population		Wing CC		Eligible O6-O7 Population	
Black	Female	2	1.6%	218	2.4%	1	0.5%	12	1.2%	1	0.8%	12	1.1%
	Male	5	3.3%	305	3.4%	5	3.3%	25	2.4%	2	3.4%	26	2.4%
Asian American	Female	1	0.7%	108	1.2%	1	0.5%	8	0.8%	0	0.3%	8	0.7%
	Male	3	2.1%	237	2.6%	2	1.2%	15	1.4%	0	0.5%	15	1.4%
Pacific Islander	Female	0	0.2%	16	0.2%	0	0.0%	2	0.2%	0	0.0%	2	0.2%
	Male	1	0.8%	26	0.3%	0	0.2%	2	0.2%	0	0.0%	2	0.2%
Native American	Female	0	0.0%	11	0.1%	0	0.0%	2	0.2%	0	0.0%	2	0.2%
	Male	1	0.3%	31	0.3%	0	0.2%	4	0.4%	0	0.0%	4	0.4%
Multi-Racial	Female	1	0.7%	54	0.6%	0	0.0%	3	0.3%	1	1.6%	3	0.3%
	Male	2	1.3%	100	1.1%	1	0.6%	6	0.6%	1	1.6%	6	0.5%
White	Female	20	13.4%	1716	19.1%	28	17.4%	224	21.5%	3	4.9%	234	21.4%
	Male	108	72.8%	5662	62.9%	114	72.4%	700	67.2%	54	84.0%	742	67.8%
Declined to Respond	Female	1	0.6%	154	1.7%	1	0.3%	13	1.2%	1	0.8%	13	1.2%
	Male	3	2.2%	364	4.0%	5	3.3%	25	2.4%	2	2.3%	25	2.3%
Race Total	Female	25	17.1%	2277	25.3%	30	18.8%	264	25.4%	5	8.3%	274	25.0%
	Male	123	82.9%	6725	74.7%	128	81.2%	777	74.6%	59	91.7%	820	75.0%
Hispanic/Latino	Female	1	0.7%	146	1.6%	0	0.0%	10	1.0%	0	0.0%	10	0.9%
	Male	9	6.1%	388	4.3%	5	3.1%	33	3.2%	2	3.7%	34	3.1%
Not Hispanic/Latino	Female	21	14.6%	1852	20.6%	29	18.2%	247	23.8%	4	6.9%	256	23.4%
	Male	108	74.4%	5567	61.8%	115	73.5%	718	69.1%	55	87.7%	761	69.6%
Declined to Respond	Female	2	1.5%	278	3.1%	1	0.7%	6	0.6%	0	0.0%	6	0.5%
	Male	4	2.8%	770	8.6%	7	4.5%	25	2.4%	1	1.6%	25	2.4%
Ethnicty Total	Female	24	16.7%	2276	25.3%	30	18.9%	263	25.3%	4	6.9%	272	24.9%
*Data from AF/A9	Male	121	83.3%	6725	74.7%	127	81.1%	776	74.7%	58	93.1%	821	75.1%

Squadron Commander

The figure below illustrates the representation of AFR O4-O5 squadron commanders compared to the eligible population of O4s-O5s from CY15 to CY20. Black and Asian American males and females were underrepresented in squadron command, as were White and Hispanic/Latino females. White, Multi-Racial, and Hispanic/Latino males were overrepresented in squadron command positions.

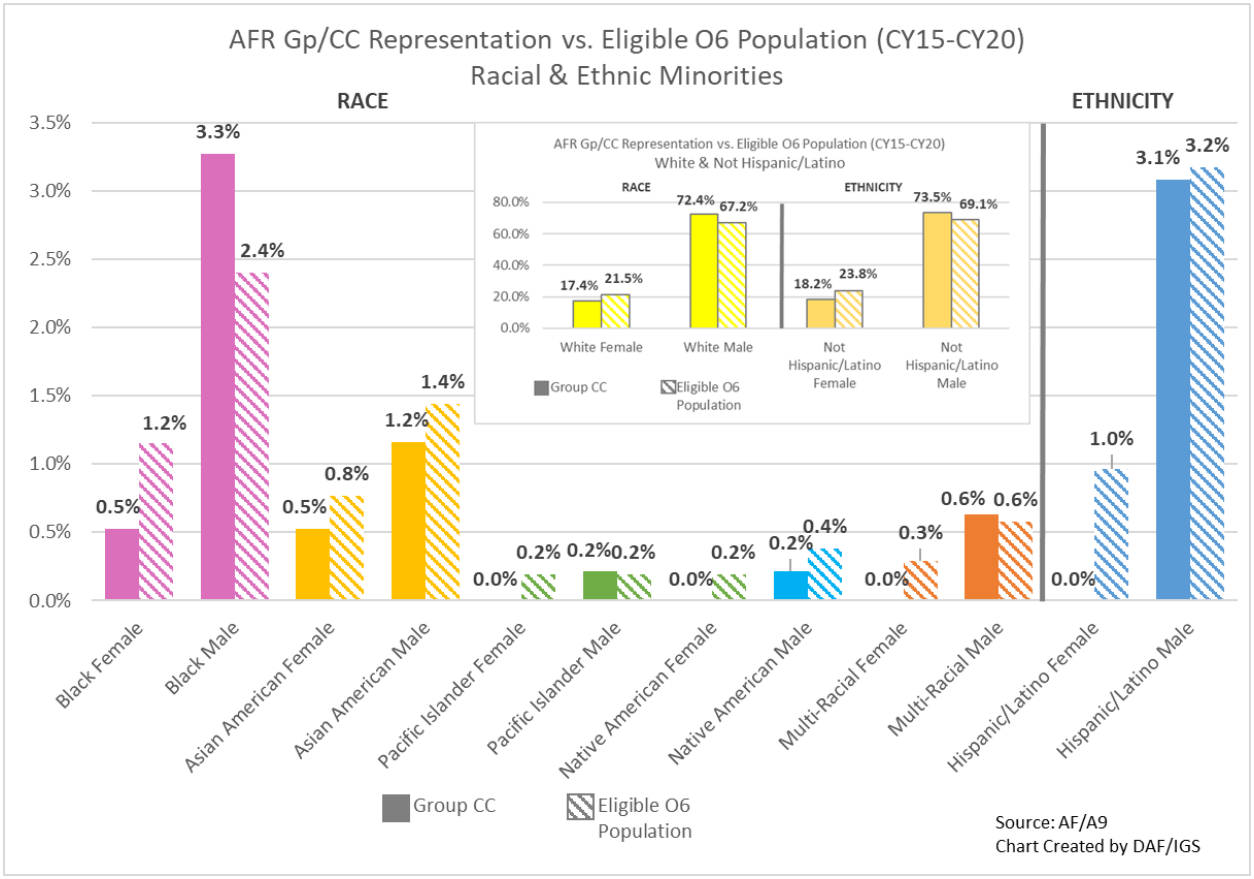
Fig 61. AFR Sq/CC Representation vs. Eligible O4-O5 Population (CY15-CY20)



