



**The Inspector General
Department of
The Air Force**

**Report of Inquiry (S8918P)
Disparity Review
September 2021**

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TABLE OF CONTENTS

	Page
I. Introduction	1
Methodology	2
Highlights	3
Observation	7
Recommendations:	8
II. Disparity Review	9
DAF Demographics and Defining Disparity	9
Military Justice and Discipline Data	27
Administrative Disciplinary Actions and Discharges	38
Investigations	44
Accessions	67
Air Force Retention	85
Professional Military Education (PME)	101
Military Promotions	113
Officer Assignments	137
Leadership	139
The Voice of the Airmen and Guardians	172
III. Summary and Recommendations	196
IV. Acknowledgements	197
TABLE OF FIGURES	199

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REPORT OF INQUIRY (Case S8918P)

CONCERNING

DAF DISPARITY REVIEW

PREPARED BY
THE SAF/IGS DR TEAM
September 2021

I. INTRODUCTION

The Secretary of the Air Force (SecAF), Chief of Staff of the Air Force (CSAF), and Chief of Space Operations (CSO) directed the Department of the Air Force Inspector General (DAF-IG) to conduct analysis into racial, gender, and ethnic disparities in the DAF. This Independent Disparity Review, referred to as the “DR” throughout this document, builds upon the 2020 Independent Racial Disparity Review (RDR) released in December 2020, which focused on disparities in discipline and opportunities affecting Black Airmen and Guardians. The DR expands on the RDR by addressing disparities in discipline and opportunities for females, as well as Asian American, Native American, Pacific Islander, and Hispanic/Latino racial and ethnic minorities.¹

For the purpose of 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. Unless stated otherwise, disparity comparisons in this DR are compared to the majority group subset. While the presence of a disparity alone is not evidence of racism,² sexism,³ discrimination, or disparate treatment, it may present a concern that requires more in-depth analysis.⁴

¹ Throughout this report, the American Indian/Native Alaskan racial group is also referred to as “Native American,” Native Hawaiian/Other Pacific Islander racial group is also referred to as “Pacific Islander,” and Two or More Races is also referred to as “Multi-racial.” DAF data sources do not classify individuals’ race and ethnicity data consistently. In most instances in this Review, separate race and ethnicity data was not available. Accordingly, Hispanic/Latino was treated as a separate race-ethnicity group, which includes Hispanic/Latino Airmen and Guardians of all races. When separate race and ethnicity data was available, Hispanic/Latino and Not Hispanic/Latino data is presented separately and includes all race groups, while race groups include Hispanic/Latino members.

² Racism—1: a belief that race is a fundamental determinant of human traits and capacities and that racial differences produce an inherent superiority of a particular race; 2: the systemic oppression of a racial group to the social, economic, and political advantage of another. *Merriam-Webster.com Dictionary*, <https://www.merriam-webster.com/dictionary/racism>. Accessed 9 Nov 20.

³ Sexism—1: prejudice or discrimination based on sex; 2: behavior, conditions, or attitudes that foster stereotypes of social roles based on sex. *Merriam-Webster.com Dictionary*, <https://www.merriam-webster.com/dictionary/sexism>. Accessed 6 Jul 21.

⁴ Importantly, this Review was not chartered to determine whether racial, ethnic, or gender bias or discrimination is present. Such an examination would require considerable social sciences expertise and was outside the defined scope.

As with the RDR, the DR and resulting 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 SecAF. Guided by the disparities identified and concerns raised in the DR, expanded root cause analyses is necessary to produce effective and enduring systemic action plans.

METHODOLOGY

This Review was designed to analyze existing data and to hear directly from our Airmen and Guardians through five lines of effort: (a) anonymous surveys, (b) written feedback to DAF IG, (c) feedback through the DAF IG telephone and email hotline, (d) individual interviews of senior leaders, subject matter experts (SMEs), and service members, and (e) DAF-IG group discussions with Airmen and Guardians across all MAJCOMs and FIELDCOMs.

Several of the racial groups addressed in this review represent a very small portion of the DAF population. American Indian/Native Alaskan and Native Hawaiian/Other Pacific Islander racial groups combined account for less than 1.5% of the total AF population. Identifying disparities impacting very small population groups is challenging. For this DR, statistically significant disparities, even when small, have been captured.⁵

While surveys can be challenging and have limitations, they are a useful tool to capture trends in the “voice” of Airmen and Guardians, which can be crosschecked with available data. The response to the DAF-IG survey for this review was high, and the substance detailed. More than 100,500 members of the DAF voluntarily shared their views through an anonymous survey. Survey respondents also shared their experiences and thoughts through more than 16,900 single-spaced pages of free-text comments. Airmen and Guardians also offered their inputs and views in 122 small-group discussions with DAF-IG across all MAJCOMs and FIELDCOMs as well as targeted group or individual interviews with DAF-IG.

Highlighting the voice of our Airmen and Guardians was an important element of this DR to ensure leaders at all levels are aware of the perspectives and concerns of DAF members. Key themes from the surveys, individual feedback from Airmen and Guardians, and focus group interviews were further explored in 122 group discussions with members from across all MAJCOMs and the USSF as well as Barrier Analysis Working Groups (BAWGs) such as the Women’s Initiative Team (WIT) and the Pacific Islander/Asian American Community Team (PACT). Importantly, the DR team found that all feedback conduits consistently reinforced common themes.

The Review assessed the feedback received as it related to Air Force demographic data in the areas of military discipline as well as career development and opportunities, which included:

- An examination of RegAF military justice data dating back to 2012;
- An examination of career development and opportunity data involving civilian, enlisted, and officer ranks; and

⁵ Please refer to the DAF/A9 Appendix for a discussion on the methodologies used to determine disparity.

- An examination of other information and data provided by DAF and third-party SMEs.

This Review focused on the existence of disparities, but, by design, did not specifically assess the cause of those disparities. Thousands of female and minority DAF members reported experiencing issues ranging from bias to outright discrimination and sexual harassment. These experiences indicate the presence of bias and individual acts of discrimination and harassment that contribute to the racial, ethnic, and gender disparities identified in this report.

HIGHLIGHTS

This Independent Review revealed racial, ethnic, and gender disparities, particularly in accessions, retention, opportunities, and to a relatively lesser extent, in disciplinary actions. Analysis revealed these disparities impact racial-ethnic groups and female members to different degrees and in different ways. Examples of disparities identified include:

RACIAL-ETHNIC GROUP DISPARITIES⁶

Military Justice and Discipline – From FY12 to FY19 Native American RegAF enlisted members received 289 Article 15s and faced 34 courts-martial. Given the relatively small population of Native American members in the RegAF (an average of 1,047 enlisted members over that time period), this equates to an annual RPT of 34.48 for NJP (an average 36.12 NJP actions per year) and 4.11 for courts-martial (an average of 4.25 per year). Based on those RPTs Native American service members were 108% more likely to have received an Article 15 and 113% more likely to have faced courts-martial than their White peers. Over the same time period, Asian American and Hispanic/Latino enlisted members were 31% and 33% less likely to have been subject to military discipline in the form of an Article 15 or courts-martial. Similarly, but on a smaller scale, Pacific Islanders were 2% less likely to have received military discipline.

Administrative Disciplinary Actions and Discharges – Between FY15 and FY19, Native American RegAF enlisted members were 74% more likely to have been administratively discharged than White service members. With the small population of Native American DAF members this equates to 28 more discharges over the five years than if Native American enlisted members had been discharged at the same rate as White RegAF members. Hispanic/Latino enlisted members were 25% more likely to have been administratively discharged. Based on the population of Hispanic/Latino members in the RegAF, this equates to 357 more discharges than if the Hispanic/Latino discharge rate had been equal to the discharge rate for White enlisted members.

OSI and Security Forces– Over a five-year period (CY15-CY19), Native American and Hispanic/Latino DAF members were 33% more likely to have been the subject of an Office of Special Investigations (OSI) criminal case than White non-Hispanic/Latino

⁶ Disparities in this section are focused on the identified racial/ethnic minority groups and do not include findings regarding other racial groups. See previously released Racial Disparity Report for disparities impacting Black Airmen and Guardians.

members. These two groups were also more likely to have been given citations by Security Forces. Note: OSI investigations are largely reactive in origin, ranging from 92% to 99% reactive based on case type, with little discretion in case initiation.

Overall DAF Demographics –The percentage of Asian Americans in the DAF is below the percentage of Asian Americans who are eligible to serve in the enlisted, officer, and civilian categories across all categories. Hispanic/Latino Airmen and Guardians are underrepresented in the RegAF officer and civilian categories, as well as among enlisted ranks in the Reserve Component (ANG and AFR). Native Americans are underrepresented in the enlisted ranks.

Air Force Specialty Code (AFSC) – The operational career fields are the least racially and ethnically diverse career fields in the DAF with the largest disparity showing in pilot percentages. In the RegAF pilot corps as of May 2020, 83.6% were White non-Hispanic/Latino, 3.0% were Hispanic/Latino, 2.7% were Asian American, 2.0% were Black, 0.5% were Native American, and 0.3% were Pacific Islander. For the DAF civilian force, the science/engineering career fields have the lowest racial-ethnic minority representation.

Accessions – Asian Americans officers were accessed into the DAF at a rate approximately 50% below the percentage of Asian Americans in the U.S. population that is eligible to serve. Similarly, Native Americans accessed at 30% below the percentage of Native Americans in the U.S. population. As a whole, the minority groups were underrepresented in officer accessions.⁷ The greatest disparity was in the operations career fields and, specifically, pilot accessions.

Retention – Asian American officers/civilians and Pacific Islander civilians who joined the Air Force between 2005 and 2010 were more than 10% more likely to have separated prior to 10 Years of Service (YOS) than their White peers. Specifically, Asian American officers in the RegAF were 14% more likely, Pacific Islander civilians were 17% more likely, and Asian American civilians were 13% more likely to have separated prior to 10 YOS.

Promotions – When considering the overall average promotion rate between 2015 and 2020, Hispanic/Latino, Asian American, and Native American officers were promoted below the average rate to O4-O6. For enlisted promotions, Hispanic/Latino members were promoted below the average rate to all ranks except E7, Asians Americans were promoted below the average rate to E6-E9, Native Americans were below the rate to E5-E8, and Pacific Islanders were below the rate to E5-E6.

Leadership –Asian Americans are the least likely among racial-ethnic groups to hold leadership positions. From 2015 to 2020, 2.7% of RegAF O6s were Asian Americans but only 0.7% of wing commanders were Asian American. Similarly, Asian Americans were 57% underrepresented among RegAF group and squadron commanders, 66% underrepresented among RegAF command chiefs, and 51% underrepresented in RegAF

⁷ Underrepresentation is defined as including a disproportionately small number of (a particular category or type of person), as in a statistical study.

first sergeants. Hispanic/Latino and Pacific Islander officers were also underrepresented in command positions. Hispanic/Latino, Native American, and Pacific Islander civilians were underrepresented in Senior Executive Service (SES) positions.

Summary by Racial-Ethnic Group

- Asian American service members comprise the racial-ethnic group with the most consistent disparities across all categories. Asian American members were underrepresented in both officer and enlisted accessions. Among racial-ethnic groups, they were less likely to be subjects of Air Force criminal investigations or face disciplinary actions over the last five to eight years. Enlisted members were 153% less likely to hold leadership positions, and officers were 65% less likely to become squadron/group commanders and 280% less likely to become wing commanders, when compared to White peers. Asian American officers and civilians separated earlier and at higher rates and were generally promoted below the average promotion rates for officers (O4-O6) and enlisted members (E6-E9).
- Native American service members and civilians represent the smallest racial-ethnic minority group in the DAF, making identifying trends challenging. The average population of Native American uniformed members in the RegAF from FY12 to FY19 was 1296 (1047 enlisted and 249 officers). Based on the small population size and using Rates Per Thousand (RPT) analysis, Native American enlisted members were more likely to be subjects of investigations, 108% more likely to receive an Article 15 (289 Articles over 8 years or 36.125 annually), and 113% more likely to face courts-martial (34 courts over 8 years) than White members. Enlisted members had 34% lower chances of being promoted to E5-E7, and officers were 70% less likely to be promoted in O4-O6 ranks than White peers. Additionally, Native American civilians were slightly underrepresented in some leadership positions, including at the civilian SES level, and in attending professional developmental/military education courses.
- Pacific Islander service members and civilians make up the second smallest racial-ethnic group in the DAF. Based on RPT, Pacific Islander members were less likely to be investigated or face administrative discharge than White members. However, they are also 40% less likely to have held enlisted leadership positions and 29% less likely to have been promoted in the E5-E7 ranks than White peers. When considering the U.S. Census data based on age and education, Pacific Islanders were overrepresented in DAF officer and enlisted accessions. Pacific Islander officers and enlisted members were underrepresented in separations prior to both 10 Years of Service (YOS) and prior to 20 YOS, while Pacific Islander civilians were 17% more likely to have left the DAF prior to 10 YOS when compared to the average separation rate for DAF civilians. Finally, Pacific Islander enlisted members were promoted to E5 and E6 at slightly below the average promotion rates over the past five calendar years, and Pacific Islanders represented 0.3% of all RegAF pilots.
- Over the past eight years, Hispanic/Latino members were 33% more likely to have been subjects of Air Force criminal investigations but were also 33% less likely to have received military justice disciplinary action. From CY15 to CY20, they had 21% lower odds of holding enlisted leadership positions, were 34% less likely to have been a squadron/group commanders, and 42% less likely to have been promoted in the O4-O6

than their White peers. On the civilian side, Hispanic/Latino civilians were underrepresented in the SES rank. Hispanic/Latino enlisted members were promoted below the average promotion rates to E5, E6, E8 and E9. Finally, Hispanic/Latino members were underrepresented in officer accession over the past five years, and although 8.1% of the RegAF officer corps is Hispanic/Latino, only 3.0% of DAF pilots are Hispanic/Latino.

GENDER GROUP DISPARITIES

Overall DAF Demographics – Females make up more than 50% of the U.S. population that is eligible to serve in the DAF, but from 2015 to 2020, 21.7% of officers and 21.0% of enlisted members were females. For officers, the percentage of females in the DAF goes down as rank increases. About 24% of RegAF CGOs are female, roughly 18% of RegAF FGOs are female, and 8% of RegAF General Officers (GOs) are female. The AFR and ANG have similar decreasing trends in female representation as rank increases; however, the AFR maintains the highest percentage of female officers through the ranks. For DAF civilians, females are overrepresented in entry-level GS positions at 64%. Above that, females are generally underrepresented in the civilian workforce and have decreasing representation as grade increases.

AFSC – The least gender diverse DAF officer career fields are the operations career fields. As of May 2020, females make up 13.8% of RegAF operations and 7.7% of RegAF pilots. Enlisted females have the lowest representation in logistics career fields, while civilian females have the lowest representation in science/engineering career fields.

Accessions – Over the past six years, females were underrepresented in accessions into the DAF when compared to the U.S. population that is eligible to serve. Females make up more than 50% of the U.S. population that is eligible to serve but across all AFSCs 25% of accessions were females. The largest disparity was in the operations career fields, where females represented only 19% of accessions.

Retention – Within the officer and civilian population, the data revealed females were approximately 38% (40% for female officers and 36% for female civilians) more likely than male officers and civilians to leave the Air Force between 5 and 10 years of service.

Promotions – RegAF females were promoted above the average rate to E5-E8, with notable overrepresentation in E7 promotions. Female enlisted members were promoted below the average rate to E9. Female officers were promoted above the average rate to O4-O6.

Leadership – On average between 2015 and 2020, females were underrepresented as squadron/group and wing commanders across components. RegAF females were equally represented for command positions within their career fields, but the low representation of females in operations career fields coupled with the large number of operations commands resulted in their overall underrepresentation in DAF-wide leadership positions. When considering career fields, AFR and ANG females from operations

career fields were underrepresented in command positions. Civilian females were underrepresented in SES positions.

THE VOICE OF THE AIRMEN AND GUARDIANS

Racial and ethnic minorities and female service members indicated they feel they face barriers and challenges their White male peers do not face. For example, of the 100,500+ DAF IG Survey respondents:

- 43% of racial and ethnic minority members said they had to conform to behave more like non-minority members to be successful in the Air Force.
- Similarly, 38% of female respondents said they had to conform and behave more like their male peers to succeed.
- 41% of racial and ethnic minority group respondents said they had to work harder than their White peers to prove they were competent at their job.
- On the gender side this perception rose to 45%, meaning almost half of female respondents said they had to work harder than their male peers to prove their competency.
- Finally, about half of all female respondents said maintaining work/life balance and taking care of family commitments adversely impact female Airmen and Guardians more than male Airmen and Guardians, while only 18% of males shared this perception. This percentage went up when considering the responses of officer and senior members of the DAF. About 70% of female officers and 29% of male officers responded that work/life balance and family commitments impacted females more than their male peers. Close to 70% of female GOs and 64% of female E9s expressed this sentiment. About half of male GOs and 21% of male E9s also said work/life balance issues impact females more than males.
- 1 out of every 3 female military respondents and 1 out of every 4 female civilian respondents stated they experienced sexual harassment during their Air Force career.

OBSERVATION

The lack of diversity of officers in the operations career fields and, specifically, in pilots directly impacts diversity in senior leader representation and also influences the disparities throughout the lifecycle of an Airman or Guardian. Survey respondents and discussion participants pointed to the lack of mentors in senior positions who could relate to the minority member's or female's experiences; they also cited lack of general officers or SES civilians who looked like them.

The operations career fields are one of the least diverse AFSCs in the DAF. RegAF racial-ethnic minorities make up about 21% of CGOs, 14% of FGOs, and 6% of GOs in the operations career fields, and only roughly 16% of pilots. Likewise, RegAF female officers account for 16% of CGOs, 9% FGOs, and 7% of GOs in operations career fields, while 7.7% of RegAF pilots are females.

RECOMMENDATIONS:

Due to the complex nature of the issues addressed herein and their wide-ranging impact on the force, this DR provides broad recommendations. As a minimum, the DAF should address the issues listed below which are identified in this report. Six months following the release of this DR, DAF-IG will initiate an independent assessment of DAF-wide actions in response to the findings in this DR.

Military Discipline Processes

- The gender and racial disparity in military justice actions, including Article 15s and courts-martial (p. 26-36)
- The gender and racial disparity in administrative discharges based on administrative discipline as well as substantive feedback from a large number of Airmen and Guardians (p. 37-43)
- The gender and racial disparity in OSI Investigations and Security Forces (SF) citations and incidents (p. 43-60)

Personnel Development & Career Opportunities

- The gender and racial disparity in Air Force Specialty Codes (AFSCs), especially as it relates to operations career fields (p. 19-26, 77-80, 145)
- The gender and racial disparity in accessions (p. 66-83)
- The gender and racial disparity in retention rates (p. 83-100)
- The gender and racial disparities in promotion rates (p. 110-134)
- The gender and racial disparities in leadership representation (p.137-169)

Other Department-wide Concerns

- The significant feedback from racial-ethnic minorities and female service members regarding having to overcome barriers and challenges that do not equally impact their White male peers (p 172-174, 176-180). These barriers include having to:
 - Conform to behave more like non-minority members or males to be successful in the DAF
 - Work harder than their White or male peers to prove they are competent at their job
 - Maintain work/life balance and take care of family commitments
- Concerning feedback from service members in the DR survey, combined with data from the Workplace and Gender Relations Survey (WGRA), regarding sexual harassment and MEO complaints warrants careful assessment for action, as appropriate (p. 52-53, 62-66, 188-190)

II. DISPARITY REVIEW

DAF DEMOGRAPHICS AND DEFINING DISPARITY

Understanding DAF demographics is important to identifying and understanding the magnitude of disparities within the department. As stated earlier, “disparity” refers to a noted data difference among races, ethnicities, or gender. 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 such groups in the general or existing DAF population.⁸ While the presence of a disparity alone is not evidence of racism, sexism, discrimination, or disparate treatment, it presents a concern that may require more in-depth analysis.

It is also important to acknowledge DAF race, ethnic, and gender demographics have changed over time and the impact this has on the data analysis contained in this review. Simply put, this DR relies heavily on “snapshots” in time. When able the DR team analyzed the data over time, but in-depth analysis on specific disparities over time was beyond the scope of the DR. This level of analysis should be conducted during root cause analysis and follow-on Diversity and Inclusion endeavors.

Finally, several of the racial groups addressed in this DR represent a very small portion of the DAF population. Specifically, Native Americans and Pacific Islanders combined account for less than 1.5% of the total AF population (around 7,000 members total in 2020). This report presents the data, provides the necessary context, and acknowledges the limitations of drawing conclusions based on small populations. It is up to DAF leadership to determine if any identified disparities are significant enough to warrant further analysis.

U.S. RACIAL-ETHNIC AND GENDER POPULATIONS

According to July 2019 U.S. Census data, the U.S. population indicates a growing minority population in the United States.⁹ In the past six years within the DAF, the overall minority population has grown as a reflection of the U.S. population. Most notable, the Hispanic/Latino population grew within the DAF by roughly 13,600, with the Multi-racial and Asian American population growing by about 5,300 and 4,000 personnel, respectively. In comparison, the White population within the DAF decreased by roughly 2,100 during the 2015-2020 timeframe. The female population also grew in all three components at a larger proportion of total growth. In the RegAF the proportion of the female population saw a more dramatic shift, with a rough increase of 11,000 female personnel, whereas the proportion of the male population has a more level growth pattern. The figures below depict the change in each minority population in the DAF over a six-year period.

⁸ Please refer to the DAF/A9 Appendix for a discussion on the methodologies used to determine disparity.

⁹ <https://www.census.gov/>, accessed 15 July 21.