Group Commander

The figure below illustrates the representation of AFR O6 group commanders as compared to the eligible population of O6s between CY15 and CY20. Asian American and Hispanic/Latino males and females were underrepresented in group command positions, as were Black and White females. White and Black males were overrepresented in AFR squadron commands.

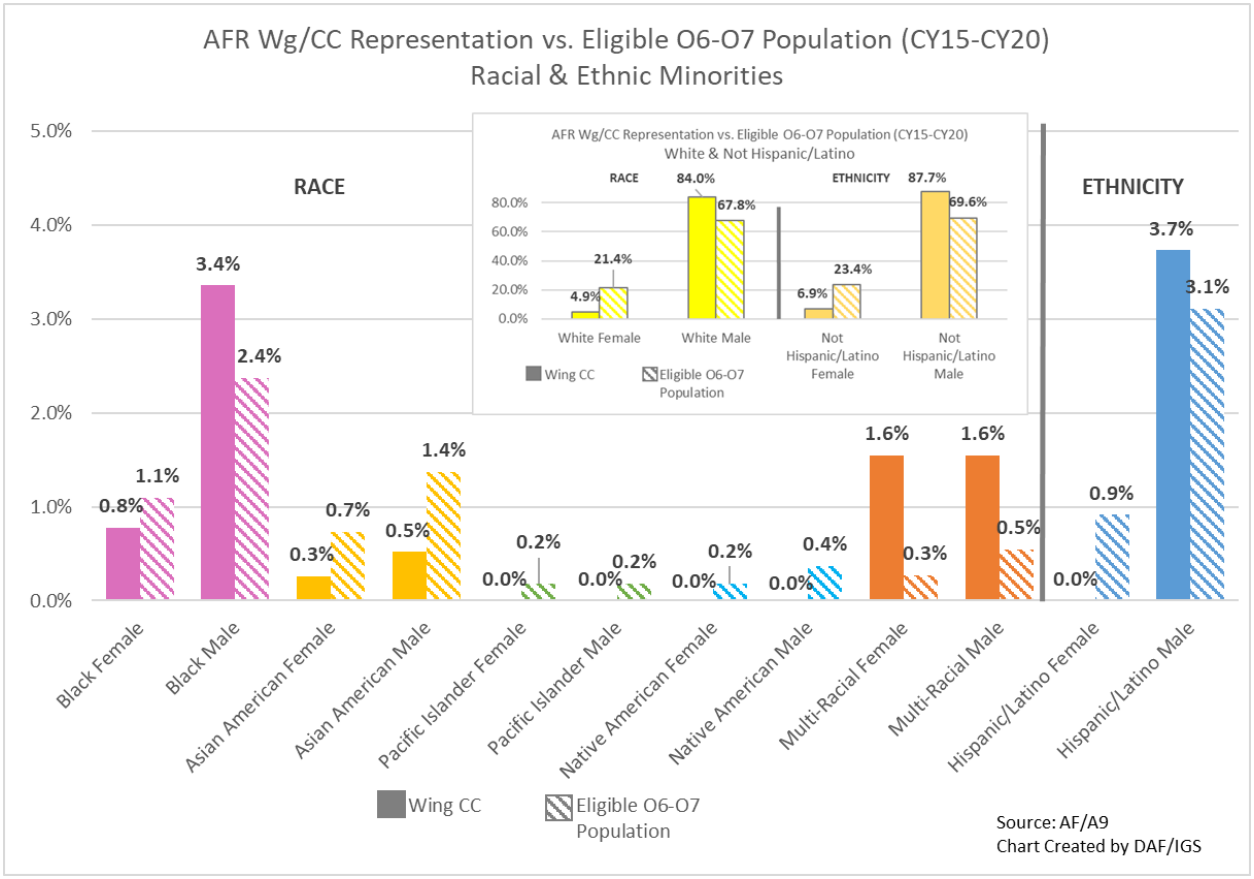
Fig 62. AFR Gp/CC Representation vs. Eligible O6 Population (CY15-CY20)



Wing Commander

The figure below illustrates the representation of ANG O6-O7 wing commanders as compared to the eligible population of O6s-O7s between CY15 and CY20. Like the RegAF, AFR wing command positions had the most notable racial, ethnic, and gender disparities. White males were overrepresented in wing command positions by about 24%, while White females were underrepresented by 77%. The AFR had the highest population of O6-O7 females of the components, but this did not translate into increased female gender representation in wing command positions. For instance, White females made up 21.4% of the eligible O6-O7 AFR population but only account for 4.9% of the wing command positions. Black, Multi-Racial, and Hispanic/Latino males were also overrepresented in wing command positions, while all other racial and ethnic minority groups for males and females were underrepresented.