Fig 1. Change in DAF Population's Race-Ethnicity (2015-2020)

Change in DAF Population's Race-Ethnicity Since 2015

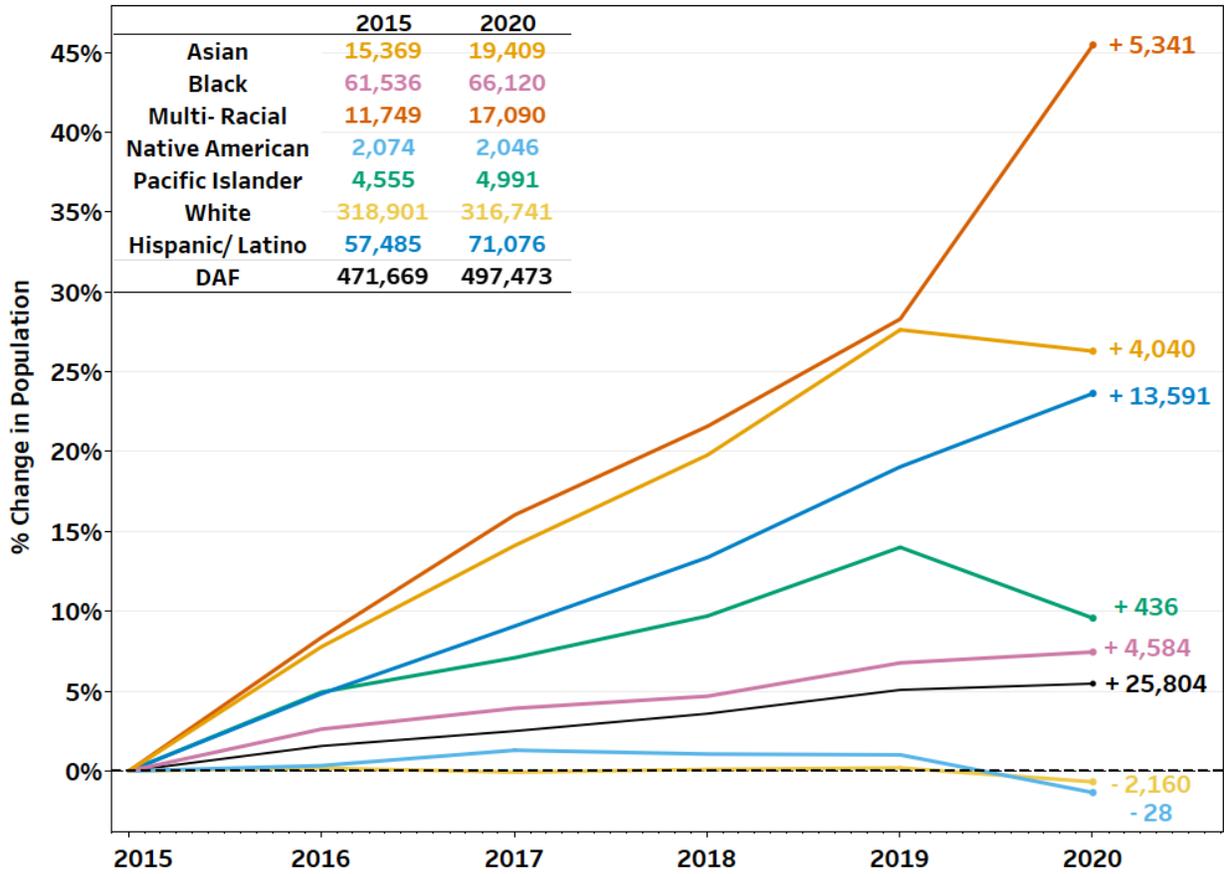


Fig 2. Racial-Ethnic Distribution by Component: Enlisted and Officers (2015-2020)

Racial-Ethnic Distribution by Component: Enlisted & Officers (2015-2020)

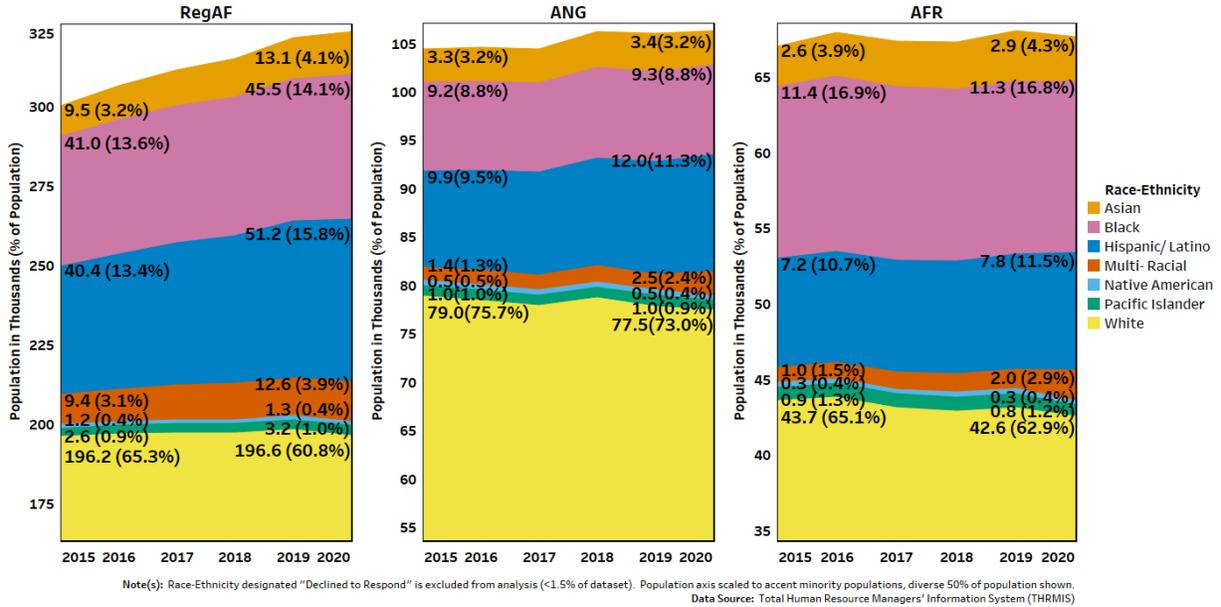


Fig 3. Change in DAF Population's Race-Ethnicity (2015-2020)

Change in DAF Population's Race-Ethnicity Since 2015

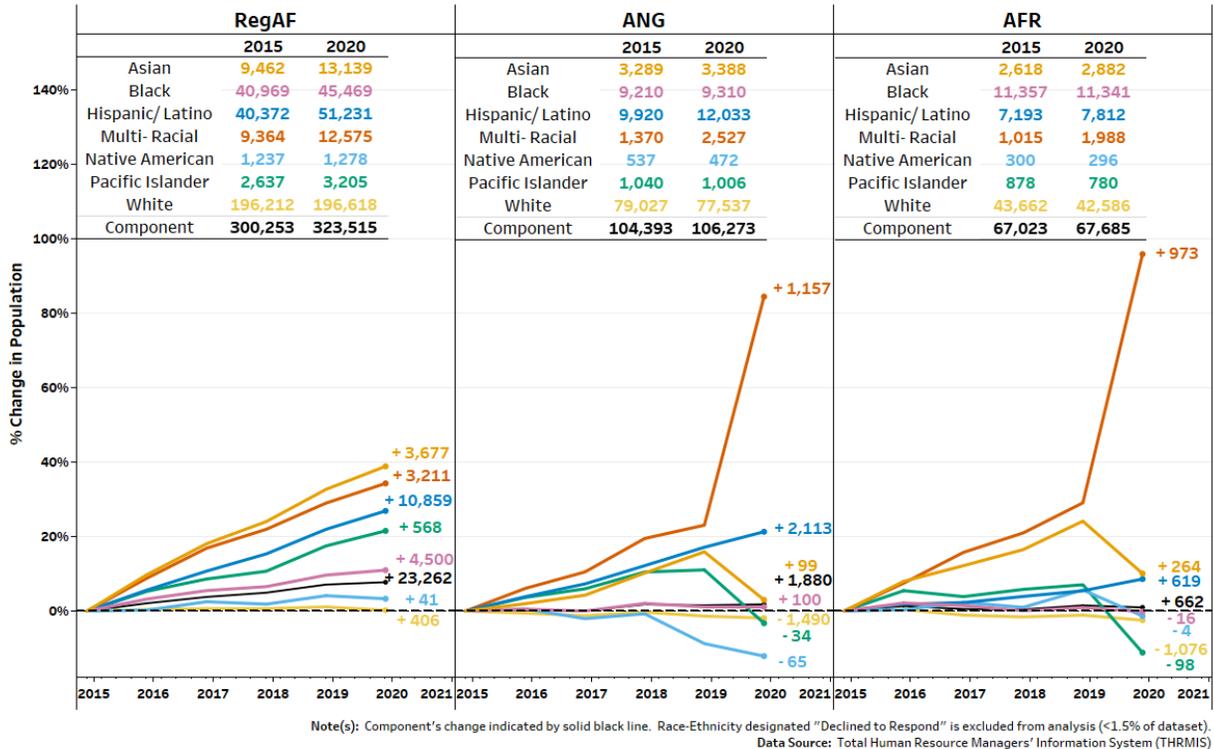


Fig 4. Change in DAF Population’s Gender Distribution by Component (2015-2020)

Change in DAF Population’s Gender Since 2015

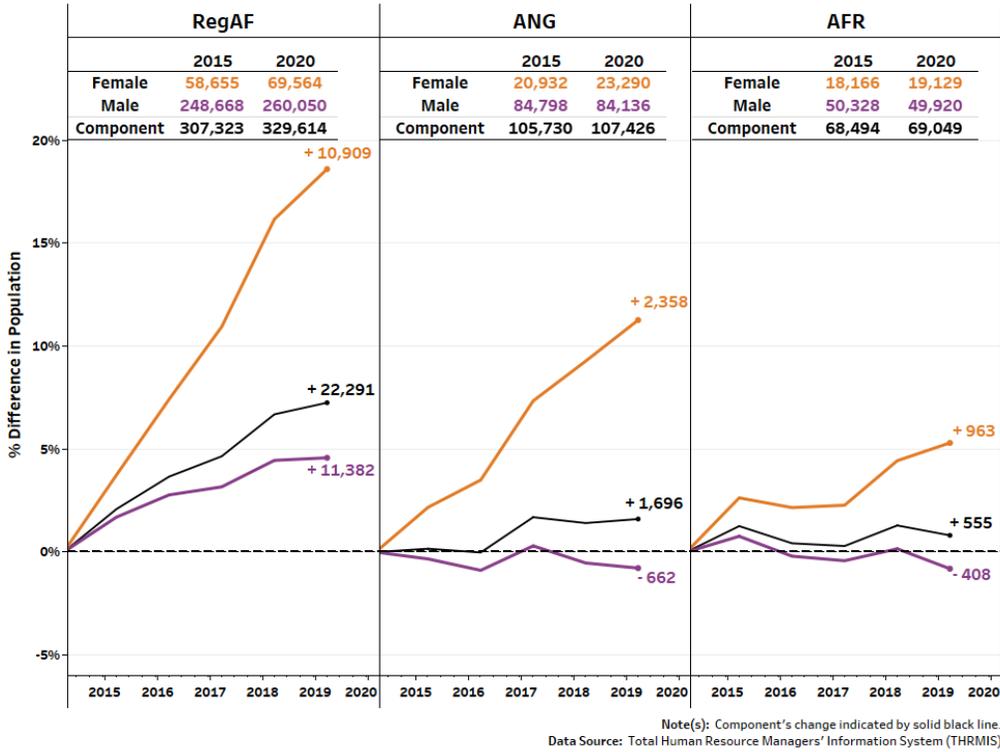
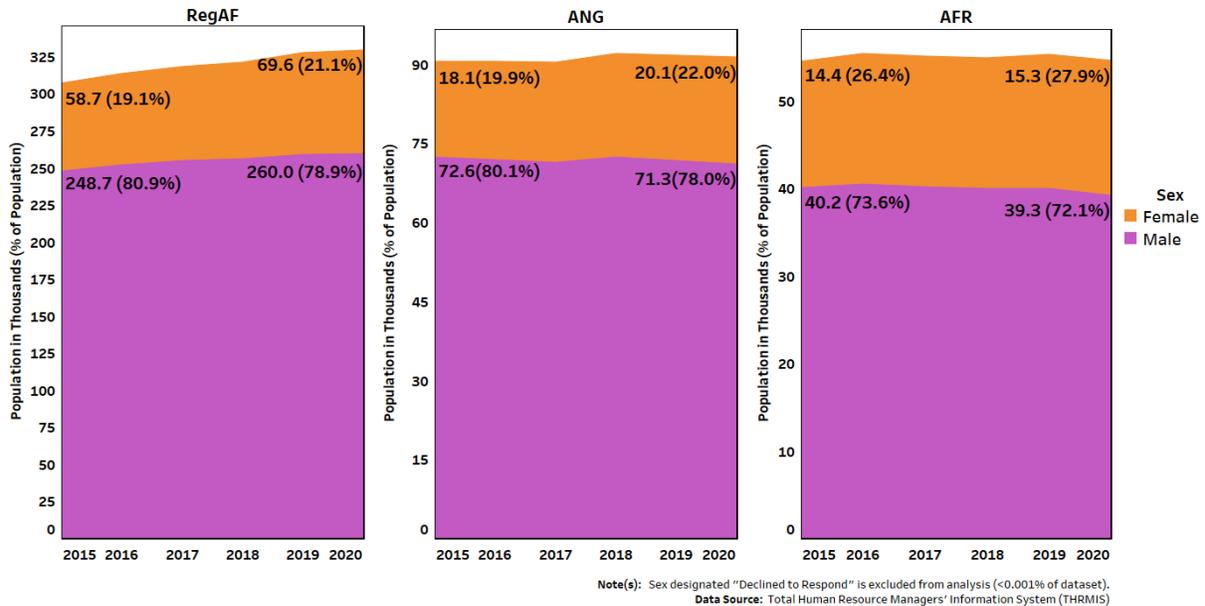


Fig 5. Gender Distribution by Component: Enlisted and Officers (2015-2020)

Gender Distribution by Component: Enlisted & Officers (2015-2020)



REPRESENTATION

Racial-Ethnic Representation by Rank

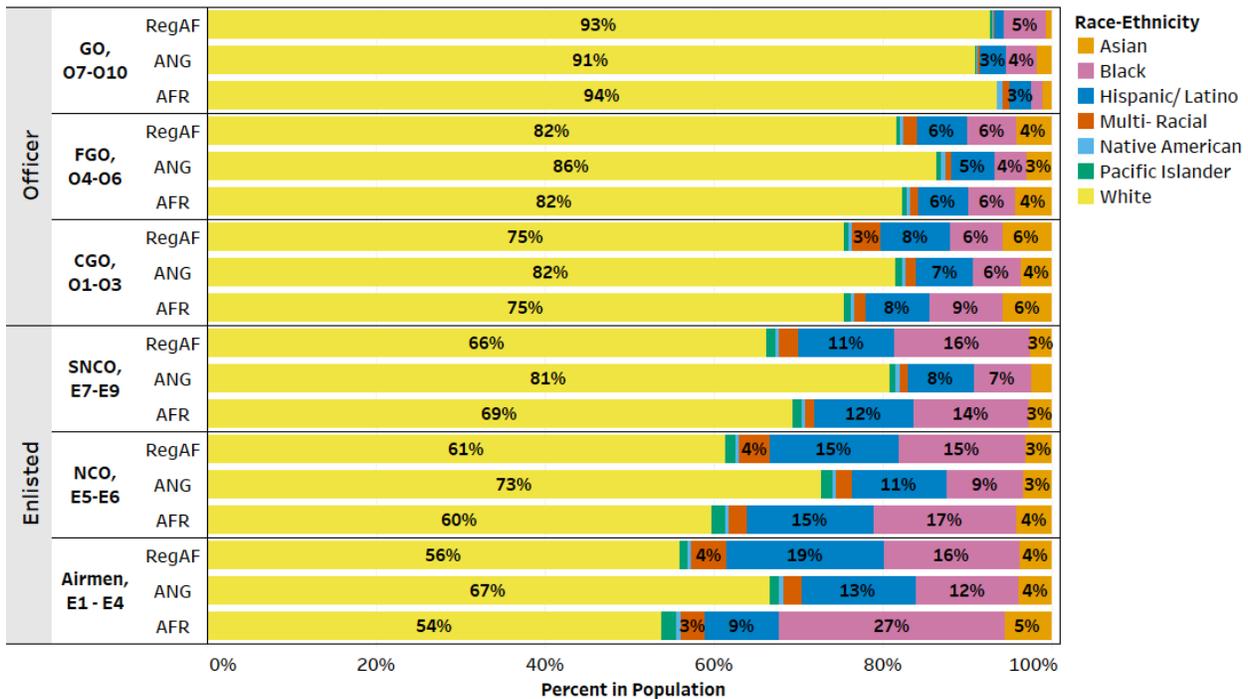
DAF Military Members

As will be discussed in the Accessions section of this DR, the U.S. eligible officer population based on U.S. Census (age and education) data is 65.1% White, 8.4% Black, 10.6% Hispanic/Latino, 12.5% Asian American, 3.0% Multi-racial, 0.3% Native American, and 0.1% Pacific Islander. The eligible enlisted population is 56.9% White, 13.5% Black, 19.0% Hispanic/Latino, 6.6% Asian American, 3.1% Multi-racial, 0.7% Native American, and 0.2% Pacific Islander.

White officers and enlisted members are overrepresented compared to their respective eligible populations for all components and grade categories except RegAF and AFR Airmen (E1-E4). A snapshot of the average demographics from 2015 to 2020 shows the representation of White officers and enlisted members increases as rank increases, while minority representation decreases as rank increases.

Fig 6. Racial-Ethnic Distribution by Grade Categories (2015-2020)

Racial-Ethnic Distribution by Rank Group (2015-2020)

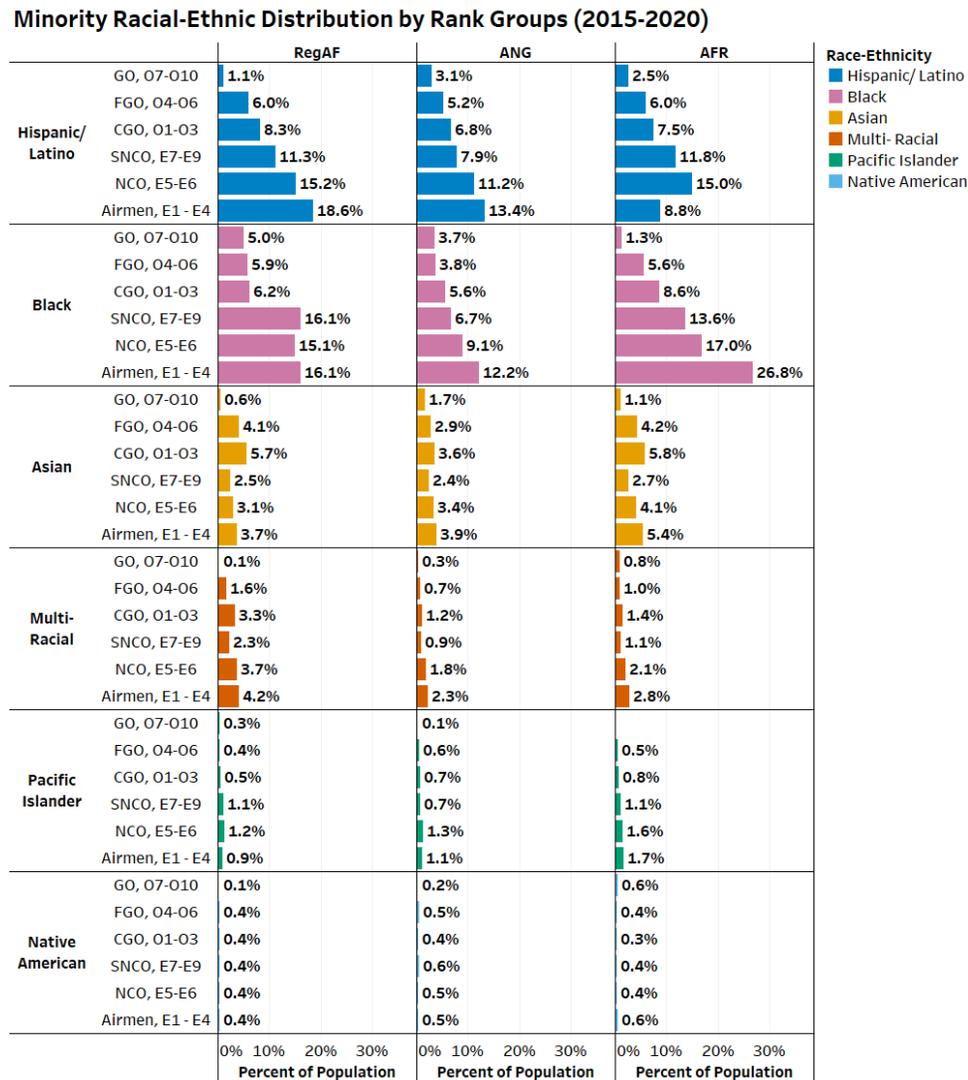


Note(s): Race-Ethnicity designated "Declined to Respond" is excluded from analysis. Pay Grades designated "Unknown" are excluded from analysis. Population percents greater than 2% shown.

Data Source: Total Human Resource Managers' Information System (THRMS)

The grade distribution for the RegAF, AFR, and ANG military populations between 2015 and 2020 reveals disparities in minority representation. The representation of Asian American, Black, Hispanic/Latino, and Multi-racial officers was well below the eligible population, except in the Black AFR CGO and Multi-racial RegAF CGO categories. In the RegAF and AFR, Black and Pacific Islander enlisted members are overrepresented compared to the eligible population, while Asian American, Native American, and Hispanic/Latino are underrepresented.

Fig 7. Minority Racial-Ethnic Distribution by Rank Groups (2015-2020)



Of all minority groups, RegAF Asian American, Hispanic/Latino, and Multi-racial officers have the most significant decrease in representation; Hispanic/Latino officers comprise roughly 8% of CGOs but only about 1% general officers (GOs), Asian officers comprise 5.7% of CGO and .6% of GOs, and Multi-racial officers are 3.3% of CGOs and .1% of GOs. Across components, Asian American officers also see a significant decrease in representation as officer and enlisted ranks increase. For non-commissioned officer (NCO) ranks and above,

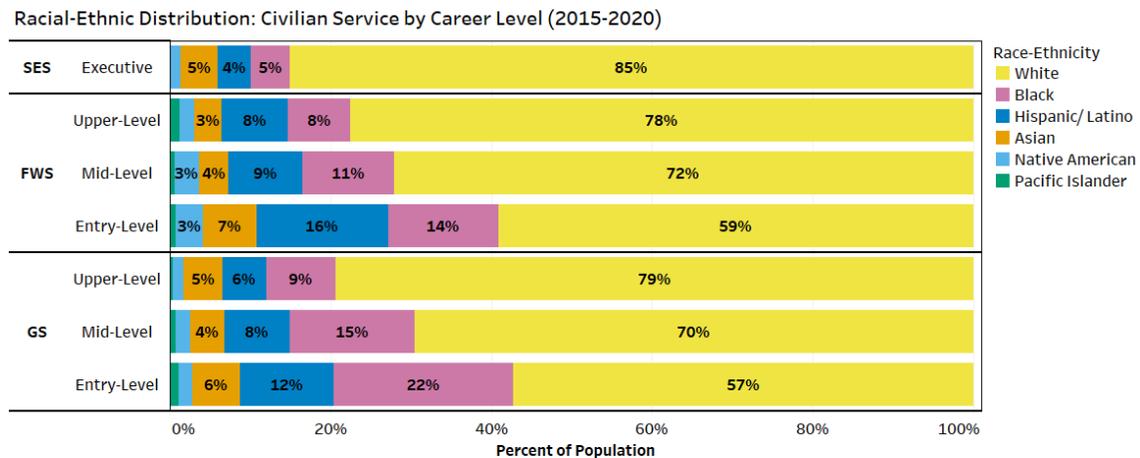
Hispanic/Latino officers and enlisted representation decreases as rank increases across all components.

Black RegAF members maintain the most stable officer and enlisted representation, at about 16% for both Airmen and senior non-commissioned officer (SNCO) ranks and between 5% to 6% for CGOs to GOs. However, in the ANG and AFR, Black officer and enlisted representation decreases as rank increases, with the most notable disparity in AFR GO representation. The representation of Pacific Islanders also decreases as rank increases, and representation disparities in Native American populations appear to be negligible, except in RegAF and ANG GO ranks. However, there is more variability in the higher ranks and smaller racial-ethnic groups.

DAF Civilian Members

Between 2015 and 2020, the average racial-ethnic representation for the DAF civilian permanent workforce was 71.6% White, 13.4% Black, 8.1% Hispanic/Latino, 4.4% Asian American, 0.6% Pacific Islander, and 1.9% Native American.¹⁰ As civilian grade increases, so does the percentage of the White population; racial and ethnic minorities have the opposite trend, particularly in the Black and Hispanic/Latino civilian workforce.

Fig 8. Racial-Ethnic Distribution for the Civilian Service by Career Level (2015-2020)



Note(s): Population percents greater than 2% shown. Race-Ethnicity designated "Declined to Respond" is excluded from analysis (<1.5% of dataset). Select Civilian pay plans included in analysis. All pay plans were converted to their GS equivalent pay band. Data Source: Total Human Resource Managers' Information System (THRMIS)

¹⁰ Source: Total Human Resource Manager's System (THRMIS), accessed by DAF/A9.

Racial-Ethnic Distribution: Civilian Service by Career Level (2015-2020)

			White	Black	Hispanic/ Latino	Asian	Native American	Pacific Islander
SES	Executive	Mean Population	250	15	12	14	4	
		Percent	85%	5%	4%	5%	1%	
FWS	Upper-Level	Mean Population	2,197	220	235	96	51	34
		Percent	78%	8%	8%	3%	2%	1%
	Mid-Level	Mean Population	19,796	3,136	2,553	1,006	818	168
		Percent	72%	11%	9%	4%	3%	1%
	Entry-Level	Mean Population	664	154	183	75	38	8
		Percent	59%	14%	16%	7%	3%	1%
GS	Upper-Level	Mean Population	28,295	3,068	1,961	1,716	476	128
		Percent	79%	9%	6%	5%	1%	0%
	Mid-Level	Mean Population	49,847	11,095	5,860	3,021	1,320	500
		Percent	70%	15%	8%	4%	2%	1%
	Entry-Level	Mean Population	6,336	2,465	1,286	660	183	127
		Percent	57%	22%	12%	6%	2%	1%

Note(s): Mean annual populations and percents of total population (2015-2020) displayed. Race-Ethnicity designated "Declined to Respond" is excluded from analysis (<1.5% of dataset). Select Civilian pay plans included in analysis.
Data Source: Total Human Resource Managers' Information System (THRMIS)

Gender Representation by Rank

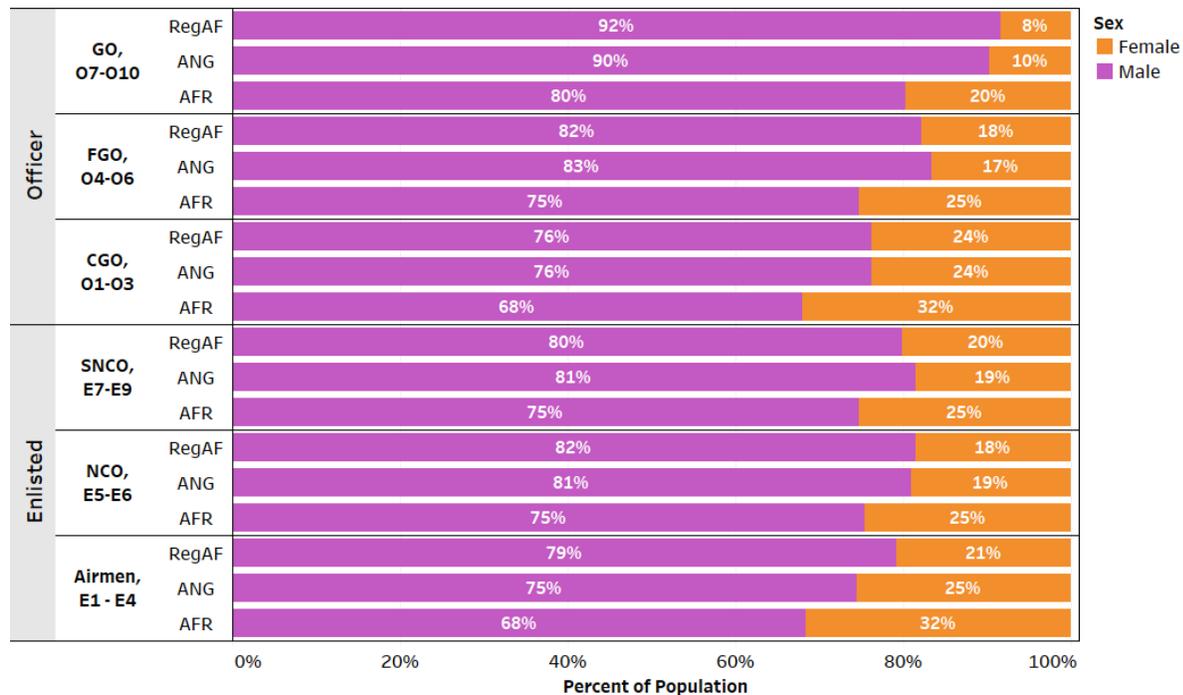
The U.S. eligible officer population is 55.6% female, and eligible enlisted population is 50.0% female. Female officers and enlisted are underrepresented compared to the eligible populations in all ranks.

DAF Military Members

A five-year look at demographics by rank shows among RegAF officers, the percentage of female officers decreased as ranks increased. Although females comprised 24% of CGOs, they constituted 18% of FGOs and 8% of GOs. Conversely, males represented 75% of CGOs, 82% of FGOs, and 92% of O7s and above.

Fig 9. Gender Distribution by Grade Categories (2015-2020)

Gender Distribution: Grade Categories (2015-2020)



Note(s): Gender designated "Declined to Respond" are excluded from analysis. Pay Grades designated "Unknown" are excluded from analysis.
Data Source: Total Human Resource Managers' Information System (THRMS)

The AFR has the highest female representation of all Air Force components across all rank groups, more than doubling the female representation of GOs compared to the RegAF and ANG. In the AFR, females were 32% of CGOs, 25% of FGOs, and 20% of GOs. In comparison, females in the ANG represented 24% of CGOs, 17% of FGOs, and 10% of GOs, just slightly higher than the 8% of RegAF female GOs.

For the RegAF enlisted force, unlike for RegAF officers, there was a slight decline in the percentage of females as rank increased. The percentage of RegAF enlisted females remained relatively stable, at 21% for Airmen E1-E4, 18% for NCOs, and 20% for SNCOs. In the AFR and ANG, the percentages of enlisted females within their respective component declined but not as sharply as on the officer's side. The AFR saw its percentage of enlisted females decline from

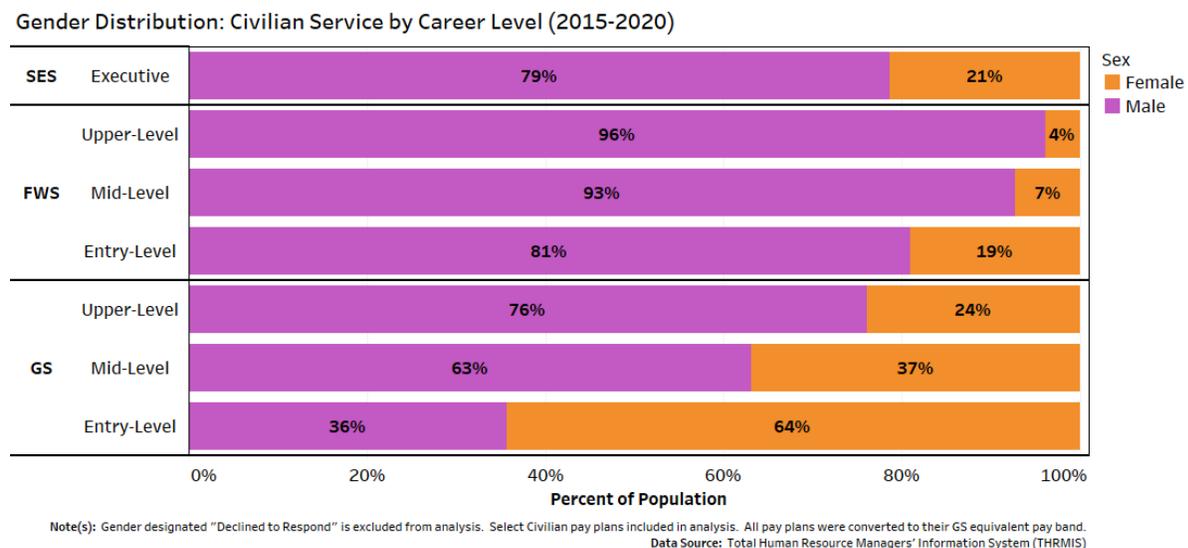
32% for Airmen to 25% each in the NCO and SNCO, while ANG enlisted females represented 25% of Airmen and 19% for both NCO and SNCO ranks.

DAF Civilians

As of 30 Jun 21, DAF employs about 150,200 U.S. Citizen/Permanent/Full-Time (USPFT) civilians, of which females comprised 29.6%. According to the Air Force Personnel Center (AFPC), civilians are employed in the following types of work: 41.2% Administrative, 22.5% Professional, 20.1% Blue Collar, 11.2% Technical, 2.4% Clerical, and 2.6% “Other.”¹¹

This DR looked at the three types of civilian wage systems: The Federal Wage System (FWS), General Schedule (GS), and Senior Executive Service (SES). FWS is a pay-setting system that covers Federal appropriated and non-appropriated fund blue-collar employees paid by the hour. The GS classification and pay system covers most civilian white-collar Federal employees in professional, technical, administrative, and clerical positions. SES members serve in key positions just below the Presidential appointees and link these appointees and the Federal workforce.¹² The DAF draws from the U.S. labor market to capitalize on available civilian talent.¹³

Fig 10. Gender Distribution for the Civilian Wage System (2015-2020)



Females are underrepresented in “blue collar” FWS positions with decreasing representation at grade increases. Female DAF civilians are overrepresented in entry-level “white

¹¹ <https://www.afpc.af.mil/About/Air-Force-Demographics/>, accessed 18 Aug 21.

¹² <https://www.opm.gov/>, accessed 9 Jun 21.

¹³ Due to Veterans’ Preference, the largest labor market for the DAF is military veterans. This status gives eligible veterans preference in new appointments in the competitive service and certain positions in the excepted service over other applicants. Veterans’ Preference does not guarantee veterans a job and does not apply to promotions, transfers, reassignments, and reinstatements. <https://www.fedshirevets.gov/job-seekers/veterans-preference/>, accessed 21 Aug 21.

collar” GS positions at 64%. Females have decreasing representation as grade increases, with 21% in SES positions.¹⁴

Officer and Enlisted Career Fields¹⁵

This Review classifies officer and enlisted Air Force Specialty Codes (AFSCs) into six career field categories: Operations, Logistics, Support, Medical, Acquisitions, and Other. For officers, these include:¹⁶

- Operations (1XXX) – Pilot (11XX), Combat System Officers (CSO) (12XX), Space/Nuclear/Missile Operations/Command & Control (13XX), Information Operations and Intelligence (14XX), Operations Analysis and Weather /Environmental Science (15XX), Operations Support (16XX), Cyberspace Warfare Operations (17XX), Remotely Piloted Aircraft (18XX), and Special Warfare (19XX)
- Logistics (2XXX) – Aircraft Maintenance (21AX), Munitions/Missile Maintenance (21MX), and Logistics Readiness (21RX)
- Support (3XXX) – Security Forces (31PX), Civil Engineer (32XX), Force Support (38XX), and Public Affairs/Band (35XX)
- Medical (or Dental) (4XXX) – Health Services (41AX), Biomedical Clinician (42XX), Biomedical Specialist (43XX), Physician (44XX), Surgery (45XX), Nurse (46XX), Dental (47XX), Aerospace Medicine (48XX)
- Acquisition (or Finance) (6XXX) – Scientific (61XX), Developmental Engineer (62XX), Acquisition (63XX), Contracting (64PX), Finance (65XX)
- Other (5/7/9/8XXX) – Legal or Chaplain (5XXX), Office of Special Investigation (OSI) (71X), Special Duty Identifiers (8XXX), which include Commander, Instructor, Inspector General (IG), Honor Guard, Recruiting, Protocol, etc. 9XXX are Reporting Identifiers, which include General Officer (GO), Commanders, Executive Officers, officers in training status, etc.

Enlisted AFSC classifications are similar to officers.¹⁷ Operations (1-series) career fields include positions such as aircrew, Air Traffic Control (ATC), Tactical Air Control Party (TAC-P), and Cryptologic Language Analyst. The Logistics (2-series) career fields are diverse and include AFSCs such as missile and aircraft maintenance, traffic management, vehicle operations, network infrastructure, and nuclear weapons. The Support (3-series) career fields are also diverse, including civil engineering functions, fire protection, Explosive Ordnance Disposal

¹⁴ Entry-Level is GS01-GS06, Mid-Level GS07-GS12, and Upper-Level is GS13-GS15.

¹⁵ https://static.e-publishing.af.mil/production/1/af_a1/publication/afman36-2100/afman36-2100.pdf, accessed 20 Aug 21.

¹⁶ <https://www.af.mil/About-Us/Fact-Sheets/Display/Article/104484/officer-afsc-classifications/>, accessed 15 Aug 21.

¹⁷ <https://www.af.mil/About-Us/Fact-Sheets/Display/Article/104609/enlisted-afsc-classifications/>, accessed 14 Aug 21.

(EOD), security forces, and personnel. Medical (or Dental) (4-series) includes mental health, public health, aerospace medical, medical laboratory, dental, and ophthalmology. Acquisition (or Finance) (6-series) career fields include contracting, financial management, and comptroller. Other (5/7/8/9-series) includes career fields such as chaplain assistant, paralegal, enlisted aide, military training leader/instructor, recruiter, honor guard, first sergeant, and special investigations.

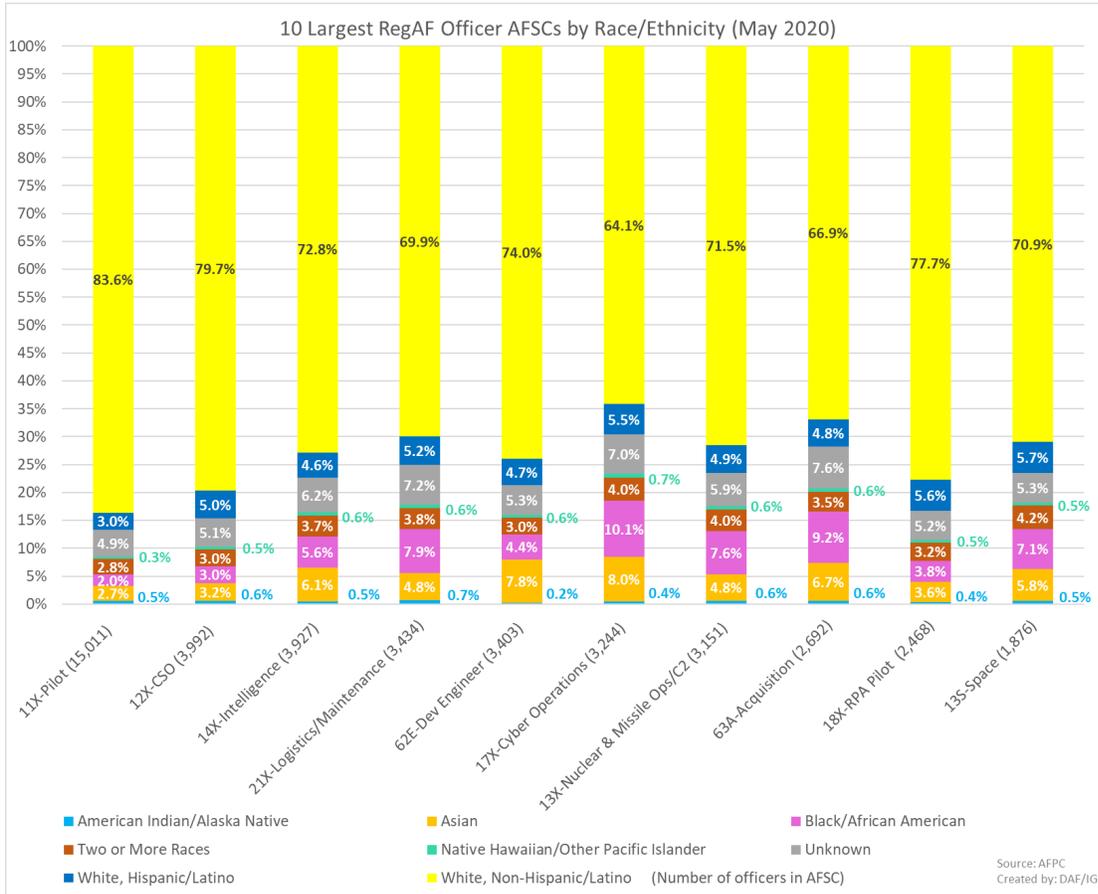
Racial-Ethnic Representation by Career Field

DAF Military Members

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), which has almost 4,000 officers. While pilot is the most populous officer specialty, it is the least diverse of all AFSCs, with the highest percentage of White officers. As will be discussed in the Leadership section of this report, officers in operations career fields, specifically pilots, account for the highest percentage of squadron/group and wing commanders. Correspondingly, a majority of RegAF groups and wings have flying or operational missions such as space, cyber, and intelligence.¹⁸

¹⁸<https://www.afhra.af.mil/Information/Organizational-Records/Wings-and-Groups/>, accessed 15 Aug 21.

Fig 11. 10 Largest RegAF Officer AFSCs by Race-Ethnicity (May 20)

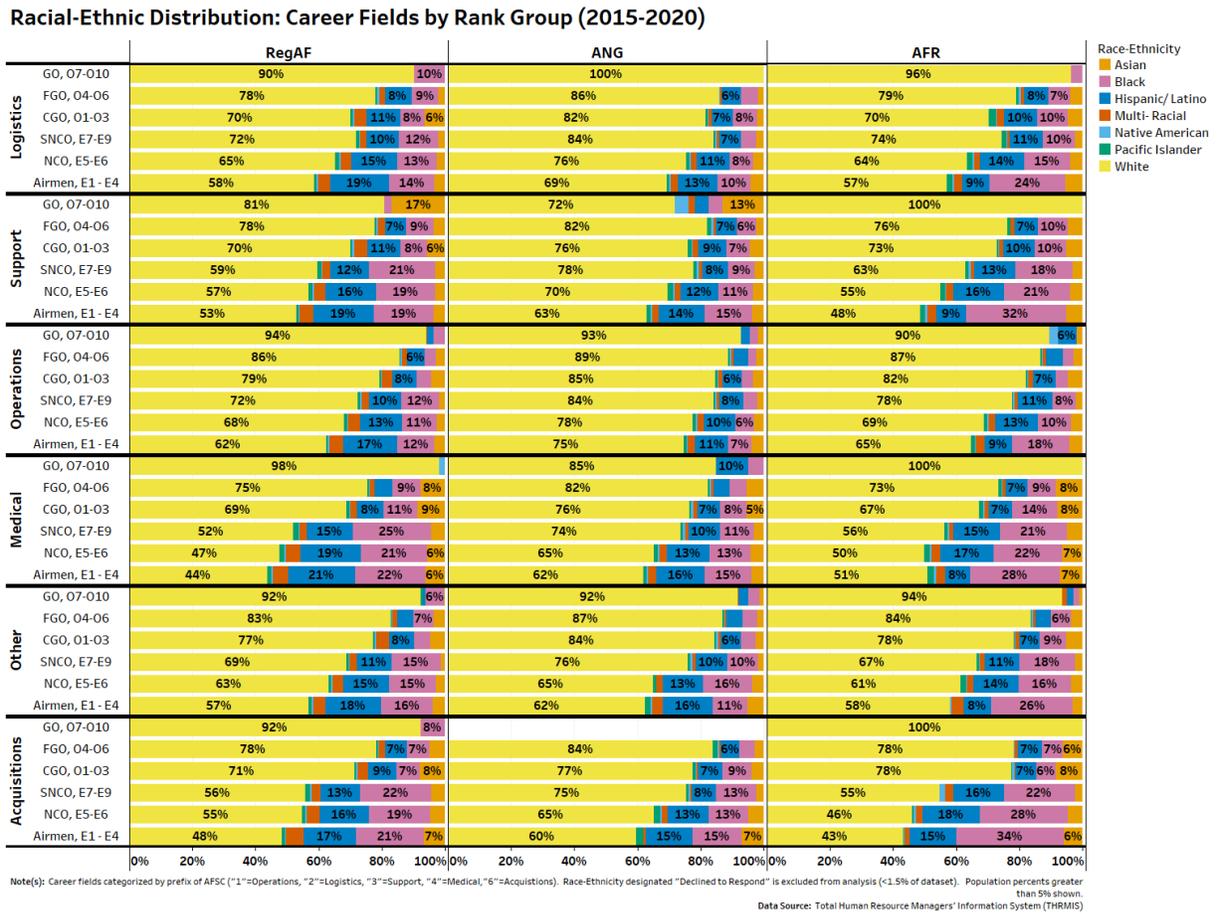


Across all Air Force components and all career fields and ranks, White officers are generally overrepresented compared to the eligible U.S. population, while minorities, as a whole, are generally underrepresented. Operations career fields account for the largest percentage of Air Force officers, and all minority races/ethnicities are underrepresented in operations career fields for all rank groups.¹⁹ Within career fields, the representation of White officers increases as rank group increases, while overall minority representation decreases.

For enlisted members, across all Air Force components, the operations career fields have the highest percentage of White enlisted members compared to the other career fields in all rank groups except SNCOs in the ANG. The ANG also has the highest percentage of White enlisted members across all career fields compared to the RegAF and AFR. In the RegAF, minorities are generally overrepresented in the medical, acquisition, and support career fields. Finally, in all rank groups and career fields, as enlisted rank group increases, White representation increases while overall minority representation decreases.

¹⁹ As of May 2020, the RegAF had almost 34,800 officers in operations career fields (1XX), compared to around 3,400 in Logistics/Maintenance (2X), almost 2,400 in Mission Support (3X), roughly 1,900 in Legal/Chaplain (5XX), and about 8,500 in Science/Engineering (6XX).

Fig 12. Racial-Ethnic Distribution by Career Field and Rank Group (2015-2020)

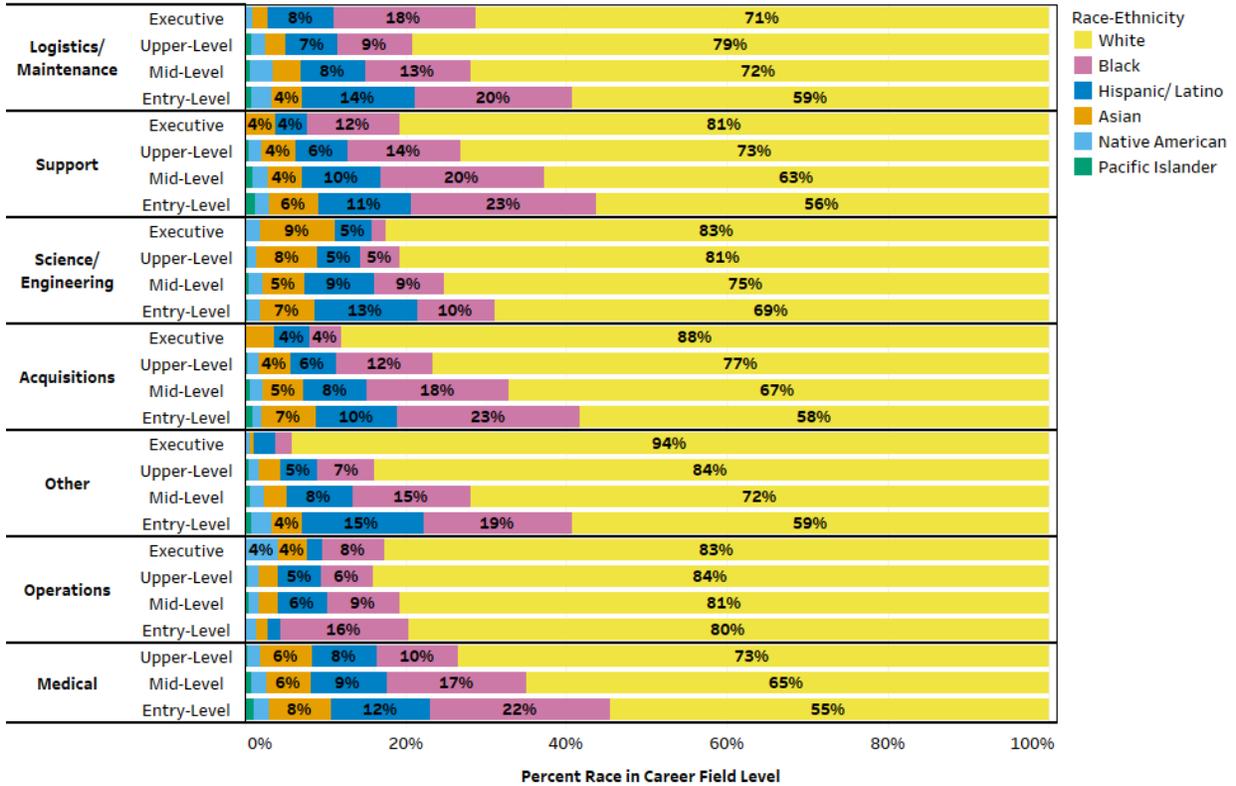


DAF Civilian Members

The chart below depicts the racial-ethnic composition of the DAF civilian force, by career fields from 2015-2020 using average populations. Generally speaking, civilian career fields become less diverse as grade increases, with the exception of logistics.