Fig 63. AFR Wg/CC Representation vs. Eligible O6-O7 Population (CY15-CY20)



ANG Officer Leadership

Analysis of ANG officer leadership positions between CY15-CY20 compared to their eligible populations, including squadron commander (O4-O5), group commander (O6), and wing commander (O6), revealed the following notable disparities:

- Asian American and Multi-Racial officers of both genders were underrepresented in squadron, group, and wing command positions.

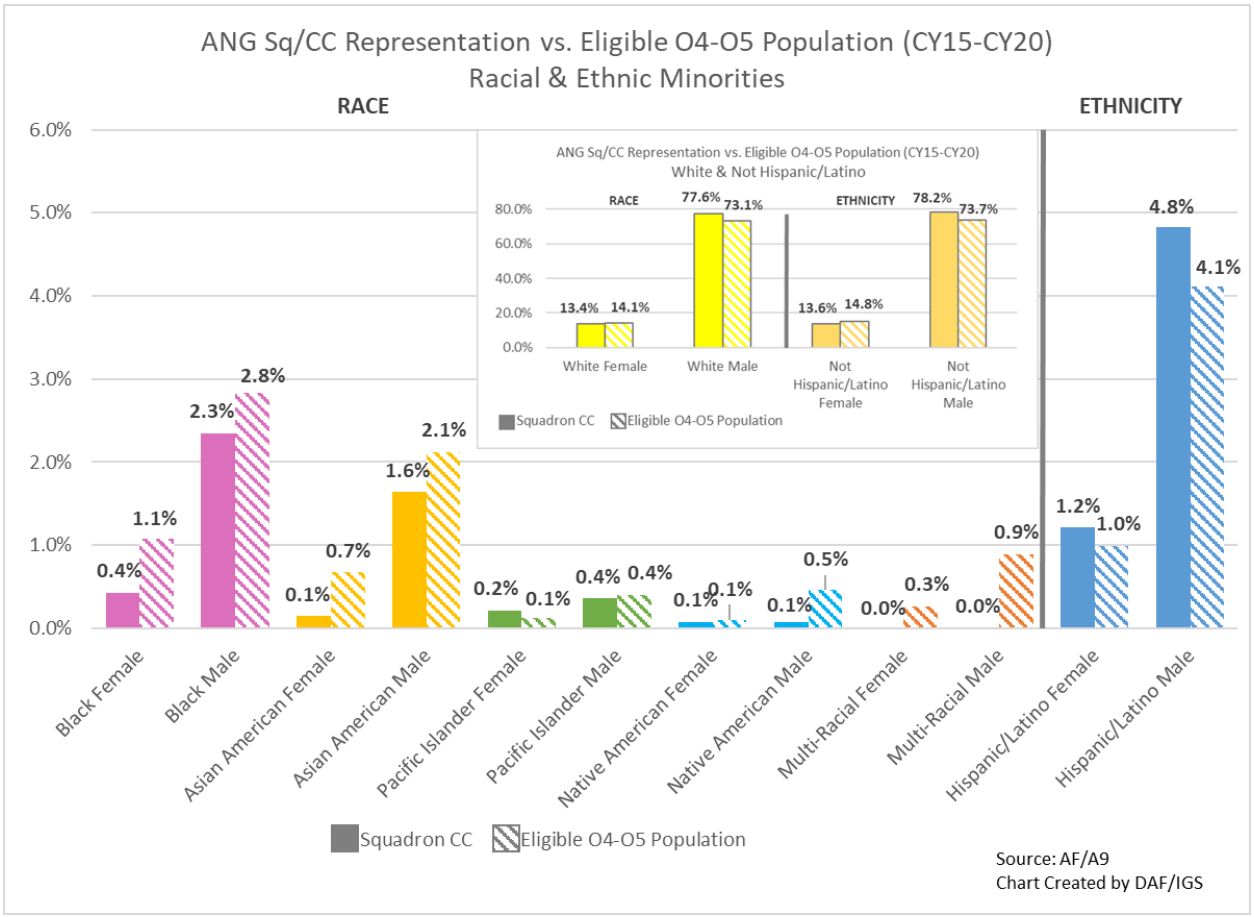
Fig 64. ANG Officer Leadership Positions – Annual Average vs. Eligible Population (CY15-CY20)

ANG CY15-CY20 Yearly Average		Squadron CC		Eligible O4-O5 Population		Group CC		Eligible O6 Population		Wing CC		Eligible O6-O7 Population	
Black	Female	1	0.4%	90	1.1%	4	1.0%	9	0.9%	0	0.0%	9	0.8%
	Male	6	2.3%	236	2.8%	9	2.3%	23	2.2%	4	2.3%	27	2.3%
Asian American	Female	0	0.1%	56	0.7%	0	0.0%	1	0.1%	0	0.0%	1	0.1%
	Male	4	1.6%	177	2.1%	6	1.6%	14	1.4%	2	1.0%	17	1.5%
Pacific Islander	Female	1	0.2%	10	0.1%	1	0.2%	2	0.2%	0	0.2%	2	0.2%
	Male	1	0.4%	33	0.4%	1	0.2%	2	0.2%	0	0.0%	2	0.2%
Native American	Female	0	0.1%	8	0.1%	1	0.4%	2	0.2%	1	0.3%	2	0.2%
	Male	0	0.1%	38	0.5%	1	0.4%	5	0.5%	2	1.0%	5	0.4%
Multi-Racial	Female	0	0.0%	22	0.3%	0	0.0%	2	0.2%	0	0.0%	2	0.2%
	Male	0	0.0%	74	0.9%	0	0.0%	5	0.5%	0	0.0%	5	0.4%
White	Female	32	13.4%	1173	14.1%	42	11.1%	112	10.9%	9	5.0%	126	10.9%
	Male	182	77.6%	6101	73.1%	308	81.0%	832	81.1%	151	88.5%	937	81.2%
Declined to Respond	Female	2	0.9%	65	0.8%	1	0.1%	4	0.4%	1	0.3%	5	0.4%
	Male	7	2.8%	263	3.2%	6	1.6%	13	1.3%	3	1.5%	14	1.2%
Race Total	Female	36	15.2%	1424	17.1%	49	12.8%	132	12.9%	10	5.8%	147	12.7%
	Male	199	84.8%	6922	82.9%	331	87.2%	894	87.1%	160	94.2%	1007	87.3%
Hispanic/Latino	Female	3	1.2%	83	1.0%	0	0.1%	7	0.7%	0	0.1%	7	0.6%
	Male	11	4.8%	343	4.1%	15	3.8%	40	3.9%	6	3.7%	45	3.9%
Not Hispanic/Latino	Female	32	13.6%	1237	14.8%	48	12.5%	122	11.9%	10	5.7%	137	11.9%
	Male	183	78.2%	6148	73.7%	313	82.5%	844	82.5%	153	90.0%	952	82.6%
Declined to Respond	Female	1	0.4%	103	1.2%	1	0.2%	1	0.1%	0	0.0%	1	0.1%
	Male	4	1.8%	432	5.2%	3	0.9%	9	0.9%	1	0.5%	10	0.9%
Ethnicty Total	Female	36	15.2%	1423	17.1%	49	12.8%	130	12.7%	10	5.8%	145	12.6%
*Data from AF/A9	Male	199	84.8%	6923	82.9%	331	87.2%	893	87.3%	160	94.2%	1007	87.4%

Squadron Commander

The figure below illustrates the representation of ANG O4-O5 squadron commanders as compared to the eligible population of O4s-O5s from CY15 to C20. Black and Asian American males and females were underrepresented in squadron command positions, while White males and Hispanic/Latino males were overrepresented.

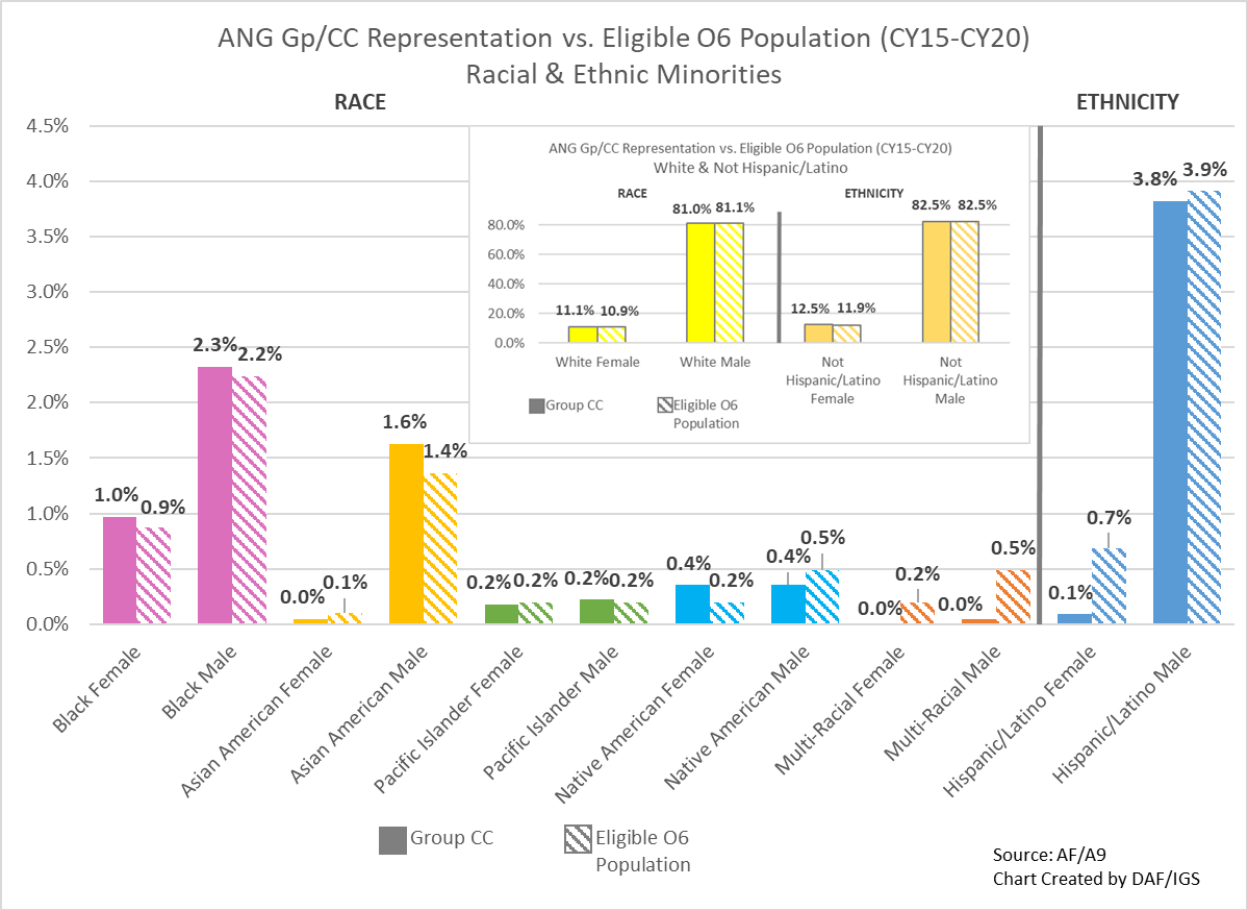
Fig 65. ANG Sq/CC Representation vs. Eligible O4-O5 Population (CY15-CY20)