Fig 13. Racial-Ethnic Distribution of Civilians by Career Field (2015-2020)

Racial-Ethnic Distribution: Civilian Service by Career Field (2015-2020)



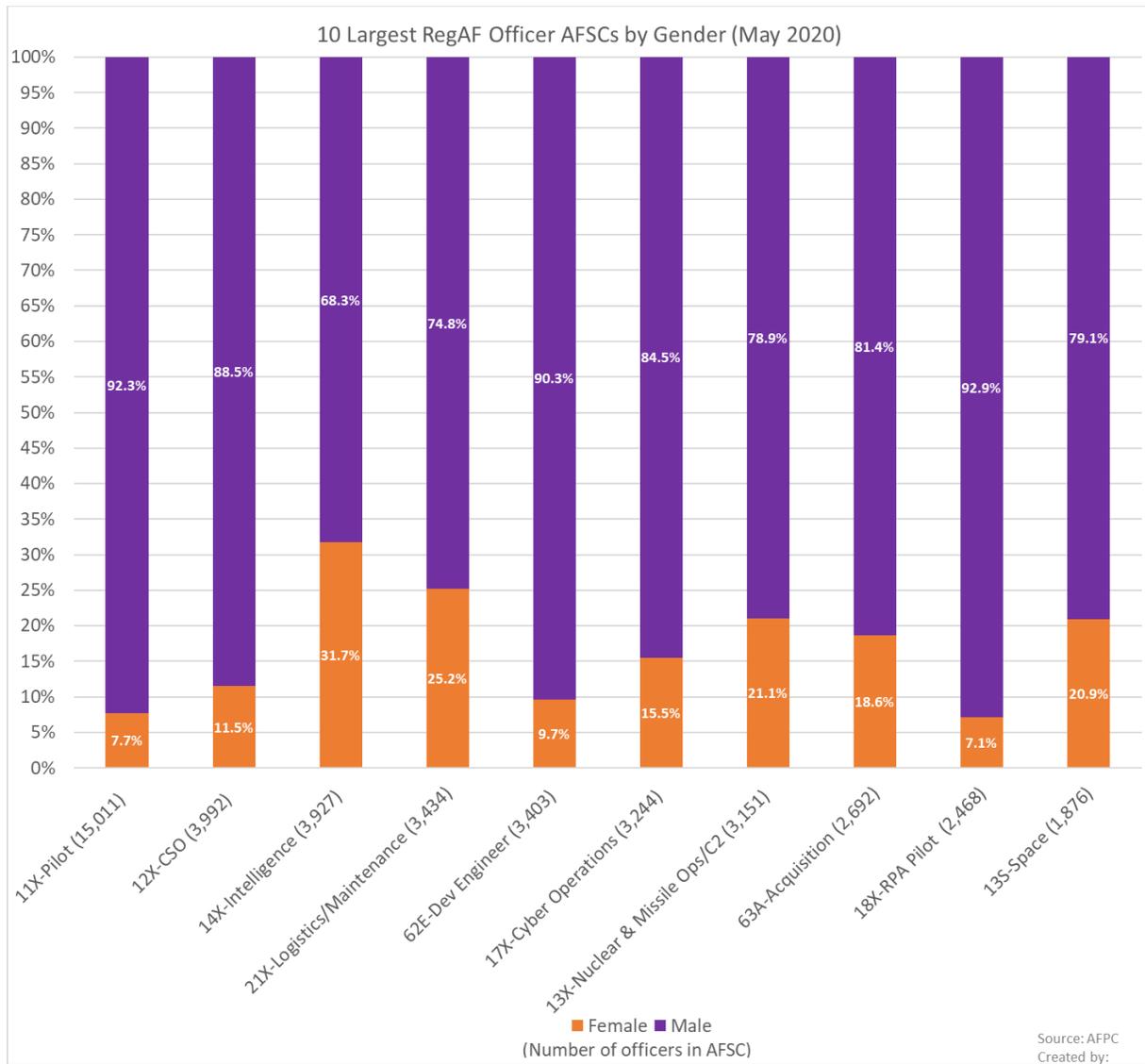
Note(s): General schedule grade equivalents for the pay plan were used. Race-Ethnicity designated "Declined to Respond" are excluded from analysis. Population percents greater than 3% shown.
 Data Source: Total Human Resource Managers' Information System (THRMISS)

Gender Representation by Career Field

DAF Military Members

Pilots (including RPA pilots) comprise the least gender diverse of all AFSCs, outside of Special Warfare, which is 0.5% female.²⁰

Fig 14. 10 Largest RegAF Officer AFSCs by Gender (May 20)

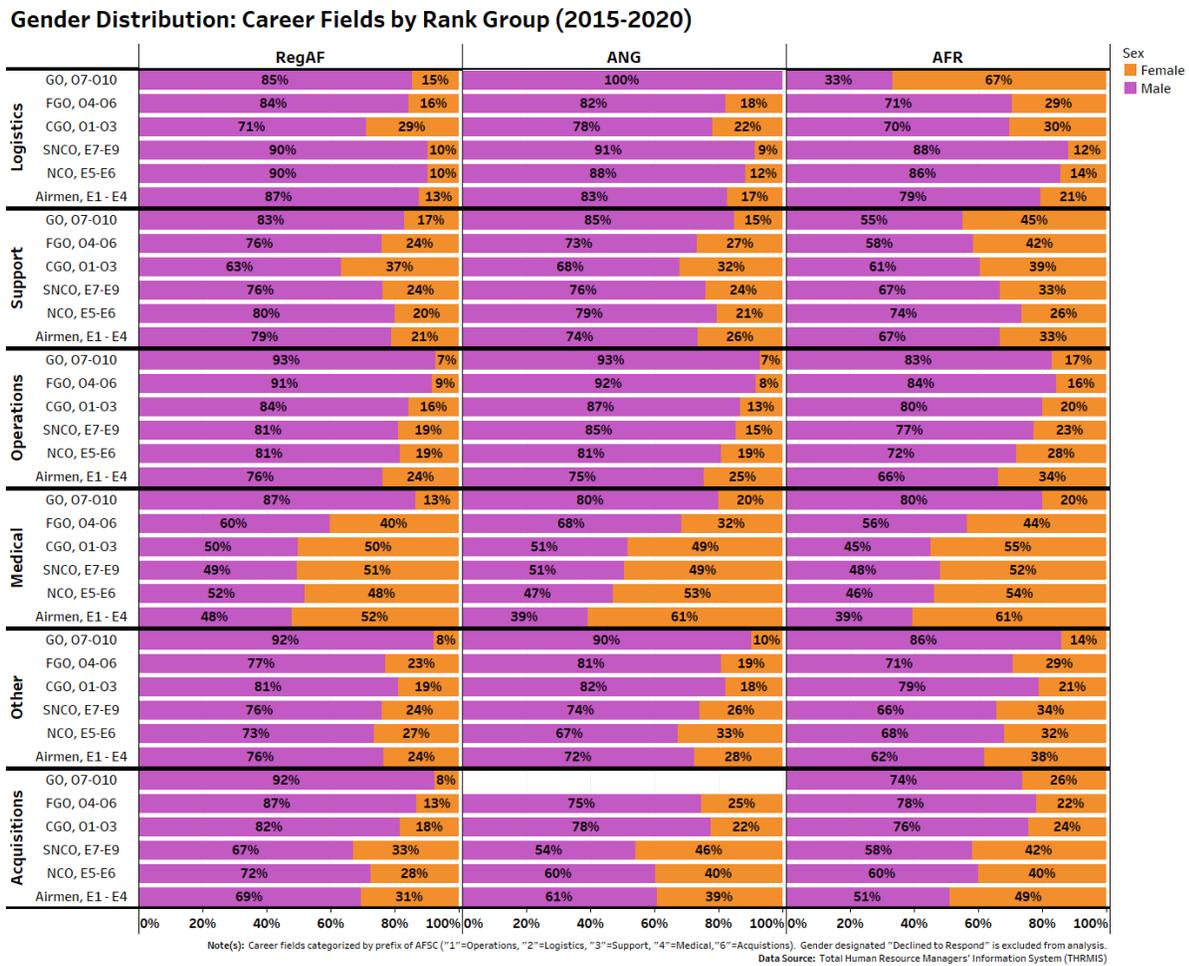


²⁰ AFPC data, May 2020

Compared to the percentage of females in the U.S. population that is eligible to commission based on age and education (55.6%), female officers are underrepresented in all components, all ranks, and across all career fields except AFR logistics GOs. Across the components, the medical career fields have the highest representation of female officers with around 50% in the CGO ranks. All components have the lowest representation of females in operations career fields, although the AFR retains a higher percentage of female officers at higher ranks in operations than the RegAF and ANG.

Half the U.S. female population is eligible to enlist, yet female enlisted members are underrepresented in all components, all ranks, and across all career fields except medical. All components have the lowest representation of enlisted females in the logistics career fields.

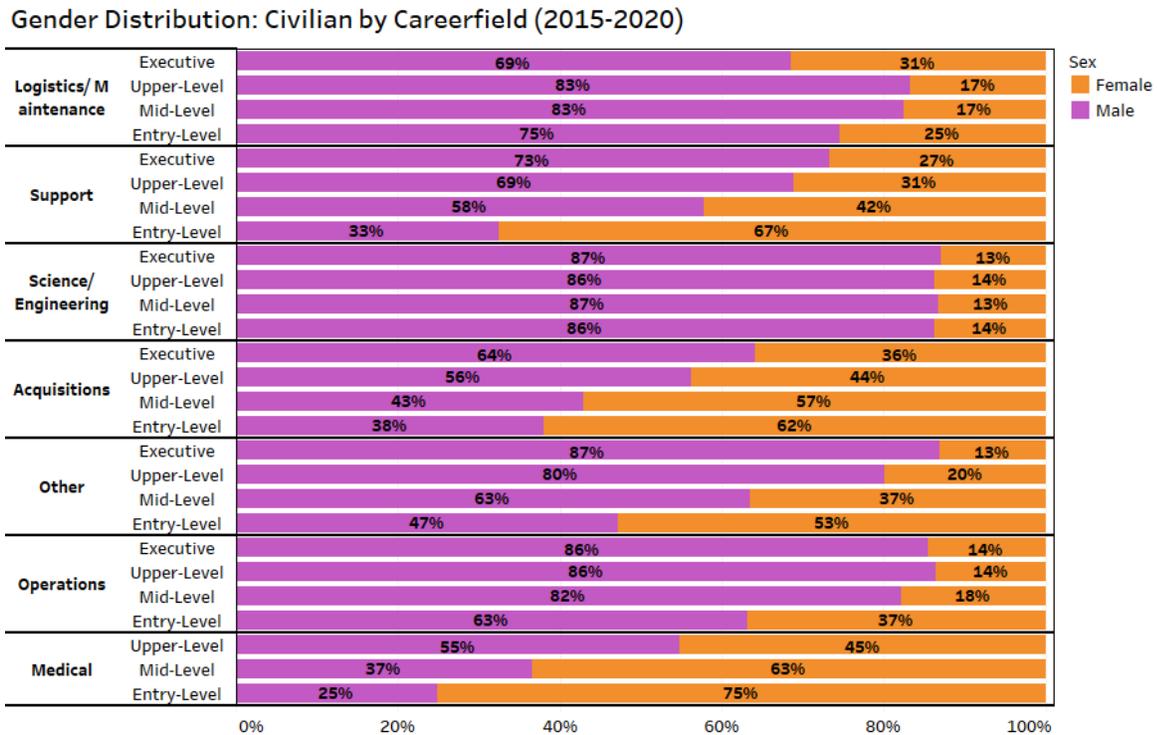
Fig 15. Gender Distribution by Career Field and Rank Group (2015-2020)



DAF Civilian Members

Within career fields for the civilian workforce, the medical career fields have the highest representation of females, while the science/engineering and operations career fields have the lowest representation of females. In all career fields except logistics and maintenance, female representation generally decreases as grade increases.

Fig 16. Gender Distribution for DAF Civilians by Career Field (2015-2020)



Note(s): General schedule grade equivalents for the pay plan were used. Sex designated "Declined to Respond" is excluded from analysis (<0.001% of dataset).

Data Source: Total Human Resource Managers' Information System (THRMIS)

MILITARY JUSTICE AND DISCIPLINE DATA

From FY12 to FY19 Native American RegAF enlisted members received 289 Article 15s and faced 34 courts-martial. Given the relatively small population of Native American members in the RegAF (an average of 1,047 enlisted members over that time period), this equates to an annual RPT of 34.48 for NJP and 4.11 for courts-martial. Based on those RPTs Native American service members were 108% more likely to have received an Article 15 and 113% more likely to have faced a courts-martial than their White peers. Over the same time period, Asian American and Hispanic/Latino enlisted members were 31% and 33% less likely to have been subject to military discipline in the form of an Article 15 or courts-martial. Similarly, but on a smaller scale, Pacific Islanders were 2% less likely to have received military discipline.

From FY12 to FY15, female RegAF enlisted members were 51% less likely to receive military discipline in the form of an Article 15 or courts-martial than male RegAF enlisted members.

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.

RACE-ETHNICITY

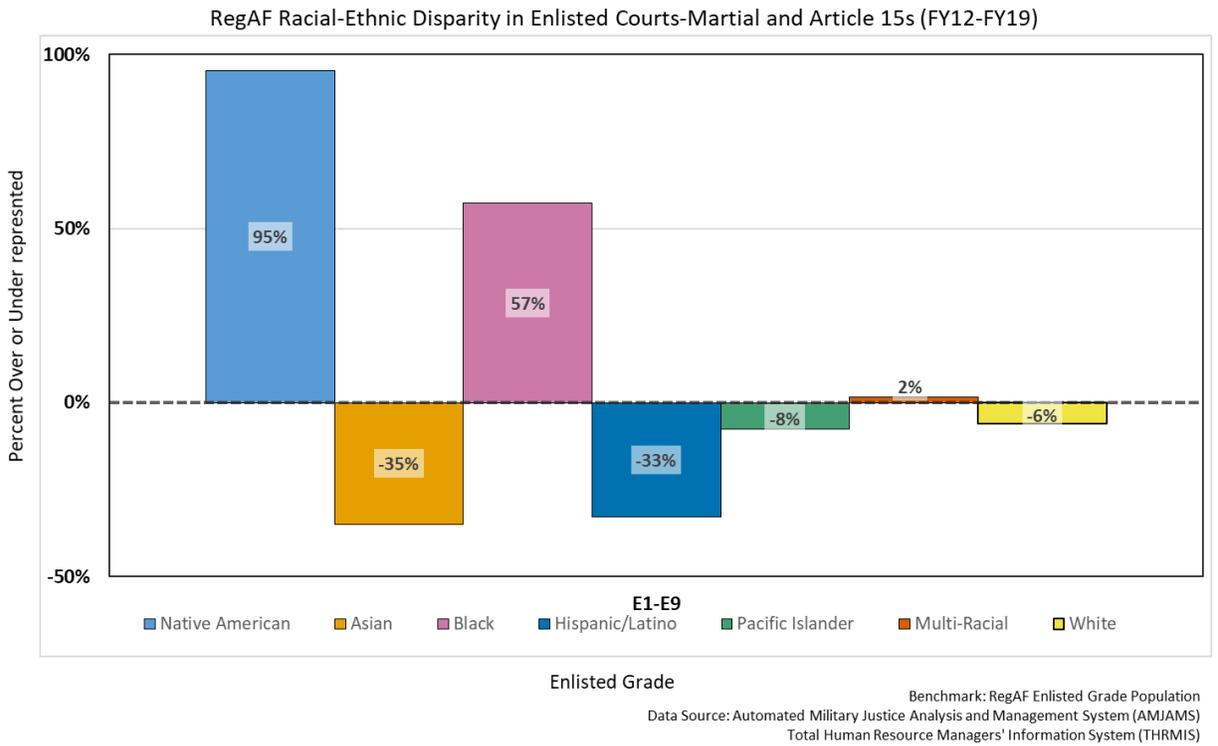
RegAF Enlisted

During FY12-FY19, more Native American and Black enlisted members received Article 15s and courts-martial when compared to White enlisted service members on a RPT basis. Specifically, during this timeframe, Native American enlisted members received formal UCMJ disciplinary action (Article 15 or courts-martial) at 38.4 RPT, compared with Black members at 31.0 RPT. Measured against the average of all enlisted Airmen and Guardians, Native American enlisted members are overrepresented by 95% for receiving Article 15s and courts-martial; and Black enlisted members are overrepresented by 57%.²¹ While the Native American enlisted population is small, which may result in high variability, DAF/A9 analysts determined there was a consistent trend regarding the rate at which Native American enlisted members were overrepresented in having received UCMJ action.²²

²¹ This translates to 36.125 NJP actions and 4.25 courts-martial per year (289 NJPs and 33 courts over the eight year period).

²² Using logistic regression analysis, DAF/A9 found Native American members had 114% higher odds of having received Article 15s and 112% higher odds of having faced courts-martial during the timeframe, as compared to White peers. The regression analysis was consistent with the RPT analysis.

Fig 17. RegAF Racial-Ethnic Disparity in Enlisted Courts-Martial and Article 15s (FY12-FY19)



Among minority and ethnic groups, Hispanic/Latino and Asian American enlisted members were the least likely to face formal disciplinary action during FY12-FY19, with these two populations receiving punishment at a lower RPT than White enlisted members. Native American enlisted members received, on average, 40 UCMJ disciplinary actions a year, about 30 of them within the E1-E4 ranks, with a spike in the Native American E2 population.

Fig 18. RegAF RPT in Enlisted Courts-Martial and Article 15s by Race-Ethnicity (FY12-FY19)

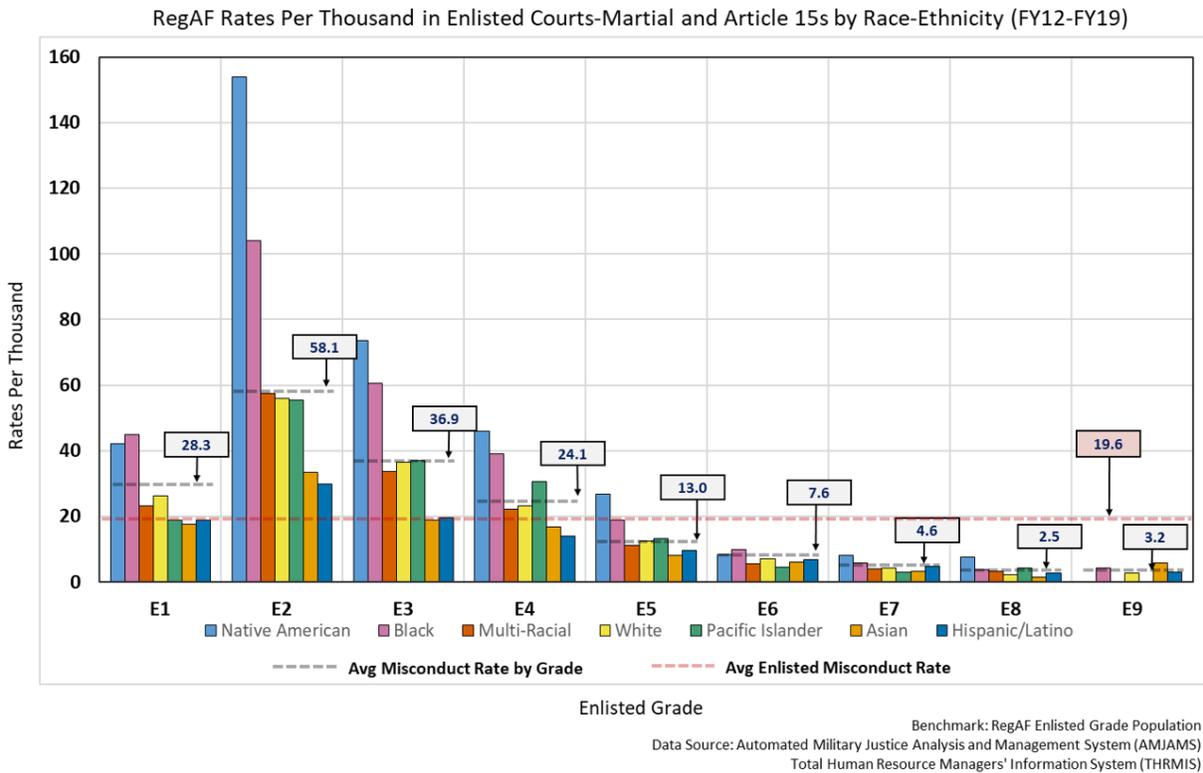


Fig 19. RegAF Average Enlisted Article 15s & Courts Martial/Average Population by Race/Ethnicity/Rank (FY12-FY19)

RegAF Average Enlisted Art 15s & Courts-Martial/Average Population (Race/Ethnicity/Grade) (FY12-FY19)

Rank	Native American	Asian	Black	Hispanic/Latino	Pacific Islander	Multi-Racial	Unknown	White
E1	2 / 47	4.4 / 248	67.5 / 1501	31.4 / 1652	1.5 / 80	10.5 / 453	8.5 / 63	144.4 / 5486
E2	3.8 / 24	6.8 / 201	83.9 / 807	32 / 1069	2.6 / 47	15.1 / 263	5 / 22	188 / 3367
E3	14.4 / 195	32.3 / 1703	464 / 7671	167 / 8526	14.1 / 381	82.8 / 2451	23.9 / 399	1025.8 / 28070
E4	10.6 / 231	28.5 / 1682	337.3 / 8608	129.6 / 9185	14.4 / 469	60.4 / 2710	20.1 / 633	757.3 / 32723
E5	7.3 / 270	14.6 / 1797	175.6 / 9313	84.4 / 8844	10.1 / 764	29.1 / 2621	21.3 / 1045	474.3 / 38279
E6	1.4 / 165	6.9 / 1129	63 / 6414	32.4 / 4760	2.4 / 514	6.8 / 1222	14.9 / 1272	174.8 / 24410
E7	0.8 / 93	1.9 / 583	23.4 / 3940	12.5 / 2588	0.8 / 239	2.1 / 537	6.5 / 983	69.4 / 16479
E8	0.1 / 16	0.1 / 91	3 / 805	1.1 / 405	0.1 / 29	0.3 / 77	0.6 / 171	7.5 / 3494
E9	0 / 6	0.3 / 42	1.8 / 414	0.5 / 159	0 / 10	0 / 33	0.8 / 73	4.9 / 1826

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

DAF military justice statistics somewhat mirror American societal trends. In the U.S. population, Native American and Black individuals were consistently incarcerated at higher rates compared with White, Hispanic/Latino, and Asian Americans. According to the Bureau of Justice, for U.S. residents between 2005 and 2018, Native American individuals were incarcerated between roughly 3.4 to 4.4 RPT, while Black individuals were incarcerated at 5.9 to 8.2 RPT. In comparison, White individuals were incarcerated between about 1.7 to 1.9 RPT, and

Asian American individuals had a 0.3 to 0.4 RPT during the same timeframe.²³ The exception is Hispanic/Latino individuals, who were incarcerated at 1.8 to 2.6 RPT, slightly above the rate of White individuals. Overall, the RPT for incarceration of White individuals have an increasing trend, whereas Black, Hispanic/Latino, and Asian RPTs have decreased from 2005 to 2008.