Group Commander

The figure below illustrates the representation of ANG O6 group commanders as compared to the eligible population of O6s between CY15 and CY20. Generally, all races/ethnicities across genders had close to equal representation, except for Multi-Racial males and Hispanic/Latino females, who were underrepresented in ANG group command positions.

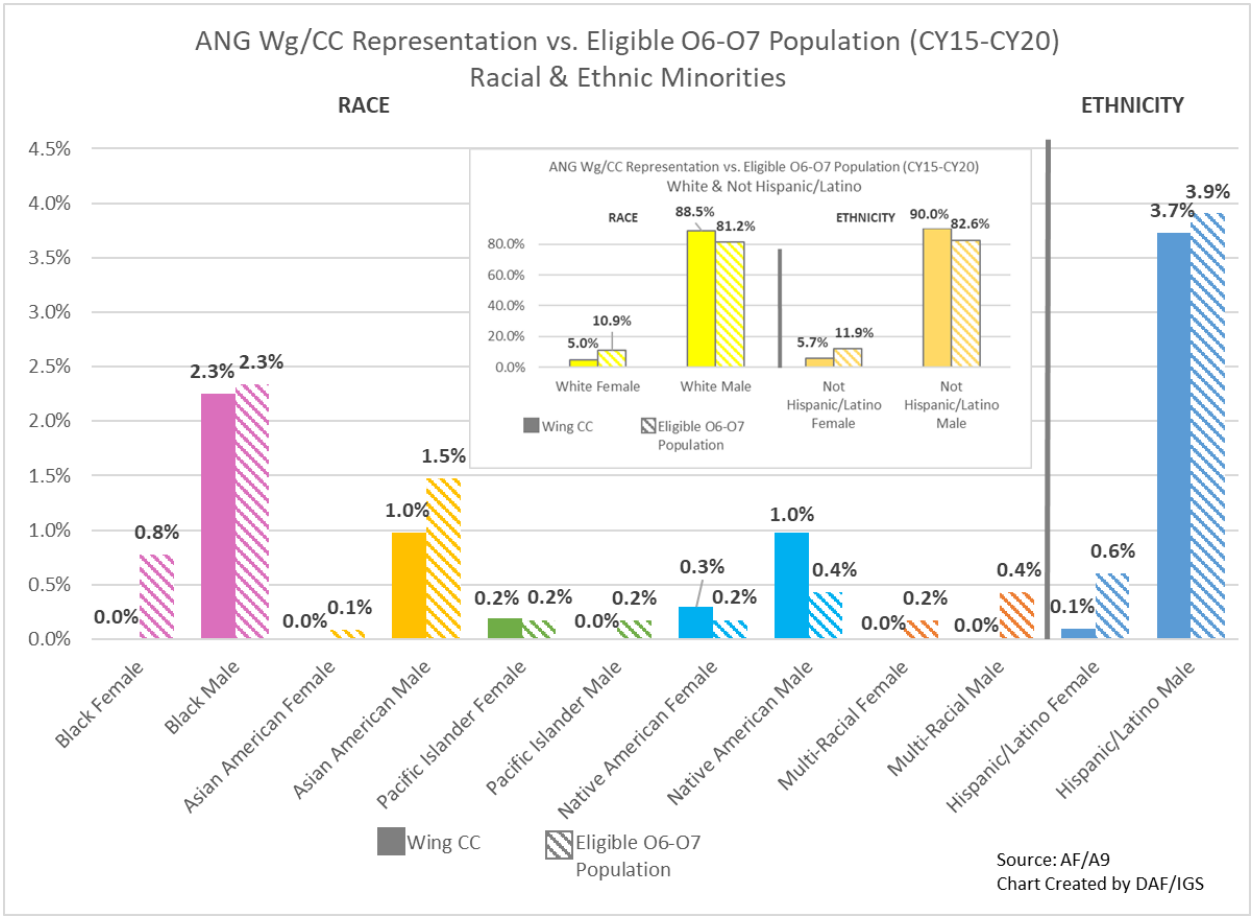
Fig 66. ANG Gp/CC Representation vs. Eligible O6 Population (CY15-CY20)



Wing Commander

The figure below illustrates the representation of ANG O6-O7 wing commanders as compared to the eligible population of O6s-O7s between CY15 and CY20. Overall, females were underrepresented in ANG wing command positions except for Pacific Islander and Native American officers. White males were notably overrepresented, while all other minority races and ethnicities except Native American were underrepresented.