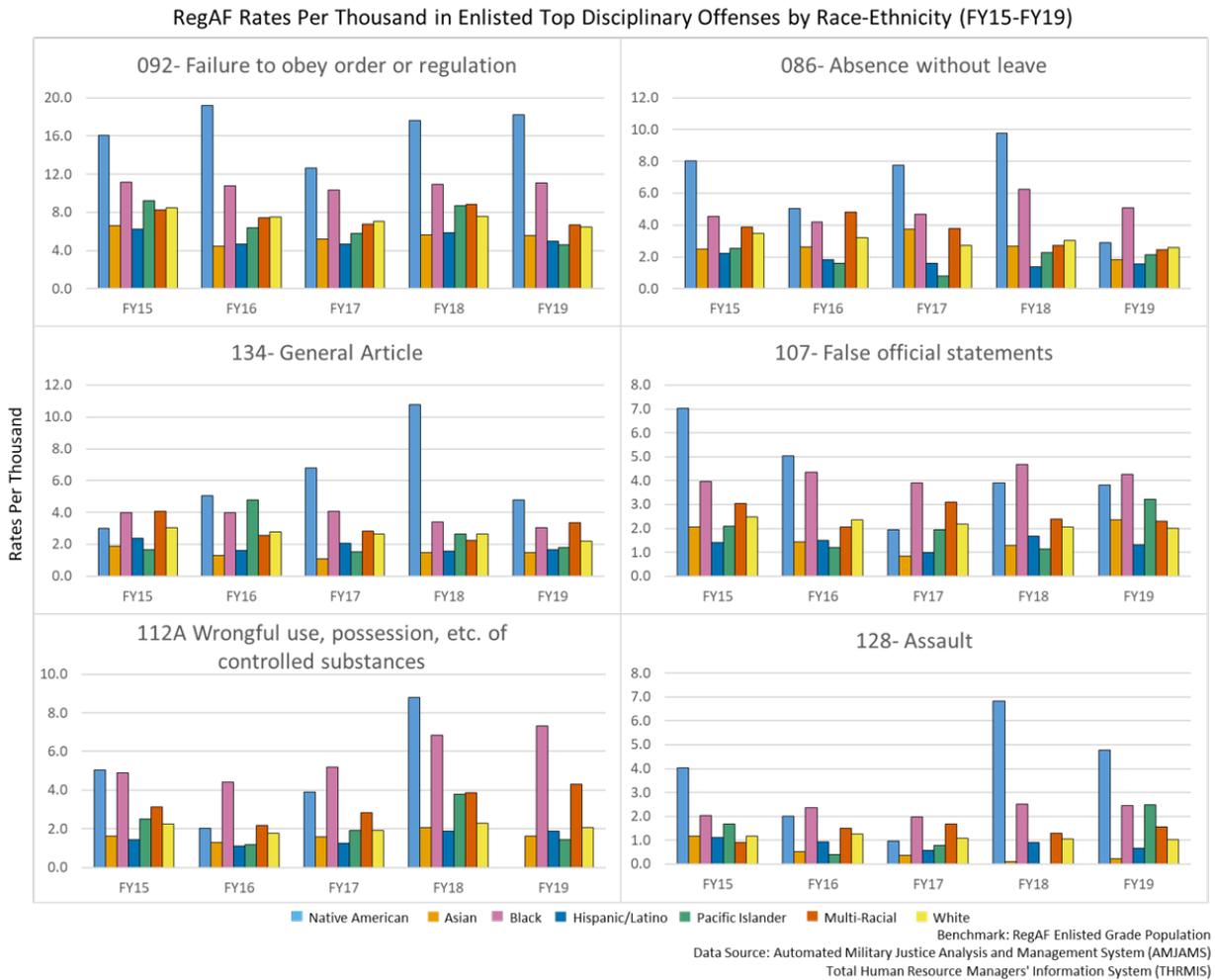
Enlisted Article 15s

The figure below identifies the top six offenses for enlisted NJP. Overall, Native American enlisted members, with only three exceptions, have higher RPTs for receiving Article 15s for all six top offenses when compared to their White peers, topping with Article 92, failure to obey/dereliction of duty, and Article 86, failure to go. However, the data requires clarification. It does not differentiate whether a member committed several instances of misconduct that resulted in multiple specifications of an offense (for instance, reporting late to duty on various occasions) in one Article 15 or whether different members received Article 15s with one specification of an offense.

Hispanic/Latino and Asian American enlisted members received fewer Article 15s compared with other racial-ethnic groups, which resulted in lower RPTs in the offenses listed below. There was no discernible pattern with enlisted Pacific Islanders.

²³ The Bureau of Justice tracks incarcerations by rate per 100,000. The DAF tracks justice and discipline by rate per 1,000 (RPT). Bureau of Justice rates are divided by 1,000 for RPT. See <https://bjs.ojp.gov/content/pub/pdf/ji18.pdf>, 6, accessed 23 Aug 21.

Fig 20. RegAF RPT in Enlisted Top Disciplinary Offenses by Race-Ethnicity (FY15-FY19)



Enlisted Courts-Martial

During FY12-FY19, the demographic group with the highest RPT for courts-martial was Native American E1s, who were court-martialed at 13.2 RPT, compared with 3.5 RPT for White enlisted E1s. However, this data translates to less than one court-martial per year per 47 Native American E1s during the FY12-FY19 timeframe, on average. The data table below show the average RPT by race and ethnicity 2012-2019. Overall, Native American enlisted members as a group faced an average of four courts-martial per year for an average enlisted population of 1,047, while Asian American and Pacific Islander enlisted members faced fewer than three average courts-martial per year from FY12-FY19 in their respective racial group, with average enlisted populations of 7,476 and 2,522 respectively. In comparison, Hispanic/Latino enlisted members had an average of 13 courts-martial per year during the same timeframe, with an average enlisted population of 37,188.

Fig 21. RegAF RPT in Enlisted Courts-Martial by Race-Ethnicity (FY12-FY19)

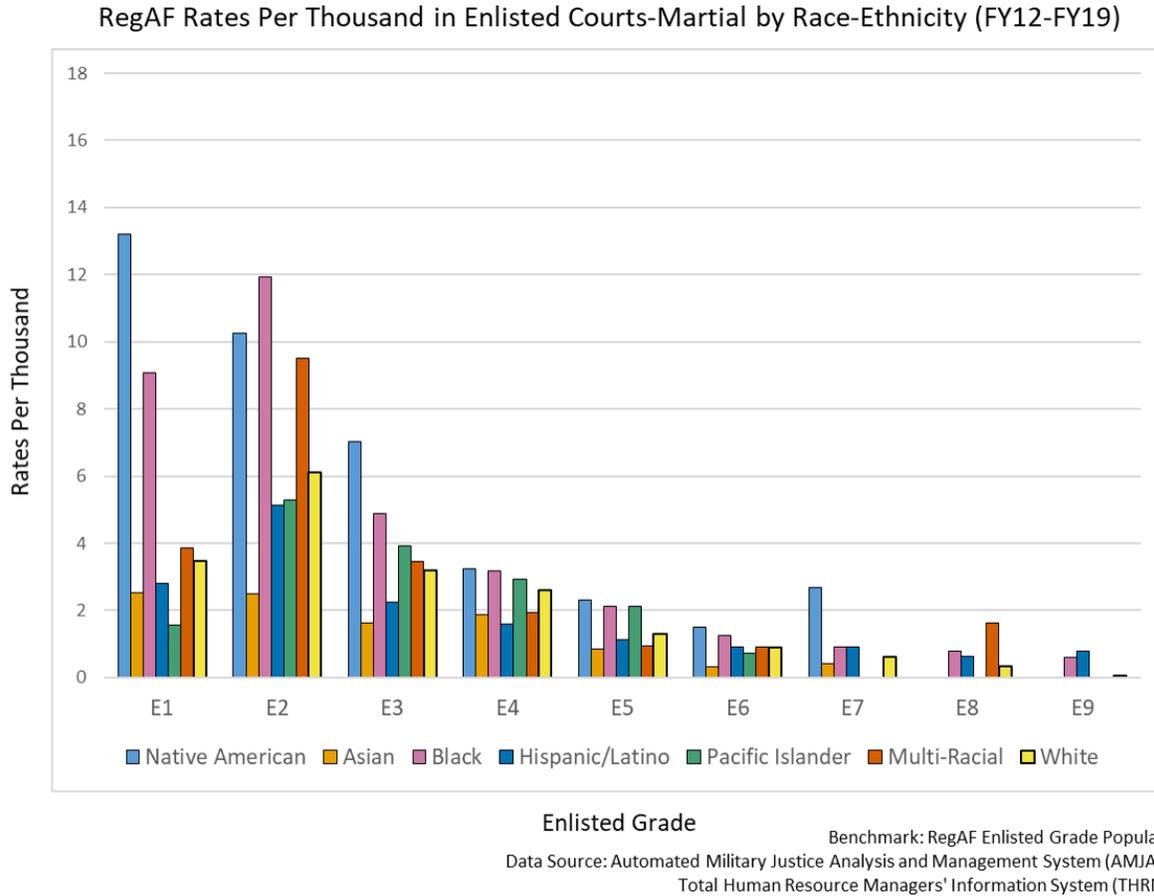


Fig 22. RegAF Average Enlisted Courts-Martial/Average Population (Race/Ethnicity/Rank, FY12-FY19)

**RegAF Average Enlisted Courts-Martial/Average Population (Race/Ethnicity/Grade)
(FY12-FY19)**

Rank	Native American	Asian	Black	Hispanic/Latino	Pacific Islander	Multi-Racial	Unknown	White
E1	0.6 / 47	0.6 / 248	13.6 / 1501	4.6 / 1652	0.1 / 80	1.8 / 453	1.8 / 63	19.1 / 5486
E2	0.3 / 24	0.5 / 201	9.6 / 807	5.5 / 1069	0.3 / 47	2.5 / 263	0.5 / 22	20.6 / 3367
E3	1.4 / 195	2.8 / 1703	37.4 / 7671	19.1 / 8526	1.5 / 381	8.5 / 2451	1.8 / 399	89.4 / 28070
E4	0.8 / 231	3.1 / 1682	27.3 / 8608	14.5 / 9185	1.4 / 469	5.3 / 2710	2.5 / 633	85.3 / 32723
E5	0.6 / 270	1.5 / 1797	19.6 / 9313	10 / 8844	1.6 / 764	2.5 / 2621	1.6 / 1045	49.9 / 38279
E6	0.3 / 165	0.4 / 1129	8.1 / 6414	4.4 / 4760	0.4 / 514	1.1 / 1222	1.3 / 1272	22 / 24410
E7	0.3 / 93	0.3 / 583	3.6 / 3940	2.4 / 2588	0 / 239	0 / 537	0.9 / 983	10 / 16479
E8	0 / 16	0 / 91	0.6 / 805	0.3 / 405	0 / 29	0.1 / 77	0.1 / 171	1.1 / 3494
E9	0 / 6	0 / 42	0.3 / 414	0.1 / 159	0 / 10	0 / 33	0 / 73	0.1 / 1826

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

RegAF Officers

The relatively small populations of Pacific Islander, Asian American, and Native American officers, combined with the relatively small number of formal disciplinary actions against RegAF officers, impacts officer RPT comparisons. During FY12-FY19, Pacific Islander officers in the O3-O5 ranks had the highest RPT for receiving both courts-martial and NJP, as shown in Figure 23 below. The demographic group with the highest RPT involved Pacific Islander O4s, who received UCMJ action at 8.2 RPT, compared with White peers at 1.7 RPT and the average officer rate of 2.4 RPT.

However, as shown in the figure below and focusing on the O4 rank, on average Pacific Islander O4s received less than one UCMJ action per year, among an average of 61 Pacific Islander majors during the FY12-FY19 timeframe. That less than one action per year resulted in the highest RPT for any officer rank group. By comparison, White O4s received an average of 18 UCMJ actions a year over the same time period among an average of about 10,500 majors, and the result was a much lower RPT.

Fig 23. RegAF RPT in Officer Courts-Martial and Article 15s by Race-Ethnicity (FY12-FY19)

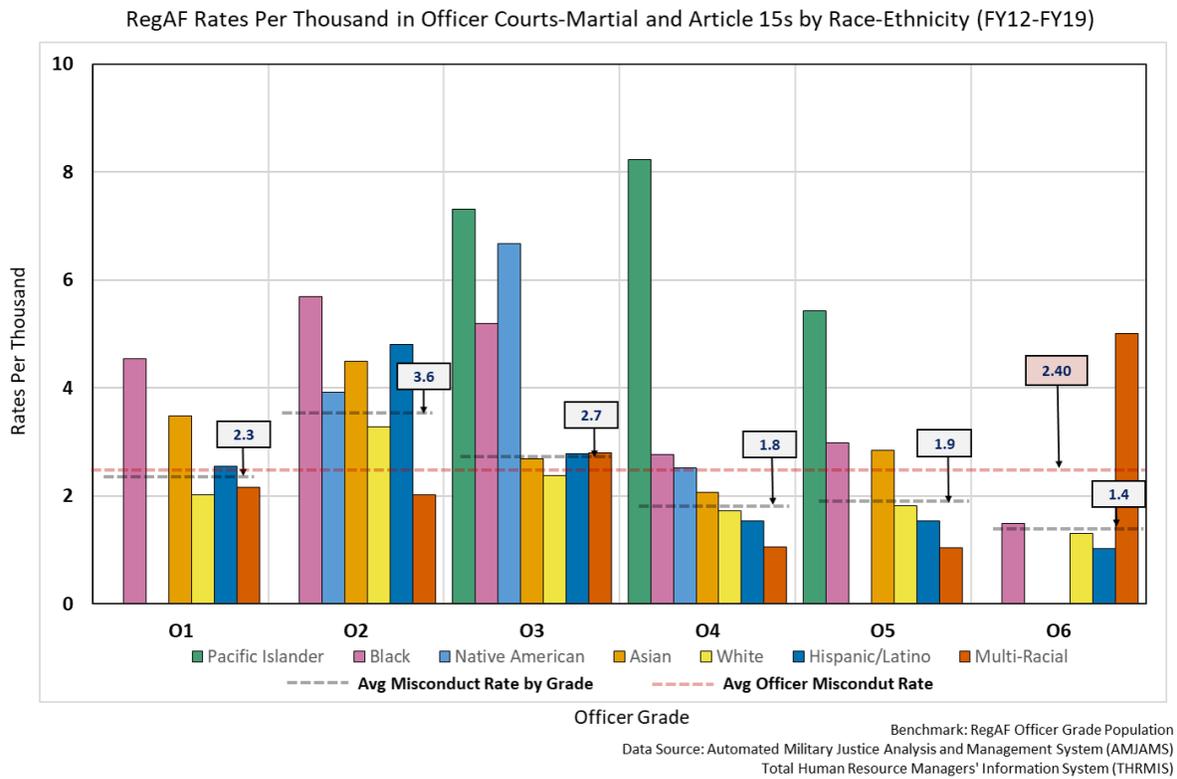


Fig 24. Officer Courts-Martial & Article 15s Average (Race/Ethnicity/Rank – FY12-FY19)

RegAF Average Officer Art 15s & Courts-Martial/Average Population (Race/Ethnicity/Grade) (FY12-FY19)

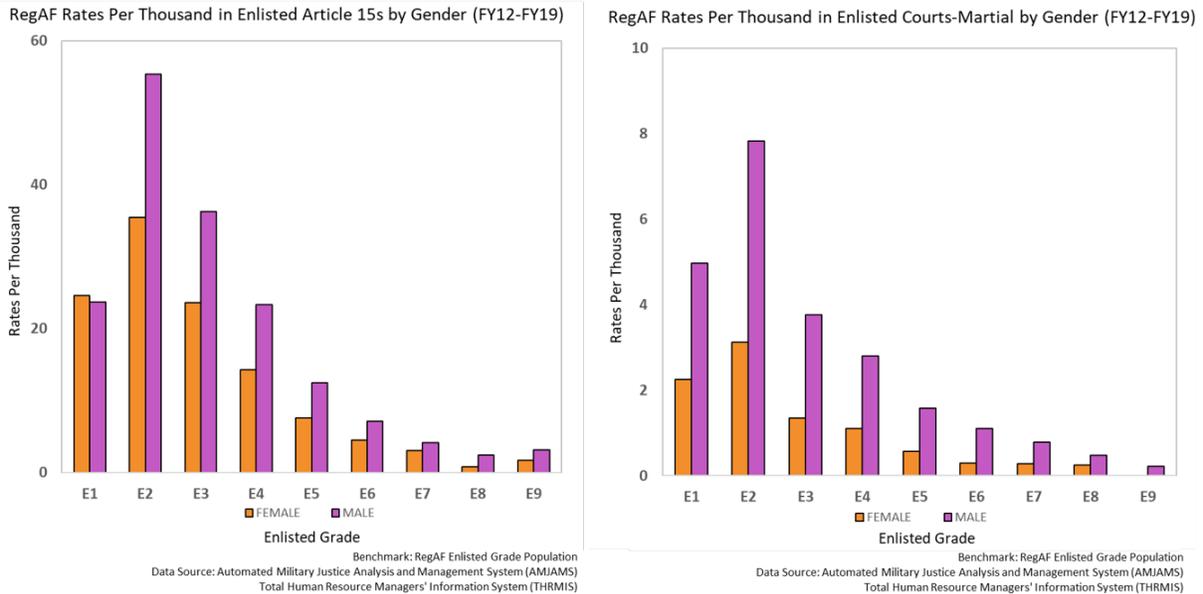
Rank	Native American	Asian	Black	Hispanic/Latino	Pacific Islander	Multi-Racial	Unknown	White
O1	0 / 28	1.4 / 395	1.9 / 413	1.5 / 590	0 / 37	0.6 / 289	0.8 / 203	10.4 / 5153
O2	0.1 / 32	1.8 / 389	2.5 / 440	2.8 / 572	0 / 39	0.5 / 248	1.3 / 171	17.4 / 5305
O3	0.6 / 94	2.9 / 1069	6.4 / 1228	3.9 / 1394	0.8 / 103	1.4 / 490	5.5 / 1104	38 / 16028
O4	0.1 / 50	1.1 / 546	2.3 / 814	1.3 / 813	0.5 / 61	0.3 / 237	1.5 / 596	18 / 10474
O5	0 / 36	0.9 / 307	1.6 / 544	0.8 / 486	0.1 / 23	0.1 / 121	1.6 / 331	14.3 / 7874
O6	0 / 9	0 / 86	0.3 / 169	0.1 / 123	0 / 6	0.1 / 25	0.5 / 60	3.8 / 2889
O7	0 / 0	0 / 1	0 / 6	0 / 2	0 / 0	0 / 0	0 / 3	0 / 135

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

GENDER

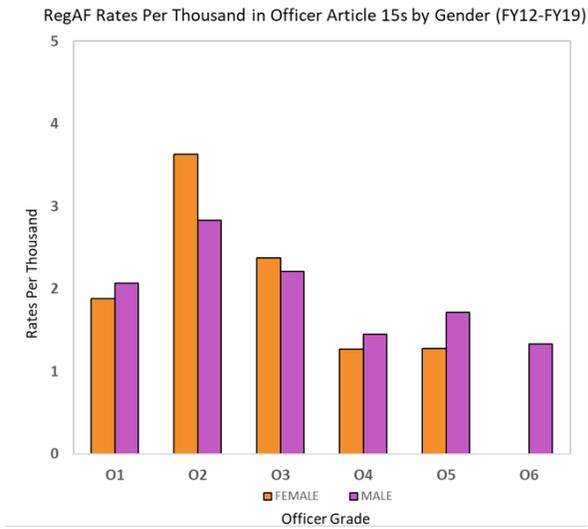
For the most part, male enlisted members and officers receive Article 15s and courts-martial at a higher RPT than female enlisted members and officers. The only exceptions to this trend in the FY12-FY19 time period was in Article 15s in the E1, O2, and O3 ranks. In the enlisted corps, the disparity between female and male RPTs is greatest among the lower enlisted ranks, with a spike in the E2 category for both courts-martial and Article 15s. The greatest disparity among male and female officers who are courts-martialed are in the CGO ranks, also shown below.²⁴

Fig 25. RegAF RPT in Enlisted Article 15s and Courts-Martial by Gender (FY12-FY19)

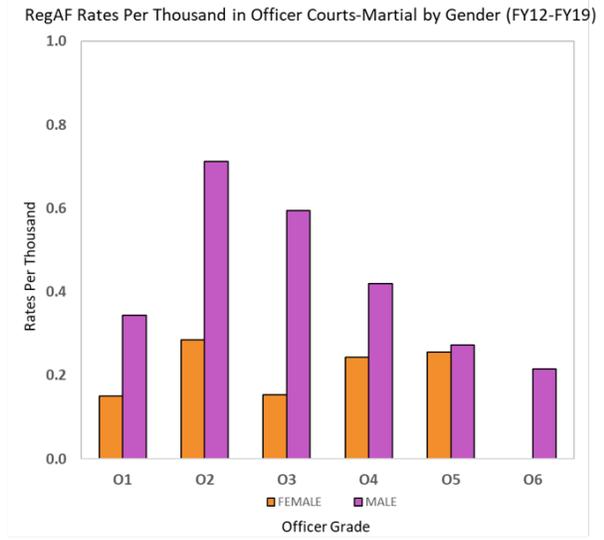


²⁴ DAF military justice statistics by gender mirror American societal trends. In the U.S. population, males were consistently incarcerated at higher rates than females. According to the Bureau of Justice, for U.S. residents between 2005 and 2018, females were incarcerated between roughly 0.6 to 0.7 RPT, while males were incarcerated at 3.9 to 4.6 RPT.

Fig 26. RegAF RPT in Officer Courts-Martial and Article 15s by Gender (FY12-FY19)



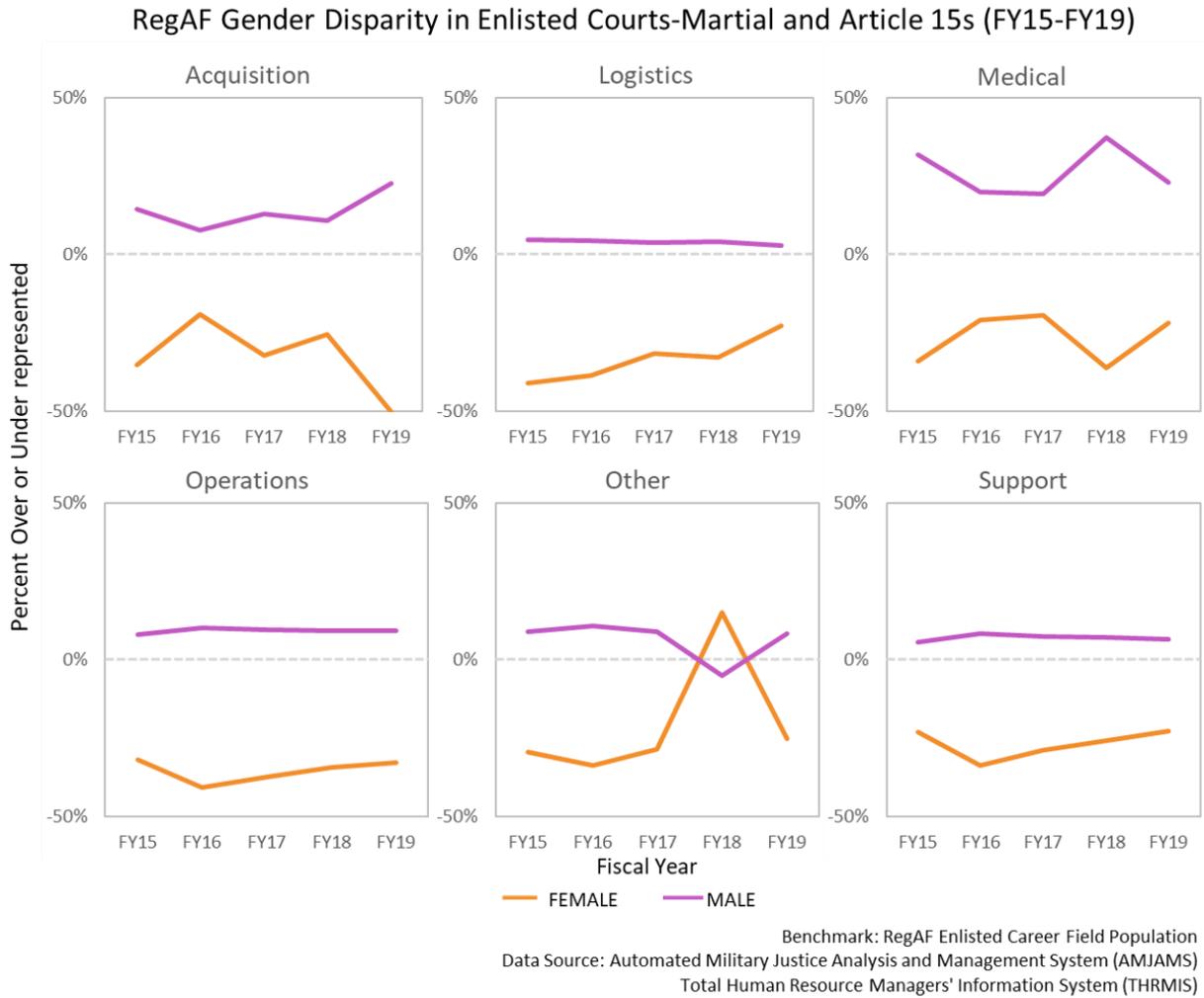
Benchmark: RegAF Officer Grade Population
 Data Source: Automated Military Justice Analysis and Management System (AMJAMS)
 Total Human Resource Managers' Information System (THRMIS)



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

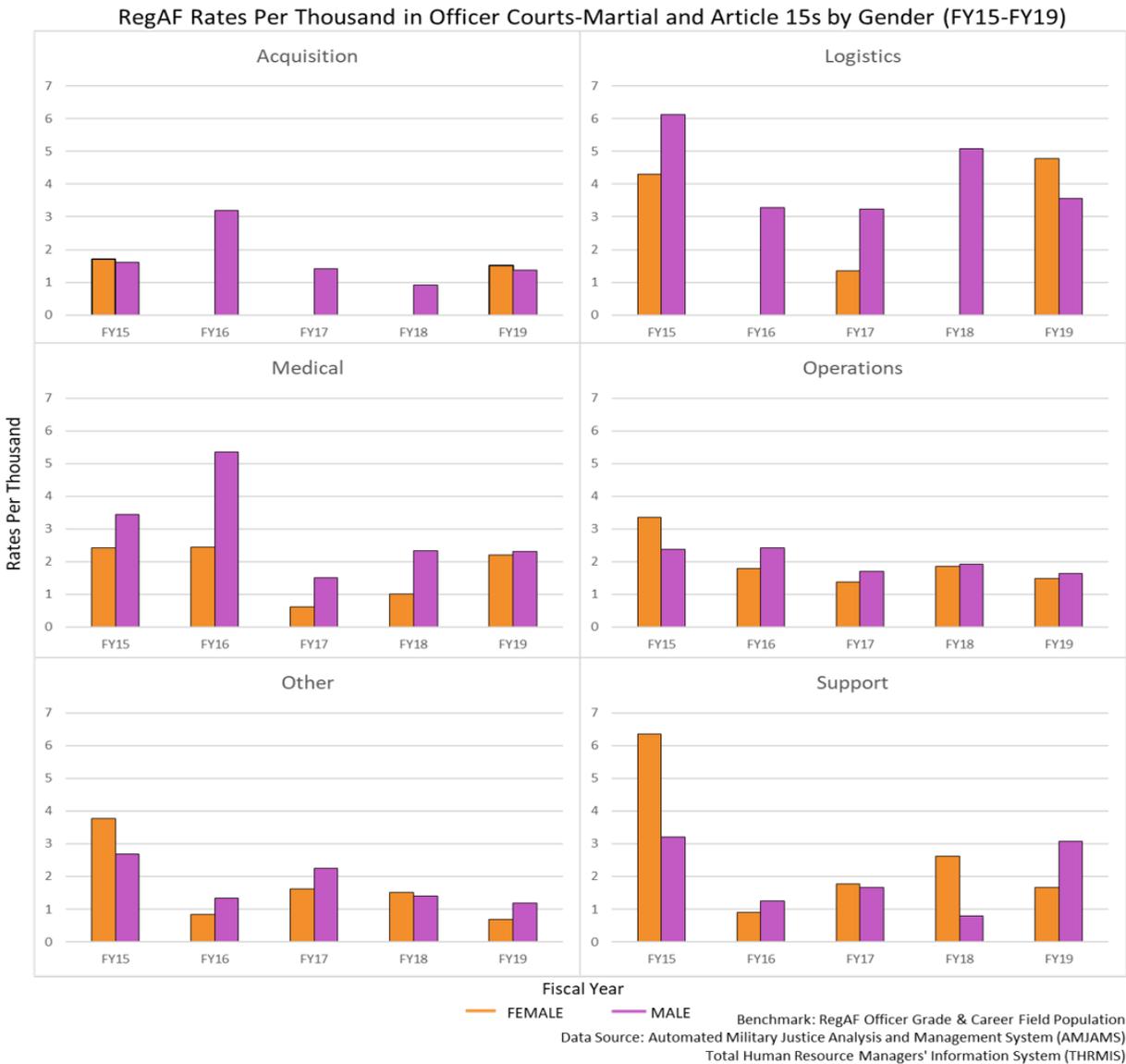
Enlisted males in the medical career fields receive more UCMJ disciplinary action by RPT than in other career fields, followed by the acquisition career fields, based on FY15-FY19 data. The medical and acquisition career fields have the lowest percentages of enlisted males and and, conversely, the highest percentages of enlisted females among DAF career fields.

Fig 27. RegAF Gender Disparity in Enlisted Courts-Martial and Article 15s (FY15-FY19)



Based on RPT, male officers in logistics/maintenance tended to receive more UCMJ disciplinary action than males in other career fields between FY15-FY19. Female officers in the acquisition career fields had the lowest RPT of NJP and courts-martial during the same timeframe.

Fig 28. RegAF RPT in Officer Courts-Martial and Article 15s by Gender and Career Field (FY15-FY19)



ADMINISTRATIVE DISCIPLINARY ACTIONS AND DISCHARGES

Based on RPT data from FY15 to FY19, Native American RegAF enlisted members were 74% more likely to have been administratively discharged than White enlisted members. Hispanic/Latino enlisted members were 25% more likely to have been administratively discharged.

With regard to gender, male members, both officer and enlisted, are overrepresented in receiving administrative separations, while female members are underrepresented compared to their RegAF population.

ADMINISTRATIVE DISCIPLINARY ACTIONS

Service members may be disciplined by administrative means to correct and punish misconduct. Administrative disciplinary actions consist of Letters of Counseling, Letters of Admonishment, and Letters of Reprimand (LOCs, LOAs, and LORs), in order of severity. First-line supervisors and commanders have wide latitude and the discretion to issue administrative disciplinary actions to service members. The service relies on the judgment and training of first-line supervisors, who could be a 25-year-old staff sergeant or a newly-graduated second lieutenant (O1).

Because supervisors and commanders have discretion, an Airman or Guardian who reports late to work for the first time could receive no punishment, verbal counseling, or an LOC; and a service member consistently late to work could still receive no punishment or a combination of LOCs, LOAs, and LORs, which then could be used to help support an involuntary discharge for minor disciplinary infractions or a pattern of misconduct. Differences in the severity and frequency of punishment for similar offenses raise questions and instill doubt as to why Airman and Guardians receive dissimilar treatment. To that end, within the past several years, the Air Force has incorporated bias training for commanders and NCOs at various points in their career to help address the racial disparity the DAF faces in the disciplinary realm.

In 2021, the Air Force implemented a new policy to track demographic data of the issuers and receivers of these administrative actions. Commanders will report the rank, age, gender, race, and ethnicity of both parties to their installation legal office. Commanders are responsible for tracking the information at the unit level. The tracking system does not collect personal information, such as names. This new policy will help commanders gather data on whether supervisors and commanders issue administrative disciplinary action in a similar manner, magnitude, and frequency to members, regardless of race, gender, or ethnicity. Additionally, the servicing Staff Judge Advocate may use demographic information collected for this purpose to brief at the Status of Discipline, a quarterly meeting hosted by the installation commander at which the Staff Judge Advocate and unit leadership brief courts-martial, non-judicial punishment, administrative actions, and matters of particular interest to the installation leadership.

ADMINISTRATIVE DISCHARGES

Race-Ethnicity

Enlisted Administrative Separations

The 2020 Racial Disparity Review reported Black enlisted members disproportionately received administrative separations. This review found similar outcomes for Native American and, to a lesser extent, Hispanic/Latino enlisted members.

Between FY15 and FY 19 the average population of RegAF Native American enlisted members was 1016. Over that time period, 65 Native American enlisted members were administratively discharged (a RPT of 12.8). If the Native American discharge rate had been equal to the White enlisted member discharge rate (7.4 RPT), the number of Native American enlisted members discharged would have been approximately 37.

Between FY15 and FY19 the average population of Hispanic/Latino enlisted members in the RegAF was 38,610. Over that time period 1778 Hispanic/Latino enlisted members were administratively discharged (a RPT of 9.21). If the discharge rate for Hispanic/Latino enlisted members had been equal to the White enlisted discharge rate (7.4 RPT), the number of Hispanic/Latino enlisted members discharged between FY12 and FY19 would have been approximately 1422.

Fig 29. RegAF Enlisted Administrative Discharges by Race-Ethnicity and Yearly Total Population (FY15-FY19)

RegAF Enlisted Administrative Discharges by Race-Ethnicity/Yearly Total Population (FY15-FY19)

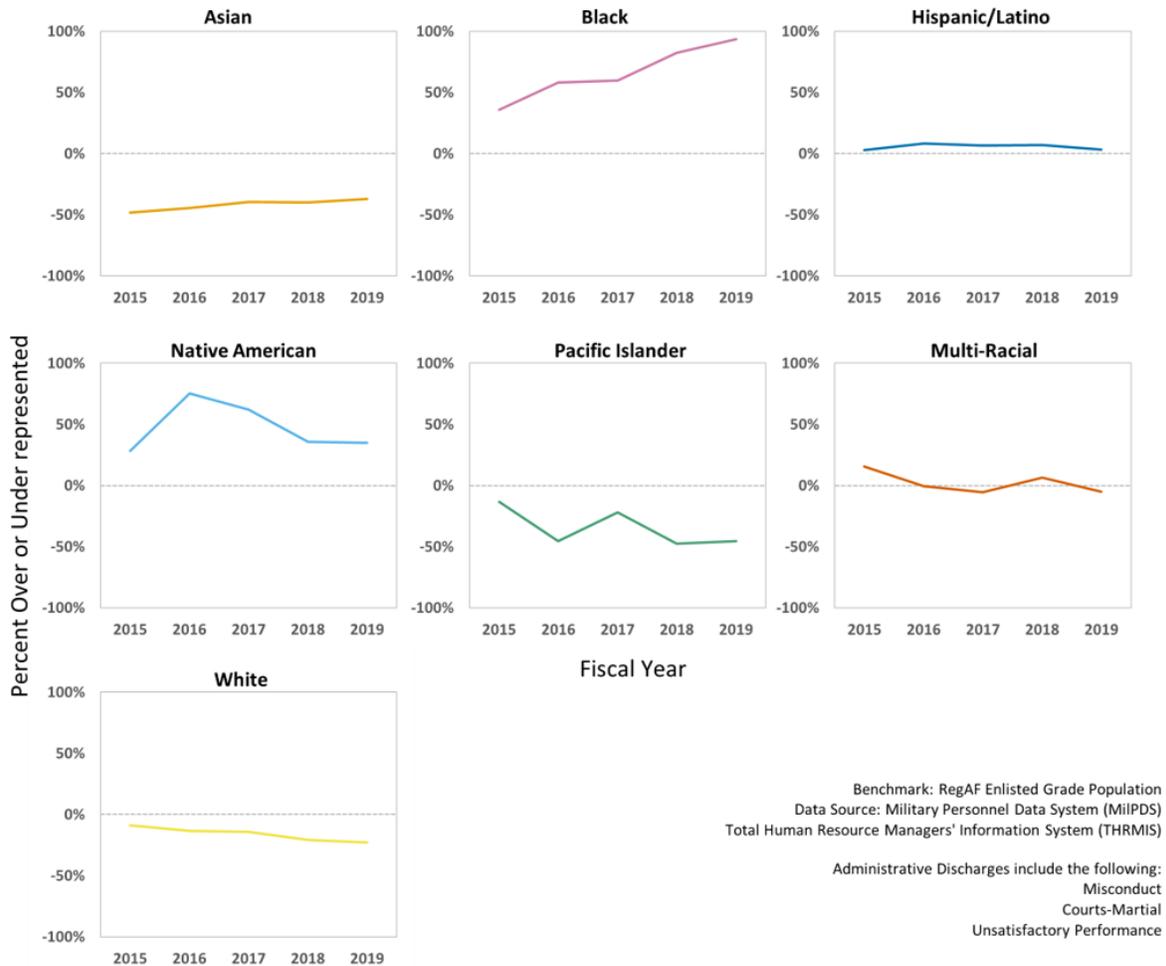
FY	Native American	Asian	Black	Hispanic /Latino	Pacific Islander	Multi-Racial	Unknown	White
2015	13 / 995	36 / 6821	518 / 37454	364 / 34778	21 / 2381	116 / 9845	57 / 4676	1383 / 149363
2016	14 / 992	34 / 7639	493 / 38801	321 / 36881	11 / 2508	85 / 10628	28 / 4695	1048 / 150611
2017	14 / 1028	42 / 8282	534 / 39690	347 / 38653	17 / 2588	90 / 11306	26 / 4390	1092 / 151043
2018	12 / 1023	45 / 8652	631 / 39988	372 / 40209	12 / 2635	108 / 11695	31 / 4052	1031 / 150719
2019	12 / 1044	50 / 9326	678 / 41161	374 / 42528	13 / 2804	99 / 12260	31 / 3678	991 / 151173

Benchmark: RegAF Enlisted Grade Population
 Data Source: Military Personnel Data System (MilPDS)
 Total Human Resource Managers' Information System (THRMIS)

The figure below shows RegAF Black enlisted Airmen and Guardians had increasing rates of administrative discharges from FY15 to FY19, with 50% or higher overrepresentation. Native American enlisted members had the next highest overrepresentation, with a peak in 2016, while Hispanic/Latino members were also overrepresented, but to a lesser extent. Asian American, Pacific Islander, and White enlisted members were underrepresented in administrative discharges.

Fig 30. RegAF Racial-Ethnic Disparity in Enlisted Administrative Discharges (FY15-FY19)

RegAF Racial-Ethnic Disparity in Enlisted Administrative Discharges - All Types (FY15-FY19)



Enlisted Administrative Separations for Misconduct

Misconduct was the basis for discharge for the vast majority of enlisted administrative separations during FY15-FY19, regardless of race or ethnicity. Misconduct among the E1-E4 ranks was the basis for discharge for 85% of Black; 82% of Asian American and Native American; 81% for Hispanic/Latino; 79% for White; and 73% of Pacific Islander enlisted members. Similar to overall discharge data, Native American and Black E1-E4s had a disproportionate number of discharges with misconduct as the basis, as shown in the figure below.

Fig 31. RegAF Enlisted Airmen (E1-E4) Administrative Discharges by Misconduct (FY15-FY19)

RegAF Racial-Ethnic Disparity in Enlisted E1-E4 Administrative Discharges by Misconduct (FY15-FY19)

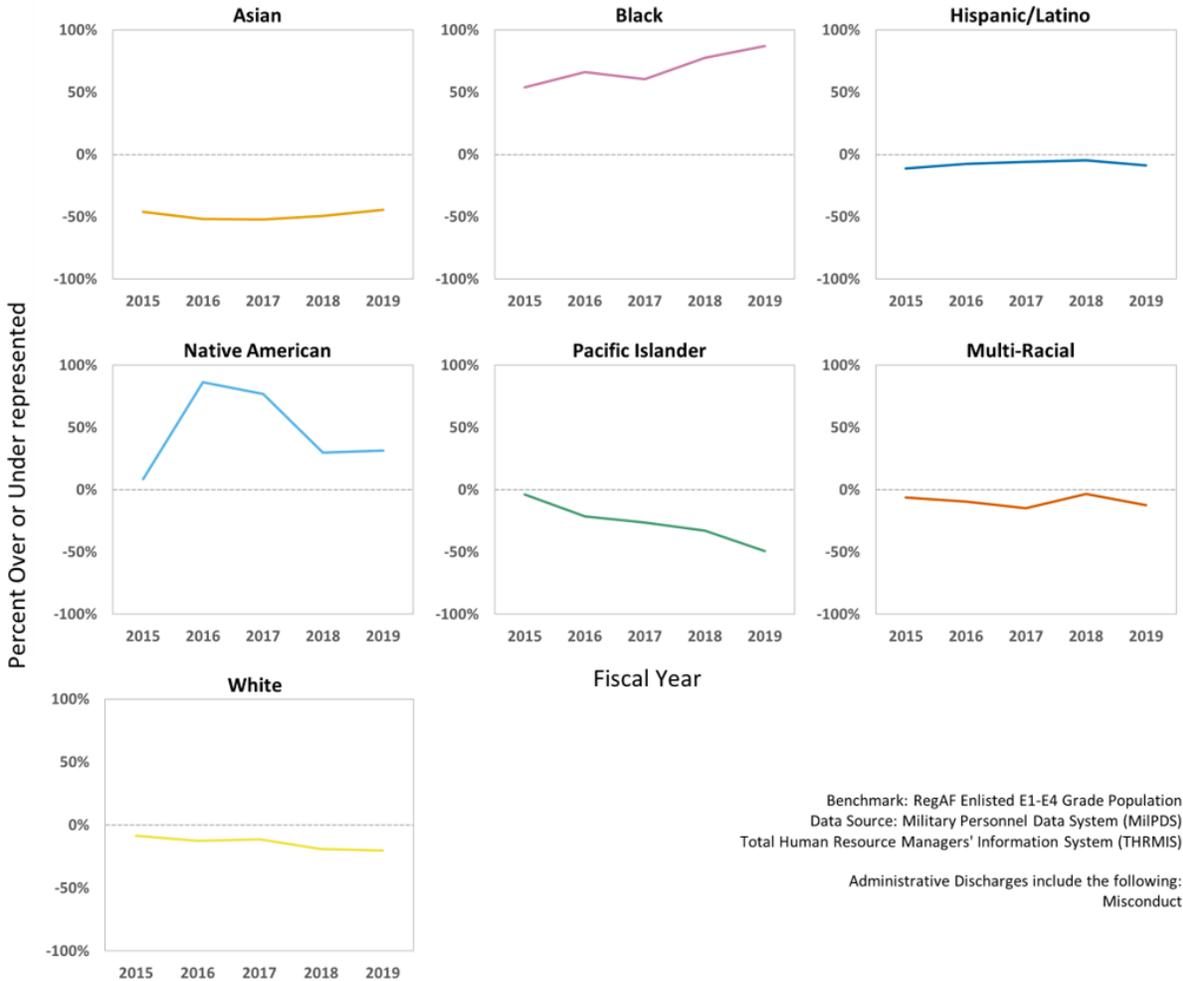


Fig 32. RegAF Enlisted E1-E4 Administrative Discharges for Misconduct by Race-Ethnicity/Yearly Total Population (FY15-FY19)

RegAF Enlisted E1-E4 Administrative Discharges for Misconduct by Race-Ethnicity/Yearly Total Population (FY15-FY19)

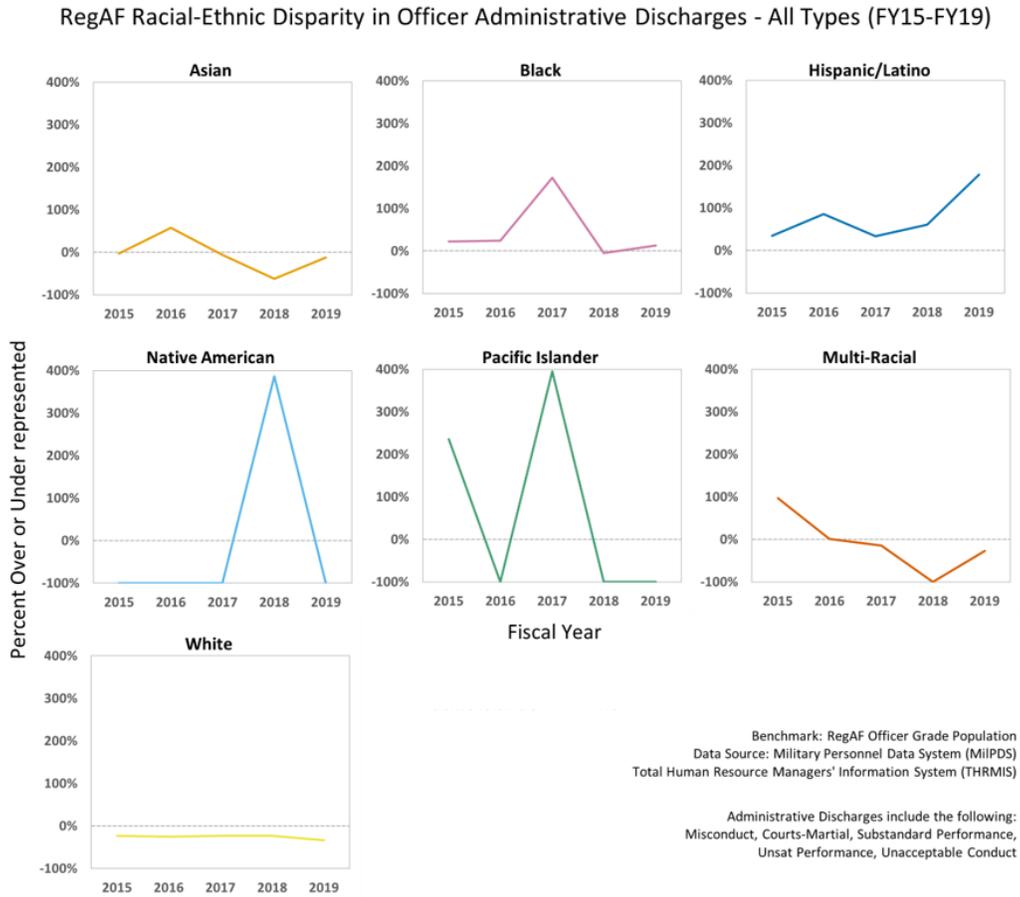
FY	Native American	Asian	Black	Hispanic/Latino	Pacific Islander	Multi-Racial	Unknown	White
2015	8 / 457	29 / 3340	421 / 16969	274 / 19139	13 / 839	87 / 5764	35 / 1290	1009 / 68541
2016	12 / 468	27 / 4055	428 / 18718	259 / 20361	10 / 927	76 / 6118	24 / 1281	839 / 69761
2017	13 / 502	32 / 4582	465 / 19771	291 / 21070	11 / 1021	78 / 6256	19 / 918	895 / 68991
2018	10 / 515	37 / 4861	541 / 20326	314 / 21980	11 / 1097	91 / 6281	27 / 664	834 / 68779
2019	10 / 530	42 / 5272	575 / 21372	309 / 23576	9 / 1237	82 / 6519	24 / 472	793 / 69274

Benchmark: RegAF Enlisted Grade E1-E4 Population
 Data Source: Military Personnel Data System (MilPDS)
 Total Human Resource Managers' Information System (THRMIS)

Officer Administrative Separations

The small number of officer administrative separations results in high variability in the data year-to-year in all racial and ethnic groups. However, data from FY15-FY19 shows Hispanic/Latino officers were consistently overrepresented in receiving administrative separations, while Black officer were overrepresented except in 2018.