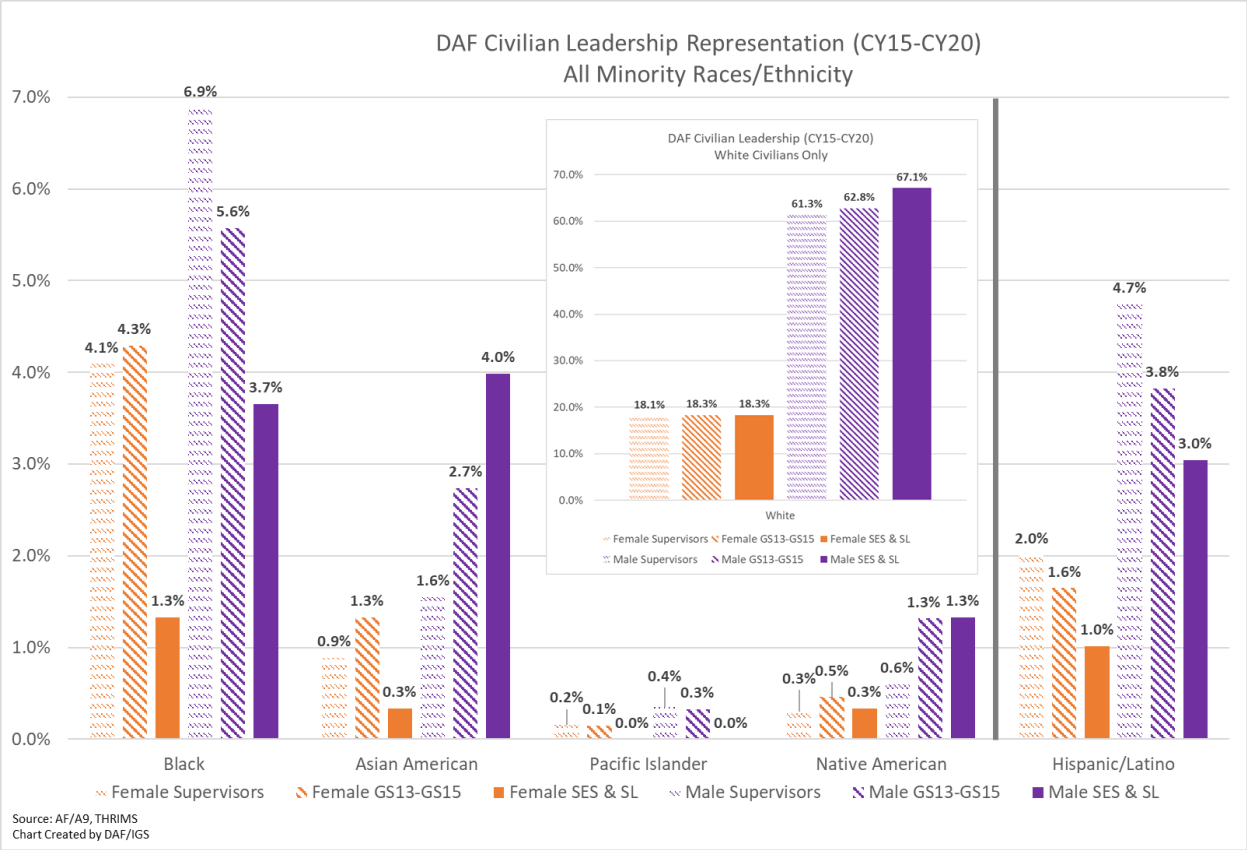
Fig 67. ANG Wg/CC Representation vs. Eligible O6-O7 Population (CY15-CY20)



DAF CIVILIAN LEADERSHIP

Civilian supervisory positions and senior leadership data between CY15 and CY20 were analyzed for racial, ethnic, and gender disparities. Females in the Senior Executive Service (SES) and Senior Level (SL) positions in all minority racial and ethnic groups were underrepresented compared to their supervisory and GS13-GS15 populations, while Hispanic/Latino and Pacific Islander males were also underrepresented. Asian American and White males were overrepresented compared to their supervisory and GS13-GS15 populations.

Fig 68. DAF Civilian Leadership Representation (CY15-CY20)[33]



CONCLUSION

Generally speaking, disparities outlined in the RDR and DR were echoed in this addendum. In most cases, both genders were affected by overrepresentation and underrepresentation in leadership positions, with a couple of exceptions: Asian American officers and enlisted males were underrepresented for leadership positions well under their eligible population across the components. For officers, White officers of both genders were promoted at or above the overall average rate and above the gender average rate across all promotion categories during the five years analyzed. Furthermore, all other racial and ethnic minority officers were promoted to O5 IPZ below the overall officer average rate and below their

[33] Not Hispanic/Latino data was not available for civilian supervisory positions and is not included in this figure.

gender's average rate (i.e., Black males were promoted below the overall average rate and below the average rate for males). For enlisted members, White females were overrepresented in all enlisted leadership positions across components except RegAF command chief. The consistent overrepresentation of White female enlisted leaders may mask the underrepresentation of females of other races and ethnicities in enlisted leadership positions. Finally, female SESs and SLs in all minority racial and ethnic groups were underrepresented compared to their supervisory and GS13-GS15 populations.

THE VOICE OF THE AIRMEN AND GUARDIANS

This addendum took a closer look at select questions from the DR Survey for disparities in female and male responses within the racial and ethnic groups. The DR identified three racial and ethnic disparity questions that had the greatest perception gap between non-minorities and minorities. There were four gender questions with the greatest perception gap between males and females.