Fig 33. RegAF Racial-Ethnic Disparity in Officer Administrative Discharges (FY15-FY19)



RegAF Officer Administrative Discharges by Race-Ethnicity/Yearly Total Population (FY15-FY19)

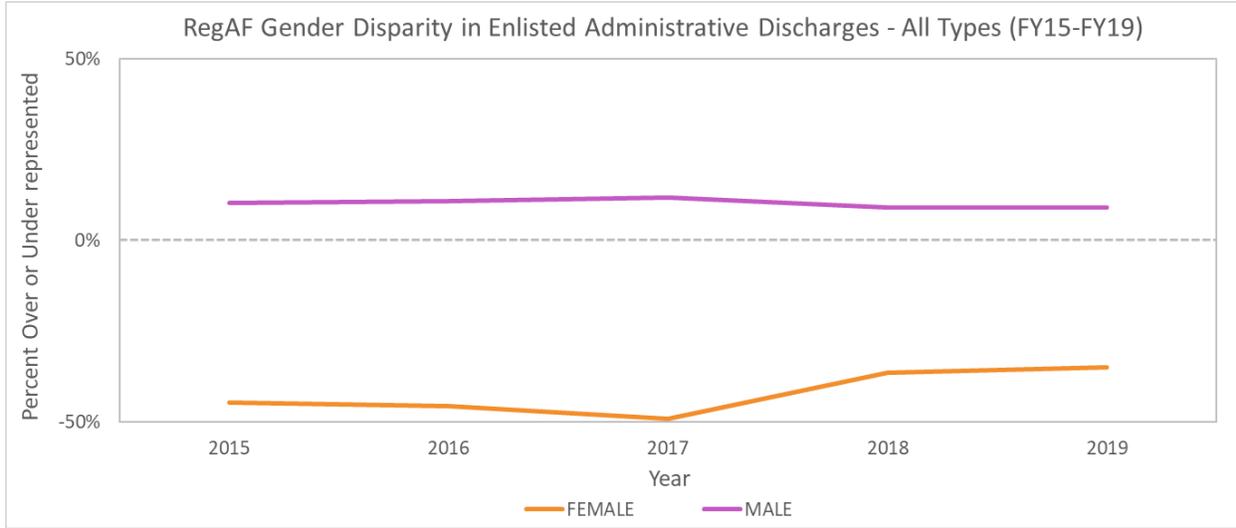
FY	Native American	Asian	Black	Hispanic/Latino	Pacific Islander	Multi-Racial	Unknown	White
2015	0 / 242	3 / 2638	5 / 3500	6 / 3811	1 / 255	3 / 1299	11 / 2391	42 / 46572
2016	0 / 248	3 / 2743	3 / 3472	5 / 3891	0 / 267	1 / 1423	6 / 2467	24 / 46153
2017	0 / 240	2 / 2889	7 / 3508	4 / 4098	1 / 275	1 / 1584	4 / 2551	26 / 46154
2018	1 / 237	1 / 3081	3 / 3648	6 / 4327	0 / 283	0 / 1752	12 / 2533	31 / 46483
2019	0 / 244	2 / 3226	3 / 3748	9 / 4575	0 / 293	1 / 1941	8 / 2625	22 / 46962

Benchmark: RegAF Officer Grade Population
Data Source: Military Personnel Data System (MilPDS)
Total Human Resource Managers' Information System (THRMIS)

Gender

During FY15-FY19, almost 11,200 enlisted members were discharged from the DAF. Male enlisted members comprised 89% of those discharges, resulting in an overrepresentation and a disparity given the RegAF enlisted male population was 80%. Female enlisted members constituted 11% of administrative discharges while they represented 20% of the RegAF enlisted force.

Fig 34. RegAF Gender Disparity in Enlisted Administrative Discharges (FY15-FY19)

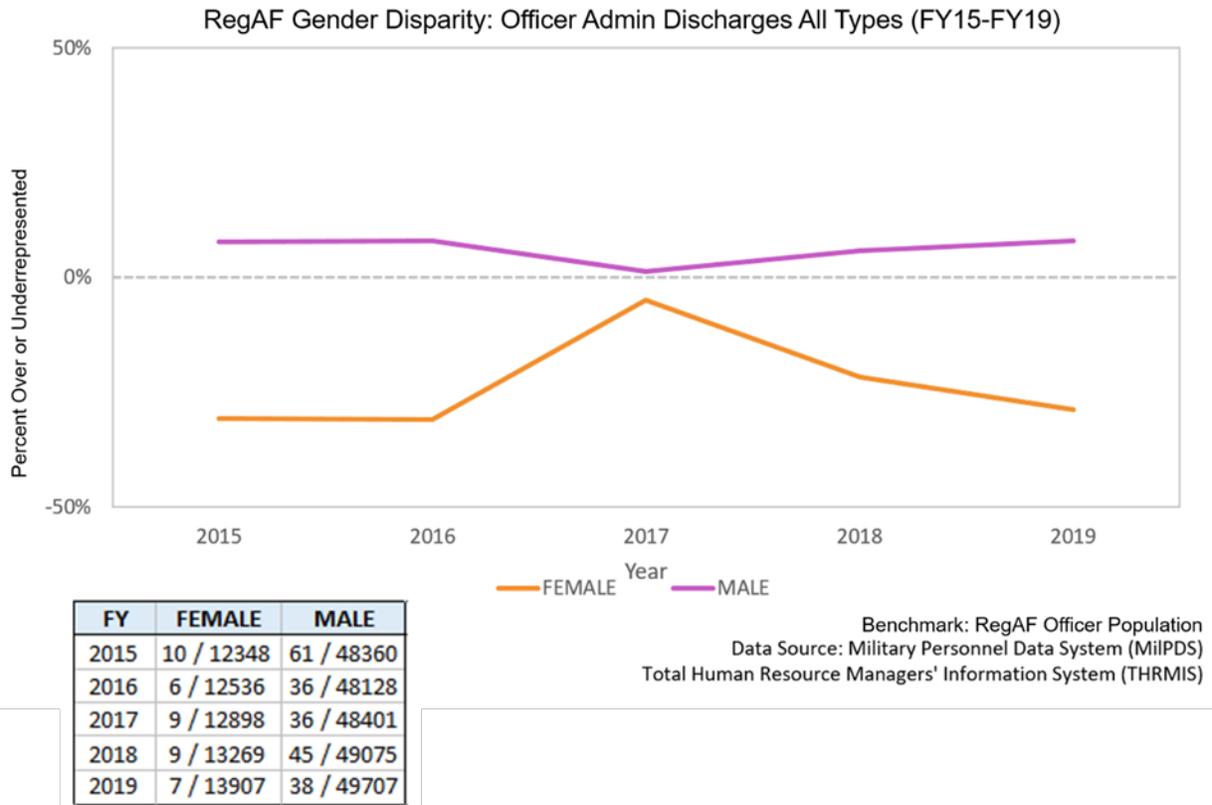


Benchmark: RegAF Enlisted Grade Population
 Data Source: Military Personnel Data System (MilPDS)
 Total Human Resource Managers' Information System (THRMIS)

FY	FEMALE	MALE
2015	261 / 46287	2247 / 200026
2016	211 / 48285	1823 / 204470
2017	214 / 50087	1948 / 206893
2018	285 / 51779	1957 / 207194
2019	300 / 54205	1948 / 209769

On the officer side was a similar trend. In FY15-FY19, close to 260 officers were administratively discharged. Male officers comprised 84% of administrative discharges, while female officers were 16% of those discharges. During this same timeframe, males represented 79% of the RegAF officer population, while females constituted 21%.

Fig 35. RegAF Gender Disparity in Officer Administrative Discharges (FY15-FY19)



INVESTIGATIONS

This section examines racial-ethnic and gender disparities within the broad scope of investigations: Office of Special Investigations (OSI) closed cases, Inspector General (IG) closed investigations, and Military Equal Opportunity (MEO) closed investigations. Security Forces investigations were not analyzed because Security Forces transitioned to a new system called the Air Force Justice Information System (AFJIS) in mid-2019, limiting the amount of available data to analyze for each racial-ethnic group. Review of Security Forces data was narrowed on citations and incidents in CY20. Further, a review of Commander-Directed Investigations was not possible since DAF began maintaining records in April 2021.

OSI INVESTIGATIONS

From CY15 to CY19, there was racial-ethnic and gender disparity in the subjects of OSI investigations. Black, Native American, Multi-racial, and Hispanic/Latino members, in that order, were overrepresented as subjects of OSI investigations, while White and Asian American members were underrepresented. Regarding gender, females were underrepresented as subjects in all OSI investigation categories.

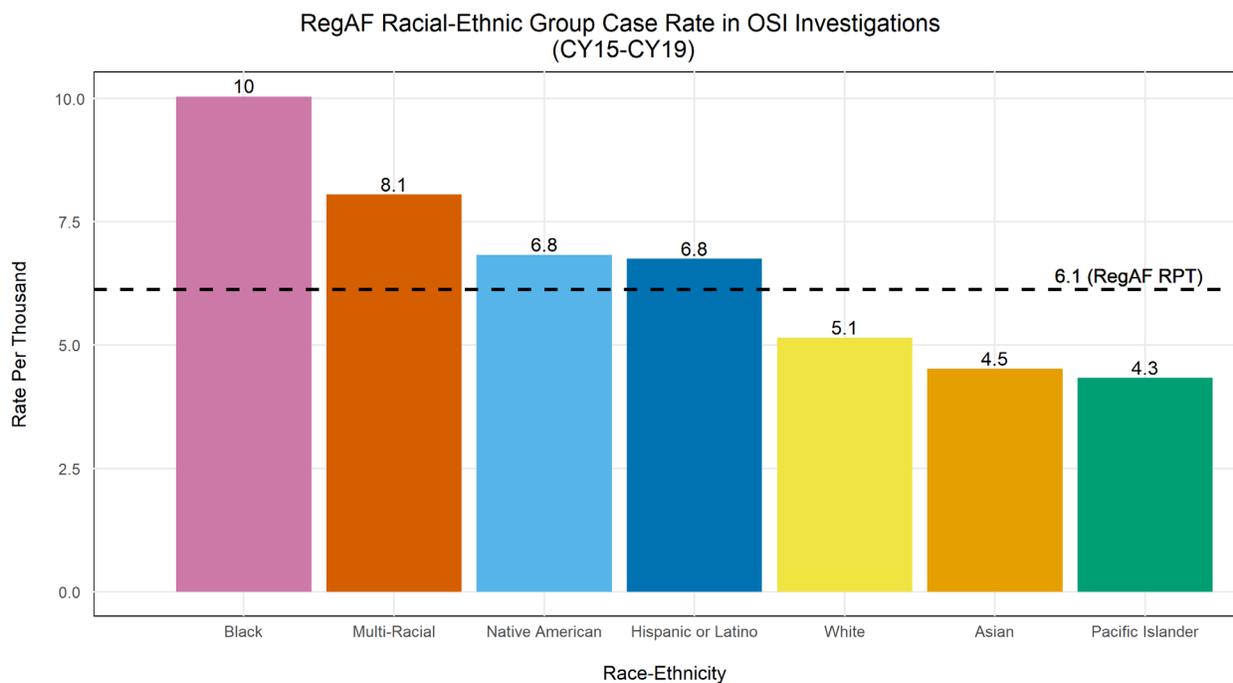
OSI conducted and closed about 9,700 RegAF investigations between CY15-CY19. More than 92% of those OSI investigations (92% to 99% based on case type) were reactive,

meaning the OSI units had little to no discretion in initiating the investigation based on policy and/or law. When looking specifically at substantive cases from 2015 to 2019, 92.2% of OSI drug cases, 92.8% of fraud cases, and more than 99% of sex crime cases and “other” (minus fraud) cases were reactive in nature (allegations delivered to OSI through various means) versus proactive (OSI activities resulted in an allegation).

Race-Ethnicity

Using the RPT methodology, an average of 6.1 Airmen and Guardians per thousand were subjects of an OSI investigation between CY15-CY19. Black Airmen and Guardians had the highest case rate and appeared as subjects of OSI investigations at 10 RPT, 64% higher than the average rate. Multi-racial members were next highest at 8.1 RPT, followed by Native American and Hispanic/Latino members at 6.8 RPT each. Conversely, White, Asian American, and Pacific Islander members were investigated below the average RPT. Based on the RPTs, Black service members were 94% more likely than White service members to have been the subject of an OSI case (10 RPT compared to 5.1 RPT). Multi-racial service members were 59%, and Native American and Hispanic/Latino members were 33% more likely. Asian Americans and Pacific Islanders were 12% and 16% less likely to have appeared as a subject of an OSI investigation.

Fig 36. RegAF Racial-Ethnic Group Case Rate in OSI Investigations (CY15-CY19)

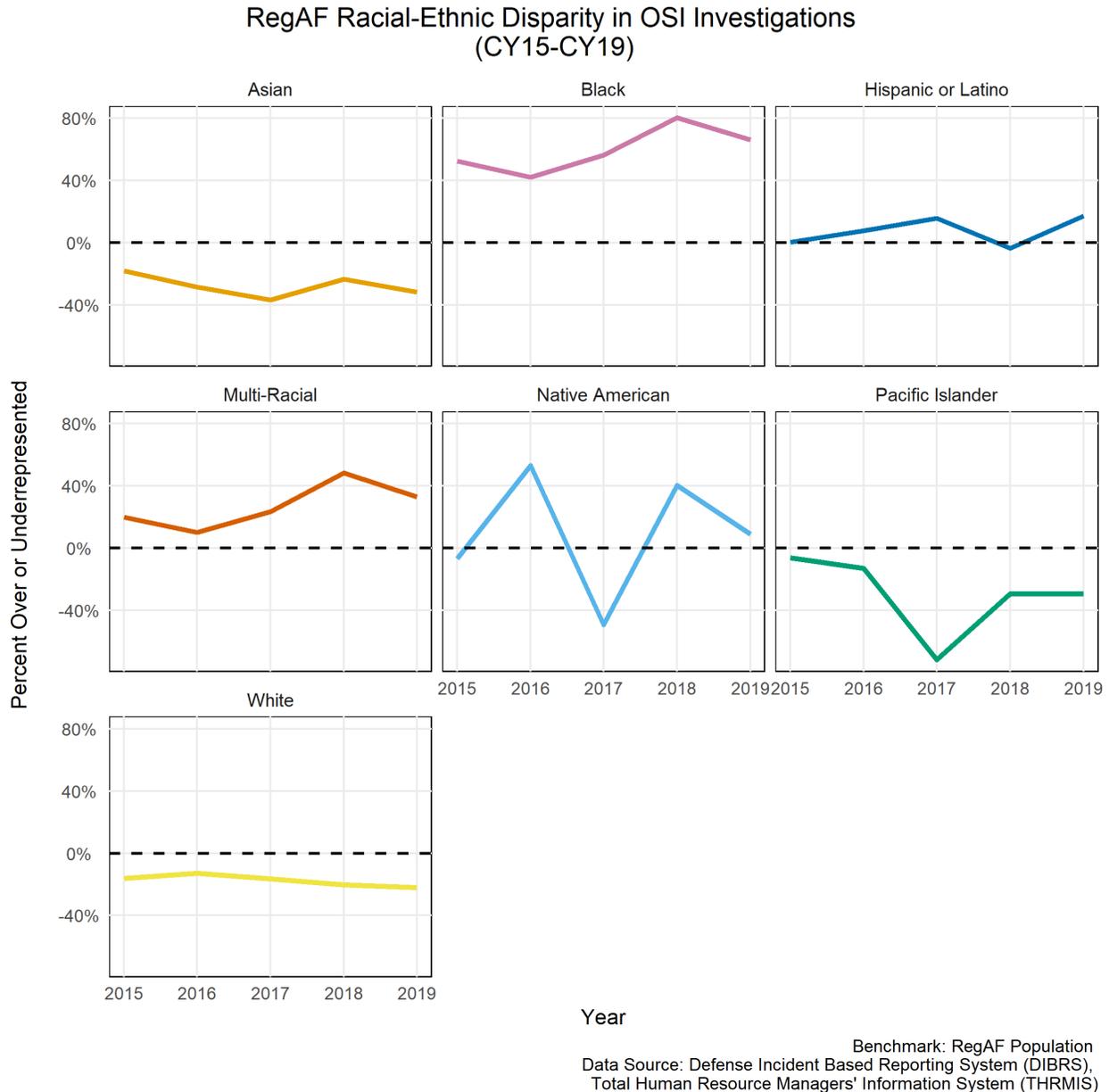


Benchmark: RegAF Population
 Data Source: Defense Incident Based Reporting System (DIBRS),
 Total Human Resource Managers' Information System (THRMIS)

For OSI investigations in CY15-CY19, the Asian American population was the most underrepresented as subjects in closed OSI investigations with a decreasing trend, while the Black population was the most overrepresented with an increasing trend. During this timeframe, OSI investigations of Hispanic/Latino and Multi-racial members trended up slightly, while White members trended below the average and were relatively stable. Finally, an interesting pattern is

observed with the Multi-racial and Black groups. While they were overrepresented by different percentages, they shared the same trend pattern over five years. The relatively small population of Native American cases introduces high variability, so a trend was not apparent.

Fig 37. RegAF Racial-Ethnic Disparity in OSI Investigations (CY15-CY19)



Based on logistic regression analysis, Black service members had 77% higher odds of appearing as a subject in an OSI investigation when compared to White service members. In comparison, Native American members had 44% higher odds, Multi-racial members had 30% higher odds, and Hispanic/Latino members had 24% higher odds of the same.

Fig 38. Number of RegAF OSI Investigations by Race-Ethnicity (CY 15-CY 19)

	Asian American	Black	Native American	Hispanic /Latino	Pacific Islander	Multi-Racial	Unknown	White	Total
Enlisted	215	2100	41	1449	57	415	166	4589	9032
Officer	31	54	1	56	5	18	24	452	641
Total	246	2154	42	1505	62	433	190	5041	9673
% OSI Inv	2.5%	22.3%	.4%	15.6%	.6%	4.5%	1.9%	52.2%	
% RegAF Pop	3.6%	13.6%	.4%	14.3%	.9%	3.5%	2.1%	61.6%	

Data source: DIBRS

The figure above shows the number of subjects for all closed OSI investigations broken down by race-ethnicity. Black members had the greatest disparity in terms of overrepresentation in OSI investigations. Between CY15-CY19, Black service members represented, on average, 13.6% of the RegAF population but constituted 22.3% of the subjects of OSI investigations. Hispanic/Latino members made up 14.3% of the RegAF but were subjects in 15.6% of OSI investigations. Multi-racial members constituted 3.5% of the RegAF but were 4.5% of investigations.

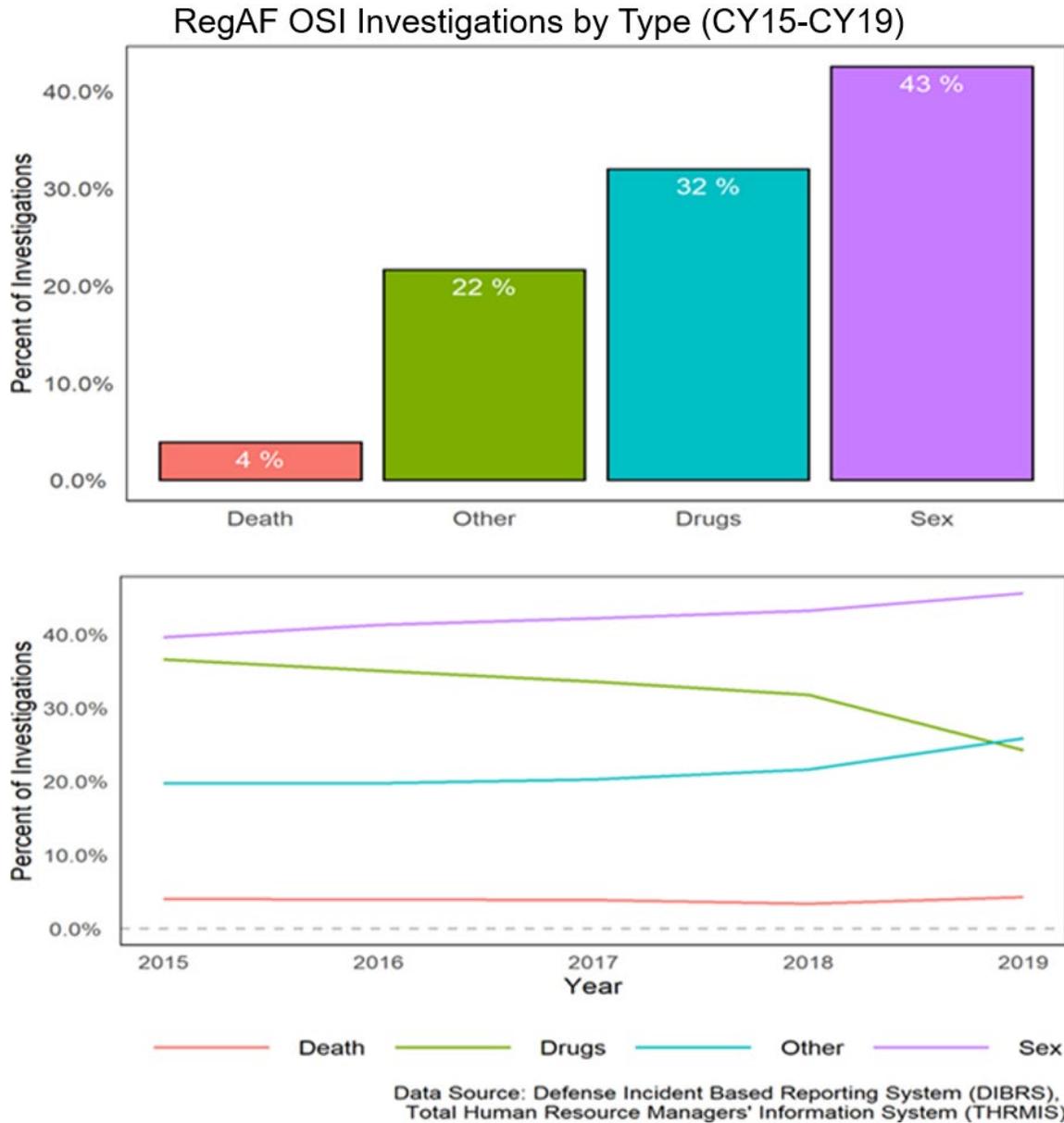
During this period, White members represented 61.6% of the RegAF population but accounted for 52.2% of all OSI investigations (5,041 total), while Asian American members constituted 3.6% of the RegAF population but 2.5% of OSI investigations. Pacific Islander members represented .9% of the RegAF population and .6% of OSI subjects, and Native American percentages showed no disparity with .4% of OSI investigations and .4% of the RegAF population.

Racial-Ethnic Disparity by Offense Type

This section provides an overview of OSI investigations by type and category. There are more than 40 offense categories in OSI investigations, which fall within four offense types: sex, drugs, death, and “other.” which includes offenses such as assault, theft, and weapons violations.