RACIAL AND ETHNIC DISPARITY QUESTIONS

Overall, females across all minority groups had a higher agree rate (more negative perception) than their male counterparts in the same racial or ethnic group. Of the officer, enlisted, and civilian categories, minority female officers generally had the most negative sentiments of all race, ethnicity, gender, and service categories.[34] Most significantly, Black female officers had the highest agree rate (most negative perception).

Q36.4 Airmen and Guardians in my racial/ethnic group are less likely to receive the "benefit of the doubt" in disciplinary actions.[35]

This question had the highest perception gap between minority and non-minority Airmen and Guardians of the survey's race/ethnicity questions. Overall, minorities had a 29% agree rate (33% agree for females and 27% agree for males), while non-minorities had a 7% agree rate. **Of the racial and ethnic minority groups, Black females had the highest agree rate (most negative sentiment) at 47%**, followed by Black males at 42%. The next three highest agree rates were from Hispanic/Latino and Native American females, both at 24%, and Hispanic/Latino males at 20%.

The following racial/ethnic and gender groups, when comparing officer, enlisted, and civilian categories, had the highest agree rate (most negative sentiment):

- Black female officers: 58% agree, FGOs highest at 62% (177 of 285) agree
- Black female enlisted members: 53% agree, SNCOs highest at 59% (335 of 572) agree
- Black male officers: 50% agree, FGOs highest at 51% (229 of 447) agree

[34] Service categories include enlisted, officer, and civilian DAF members.
[35] Non-minority Airmen were asked companion questions about their perceptions of the experiences of minority Airmen and Guardians as compared to non-minority peers. For instance, for this question, non-minorities were asked, "Minority Airmen and Guardians are less likely to receive the "benefit of the doubt" in disciplinary actions."

- Black male enlisted members: 43%; Black female civilians: 40%; Black male civilians: 38%
- Native American female enlisted members and officers had notable agree rates at 30% and 28%, respectively, followed by Hispanic/Latino female enlisted members and officers at 27% and 26%, respectively.

Q36.6 Because of my race/ethnicity, I have to work harder than my non-minority peers to prove I am competent at my job.

This question had the second-highest perception gap between the minority and non-minority Airmen and Guardians of the survey's racial and ethnic disparity questions. Overall, minorities had a 41% agree rate (48% agree for females and 38% agree for males), while non-minorities had a 10% agree rate. **Of the racial and ethnic minority groups, Black females had the highest agree rate (most negative sentiment) at 64%**, followed by Black males at 56%. The next three highest agree rates were from Hispanic/Latino females at 36%, Asian American females at 35%, and Native American females at 34%.

The following racial/ethnic and gender groups, when comparing officer, enlisted, and civilians, had the highest agree rate (most negative sentiment):

- Black female officers: 79% agree, FGO highest at 82% (235 of 285) agree
- Black male officers: 69% agree, FGO highest at 73% (325 of 447) agree
- Black female enlisted members: 66% agree, SNCO highest at 77% (440 of 572) agree
- Black female civilians: 60% agree; Black male civilians: 57% agree; Black male enlisted members: 54% agree
- Hispanic/Latino and Asian American and female officers had notable agree rates at 44% and 43%, respectively.

Q39.2 To be successful in my organization, Airmen and Guardians in my racial/ethnic group feel they must conform to behave more like their non-minority peers.

This question had the third-highest perception gap between minority and non-minority Airmen and Guardians of the survey's racial and ethnic disparity questions. Overall, minorities had a 43% agree rate (47% agree for females and 40% agree for males), while non-minorities had a 13% agree rate. **Of the racial and ethnic minority groups, Black females had the highest agree rate (most negative sentiment) at 61%**, followed by Black males at 58%. The next three highest agree rates were from Asian American females at 38%, with both Hispanic/Latino and Native American females at 37%.

The following racial/ethnic and gender groups, when comparing officer, enlisted, and civilians, had the highest agree rate (most negative sentiment):

- Black female officers: 76% agree, FGO highest at 79% (225 of 285) agree
- Black male officers: 70% agree, FGO highest at 79% (316 of 447)
- Black female enlisted members: 66% agree, SNCO highest at 72% (411 of 572) agree
- Black male enlisted: 66% agree; Black male and female civilians: 53% agree

- Asian American female and male officers had a notable agree rate at 51% and 47%, respectively, followed by Pacific Islander and Hispanic/Latino female officers at 46% each

GENDER DISPARITY QUESTIONS

For gender disparity survey questions, Asian American, Pacific Islander, Hispanic/Latino, and Native American females tended to have the most negative perception of the racial/ethnic and gender groups.

Q44.5 Female Airmen and Guardians have to work harder than male peers to prove they are competent at their job.

This question had the highest perception gap between female and male Airmen and Guardians of the survey's gender questions. Females had a 45% agree rate (most negative sentiment), while males had a 12% agree rate. **Within the racial and ethnic groups, Native American and Black females expressed the most negative sentiment: Native American females had a 50% agree rate while Black females had a 48% agree rate**. The next highest agree rates were from Asian American and Hispanic/Latino females at 47%.

Of officers, civilians, and enlisted members, female officers had the highest agree rate at 59%, followed by female enlisted members at 50%. The following racial/ethnic and gender groups, when comparing officer, enlisted, and civilians, had the highest agree rate:

- Asian American female officers: 66% agree
- Native American and Hispanic/Latino female officers: 65%

Q44.6 Maintaining work/life balance and taking care of family commitments adversely impact female Airmen and Guardians more than male peers.

The above survey question had the second-highest perception gap between males and females, with a 49% agree rate for females and an 18% agree rate for males. This question also generated the highest number of open-text gender comments. Within the racial and ethnic groups, the female sentiment was steady around 50% agree, except for female Pacific Islanders, who had a 43% agree rate. Female officers had the most negative sentiment towards this question, with around 70% agree for all races and ethnicities.

Q44.1 Female Airmen and Guardians face challenges or barriers that constrain their ability to perform duties, which male peers do not face.

This question had the third-highest perception gap between males and females and generated the second-highest number of open-text comments. Overall, Native American females had the most negative sentiment at 51% agree. When considering officer, civilian, and enlisted members' responses by race, ethnicity, and gender, female officers had the highest agree rate at 65%, followed by female enlisted members at 49%. The most negative sentiment (highest agree rate) within officer, enlisted, and civilian groups were:

- Pacific Islander female officers: 74% agree
- Asian American female officers: 71% agree
- Hispanic/Latino female officers: 67% agree

Q44.2 To be successful in my organization, female Airmen and Guardians feel they must conform to behave like male peers.

This survey question had the fourth-highest perception gap between male and female responses. Overall, Native American females had the most negative sentiment, with 44% agree. Female officers had the highest agree rate at 55%, followed by female enlisted members at 42%. Again, Black male officers had the most similar sentiment, with 38% in agreement. The most negative sentiment within officer, enlisted, and civilian groups (highest agree rate) were:

- Pacific Islander female officers: 65% agree
- Asian American female officers: 59% agree
- Hispanic/Latino and Native American female officers: 58% agree

TRUST IN CHAIN OF COMMAND

Overall, females had less trust than their male peers that their chain of command would address racism, bias, and derogatory comments and behaviors that were sexual in nature. While White females tended to have more trust in their chain of command, the lowest agree and highest disagree rates for the trust questions came from Black and Native American females.

Q42 I trust my chain of command to address racism, bias, and unequal opportunities regarding all enlisted, civilian, and officer Airmen and Guardians.

Females had the lowest agree and highest disagree rates than their male counterparts across all races and ethnicities. White members had the highest agree rates, at 88% for males and 80% for females. Black females had the lowest agree (58%) and highest disagree rate (28%) of all races/ethnicities and genders, with Black female officers expressing the lowest agree (61%) and highest disagree (31%) rate of all subgroups. Native American females and Black males had the next overall lowest agree rate at 67%, followed by Hispanic/Latino females at 72%.

Q54 I trust my chain of command to appropriately address derogatory comments and behavior that are sexual in nature.

White members responded with the highest agree rates, at 91% for males and 83% for females, while racial and ethnic minority groups had lower agree rates than their White counterparts. Females had a lower agree rate than males across all racial and ethnic groups. Black and Native American females had the lowest agree rates of all races/ethnicities and genders, at 73% and 75% respectively, and highest disagree rates at 12% for Black females and 13% for Native American females. The most negative sentiment among the officer, enlisted, and civilian groups came from Black enlisted females and Pacific Islander female civilians, followed by Native American enlisted females and Black female civilians.

SEX-BASED DISCRIMINATION AND SEXUAL HARASSMENT

Q56.1 Please indicate whether you have ever experienced the following: Sex-based discrimination by a member of the Department of Defense

24% of female respondents (5,541) and 5% of males (3,092) selected a "Yes" response to this question. Native American females had the highest "Yes" rate at 32% (38% for officers), while White females had the second-highest rate at 26% (34% for officers). Of officers, enlisted, and civilians by race/ethnicity and gender, Pacific Islander female officers had the highest affirmative response at 42%. Among males, Native Americans had the highest rate of agreement at 8% (13% for officers).

Q56.1 Please indicate whether you have ever experienced the following: Sexual harassment by a member of the Department of Defense

29% of female respondents (6,825) and 4% of male respondents (2,339) selected a "Yes" response to this question. Native American females had the highest affirmative response at 34% (38% for Native American female enlisted members). White females had the second-highest "Yes" response rate at 32%, followed by Hispanic/Latino females at 29%. Among males, Native Americans responded affirmatively at the highest rate at 7% (9% for officers).

Males were less likely to contact their chain of command regarding sex-based discrimination or sexual harassment than females (26% for males versus 38% for females). This trend was consistent across racial and ethnic groups. Native American females and males were the most likely to contact their chain of command of all racial and ethnic groups, at 48% and 33%, respectively.

At higher rates, Native American and Black females and males reported they were subjected to reprisal or adverse actions by their chain of command for contacting them regarding sex-based discrimination or sexual harassment: 37% of Native American females, 44% of Native American males, 35% of Black females, and 38% of Black males reported they felt they were subjected to reprisal or adverse actions.

CONCLUSION

Racial and ethnic female minority members had a more negative perception of racial and ethnic disparities in the DAF than their male counterparts in the same minority group. Minority female officers generally had the most negative sentiments of all race/ethnicity, gender, and rank groups. Most significantly, Black female officers had the highest agree rate (most negative perception) to racial/ethnic disparity survey questions.

For gender disparity survey questions, Asian American, Pacific Islander, Hispanic/Latino, and Native American females tended to have the most negative perception of the female racial and ethnic groups. Overall, females had less trust than their male peers that their chain of command would address racism, bias, and derogatory comments and behaviors. While White females tended to have more trust in their chain of command, Black and Native American females tended to have less trust. Finally, Native American females indicated they

experienced sex-based discrimination or sexual harassment at a higher rate than all other racial, ethnic, and gender groups.

TABLE OF FIGURES