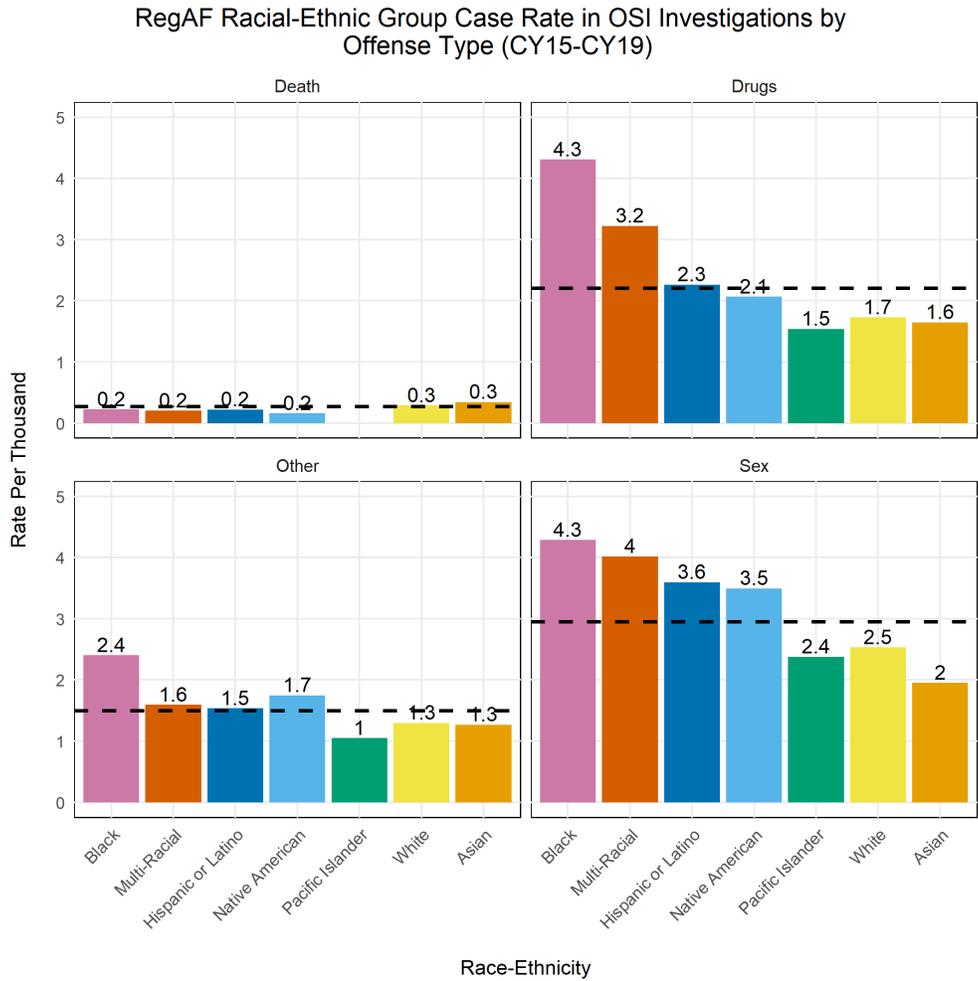
When considering closed OSI investigations between CY15 and CY19, death investigations, involving mainly suicides, accounted for 4% of all cases, while sex crimes were the bulk of OSI investigations at 43%.

Fig 39. RegAF OSI Investigations by Offense Type (CY15-CY19)



Black, Multi-racial, and Hispanic/Latino members appeared as subjects at above the average rate in drug, sex, and other categories, while Native American members appeared at above the average rate in sex and other categories. White and Asian American members had the highest RPT as subjects in death investigations but were below the average RPT for all other categories. Pacific Islander members were below the RPT average in all categories.

Fig 40. RegAF Racial-Ethnic Group Case Rate in OSI Investigations by Offense Type (CY15-CY19)

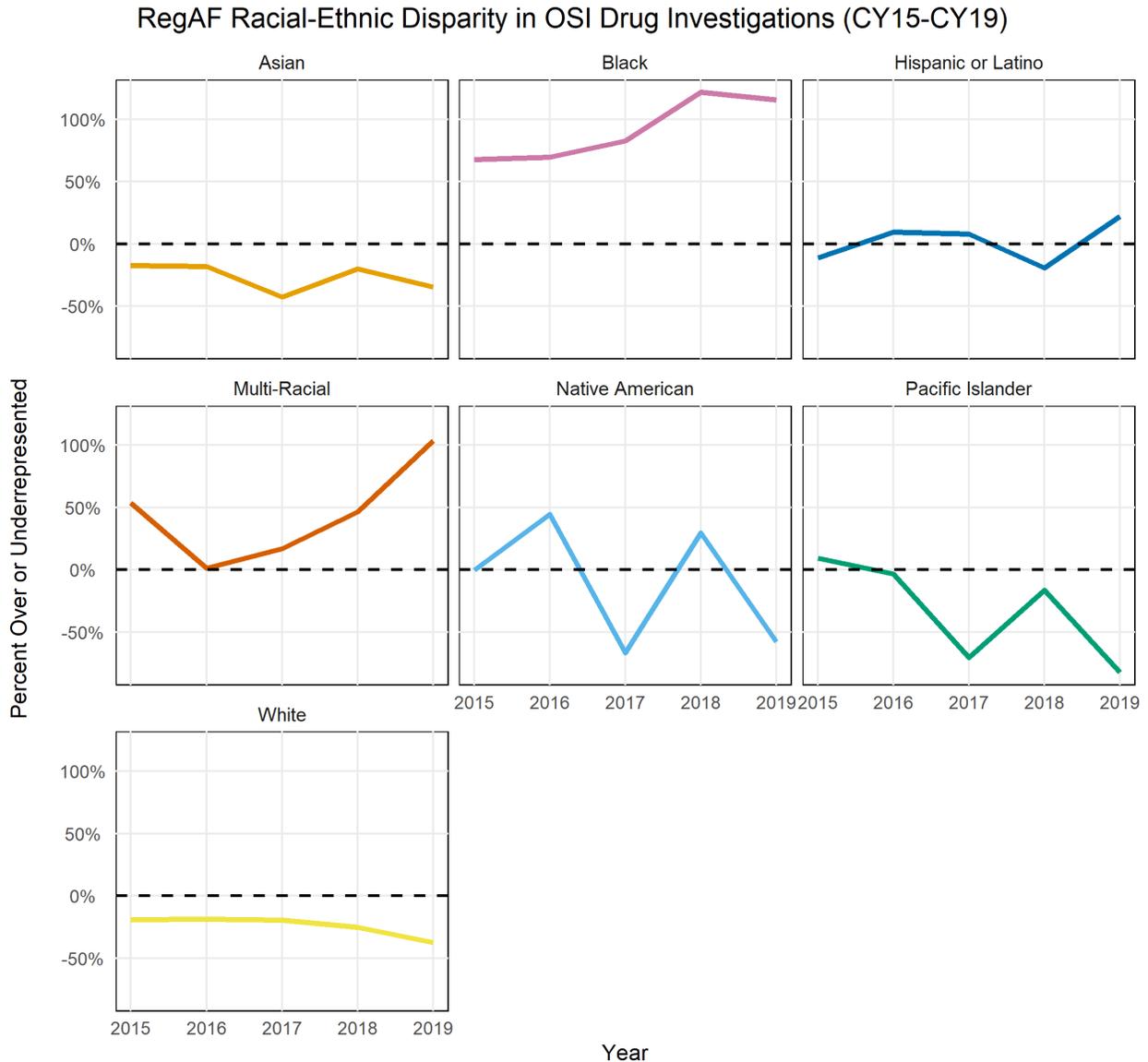


Benchmark: RegAF Population
 Data Source: Defense Incident Based Reporting System (DIBRS),
 Total Human Resource Managers' Information System (THRMIS)

OSI Drug Investigations

For drug-related investigations, Asian American and White members were the most consistently underrepresented year over year, with a slightly downward trend. Conversely, Black members were heavily overrepresented for all years analyzed with an upward trend. The volatility due to small numbers makes yearly trends in Native American and Pacific Islander investigations harder to distinguish, but there appears to be a slight downward trend for both groups.

Fig 41. RegAF Race/Ethnic Disparity in OSI Drug Investigations (CY15-CY19)

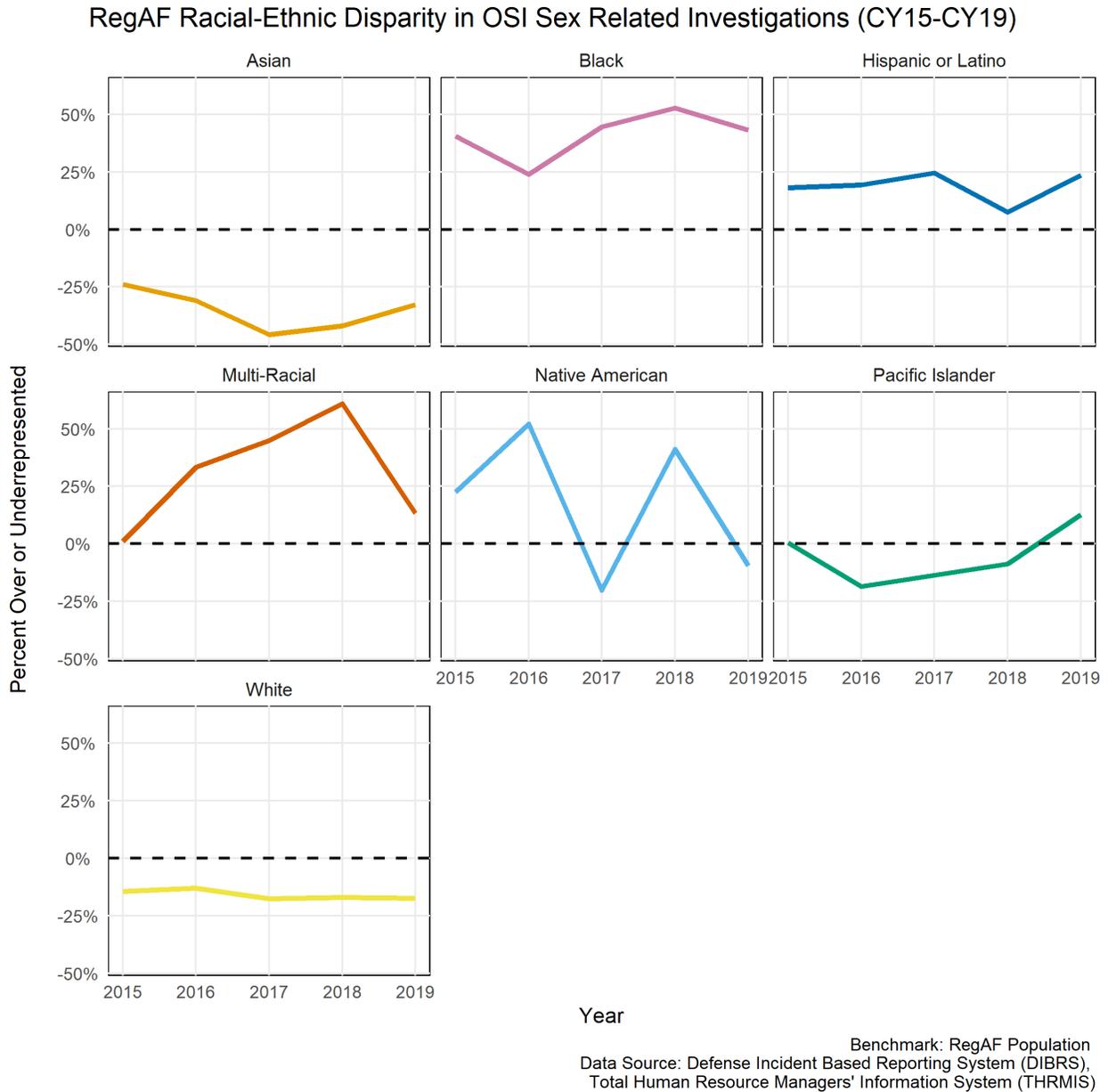


Benchmark: RegAF Population
 Data Source: Defense Incident Based Reporting System (DIBRS),
 Total Human Resource Managers' Information System (THRMIS)

OSI Sex-Related Investigations

For sexual misconduct investigations between CY15 and CY19, Asian American members were underrepresented as subjects of OSI investigations, while Black, Multi-racial, and Hispanic/Latino members were overrepresented. There was an upward trend involving Pacific Islander member investigations since 2016, and again we see the volatility in Native American investigations. White members were steadily underrepresented as subjects.

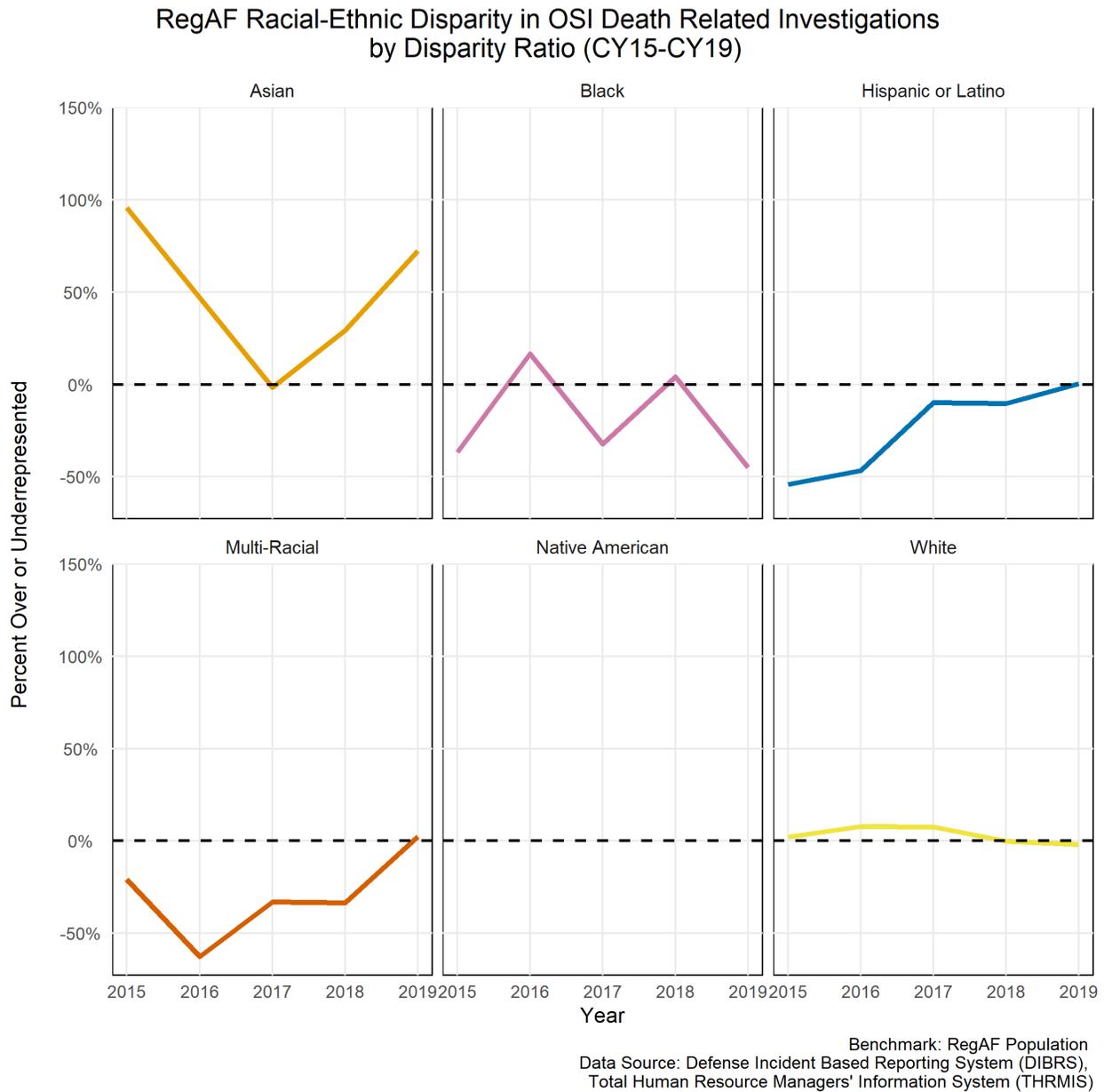
Fig 42. RegAF Racial-Ethnic Disparity in OSI Sex-Related Investigations (CY15-CY19)



OSI Death-Related Investigations

Only 4% of OSI investigations were in the death category resulting in higher volatility in yearly trends due to the smaller number of investigations. The majority of death investigations were suicides, which are overrepresented by White members. An increase in investigations involving Hispanic/Latino and Multi-racial service members was apparent beginning in 2016. Given their relatively smaller DAF population, Asian American members maintained the highest percentage of overrepresentation, but the total number of investigations was low (an average of four per year between CY15-CY20).

Fig 43. RegAF Racial-Ethnic Disparity in OSI Death-Related Investigations (CY15-CY19)



Gender

This section will look at the prevalence of sexual assault in the DAF, a crime that statistically affects females at a higher rate than males in the DAF. Then, it will look at the rate at which females are subjects of OSI investigations compared to men.

Sexual Assault

Since FY14, the Defense Sexual Assault Incident Database has been DoD's centralized database for collecting and maintaining information on sexual assaults involving members of the Armed Forces. The DAF uses this database to conduct oversight, inform Department and Service-level Sexual Assault Prevention and Response (SAPR) program planning and analysis, and meet Congressional reporting requirements.²⁵

In 2019, the DAF received almost 1,700 reports of sexual assault involving service members as victims or subjects, the highest number reported in SAPR program history and a 9% increase from 2018.²⁶ In 2020, the DAF received 1% less reports than 2019, with 1,661 sexual assaults reported.²⁷

Sexual assault is an underreported crime – according to the DoD Annual Report on Sexual Assault in the Military, the number of reported sexual assaults may not accurately reflect the assaults that occurred in a given timeframe.²⁸ The 2018 Workplace and Gender Relations Survey of Active Duty Members estimates 3,920 active duty Airmen were sexually assaulted in FY 2018, 250% more than the number of sexual assaults reported in the Defense Sexual Assault Incident Database.²⁹

The Workplace and Gender Relations Surveys are biennial efforts conducted for active duty forces (WGRA) and reserve components (WGRR), offering critical insights regarding the estimated prevalence and characteristics of sexual assault, sexual harassment, and gender discrimination in the active component; service member experiences with reporting these types of incidents; and perceptions of unit culture and climate.³⁰ The Workplace and Gender Relations Surveys are important tools to monitor the progress of DoD programs and policies to achieve its goal of reducing and eliminating sexual assault, sexual harassment, and gender discrimination within the military.³¹

²⁵ Department of Defense Annual Report on Sexual Assault in the Military, Fiscal Year 2019, Enclosure 3, https://www.sapr.mil/sites/default/files/DOD_Annual_Report_on_Sexual_Assault_In_The_Military_FY2019_Consolidated.pdf, 20, accessed 24 Aug 21.

²⁶ Ibid., 21. Sexual assault victims do not always report sexual assaults in the same FY year they occurred.

²⁷ Department of Defense Annual Report on Sexual Assault in the Military, Fiscal Year 2020, Enclosure 3: Department of the Air Force Report, https://www.sapr.mil/sites/default/files/Enclosure_3_Department_of_the_Air_Force_Report_FY2020.pdf, accessed 24 Aug 21.

²⁸ Ibid., 22.

²⁹ Ibid., 24 and https://www.sapr.mil/sites/default/files/Annex_1_2018_WGRA_Overview_Report_0.pdf, 114, accessed 24 Aug 21.

³⁰ https://www.sapr.mil/sites/default/files/Annex_1_2018_WGRA_Overview_Report_0.pdf, iii, accessed 24 Aug 21.

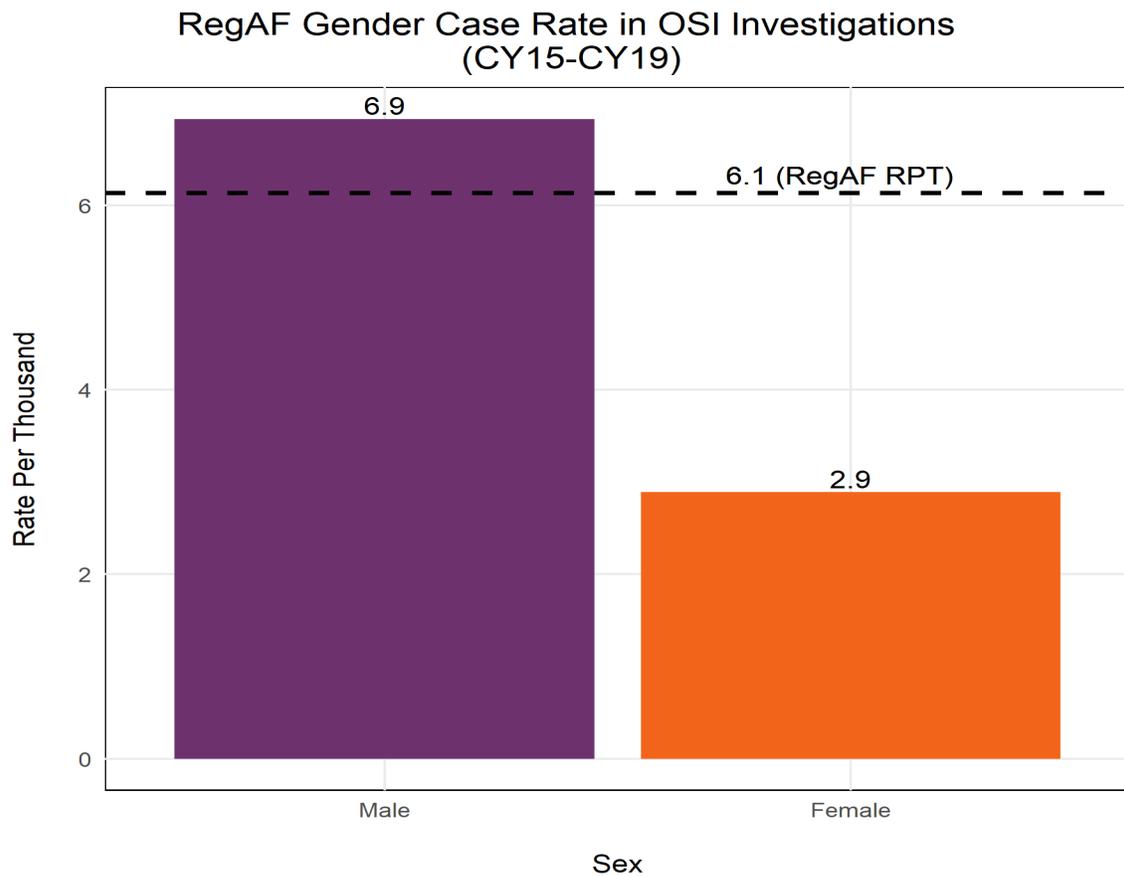
³¹ Ibid., iii.

The 2018 DoD Workplace and Gender Relations Survey of Active Duty Members (WGRA) reported 4.3% of Air Force women and 0.5% of Air Force men experienced a sexual assault in the past 12 months, which was a statistically significant increase from 2016.³² The 2019 DoD Workplace and Gender Relations Survey of Reserve Component Members (WGRR) estimated 1.6% of women in the Air Force Reserve and 0.2% of men experienced sexual assault, a rate statistically unchanged from 2017.³³

OSI Investigations

The figure below shows the RPT of total OSI closed investigations by gender from CY15-CY19. Across the RegAF, an average of 6.1 Airmen and Guardians per thousand were subjects of an OSI investigation. Over this time period, male service members appeared as the subject in OSI investigations at a rate of 6.9 RPT, and females appeared as a rate of 2.9 RPT, which indicated females were much less likely to appear as subjects of an OSI investigation.

Fig 44. RegAF Gender Case Rate in OSI Investigations (CY15-CY19)



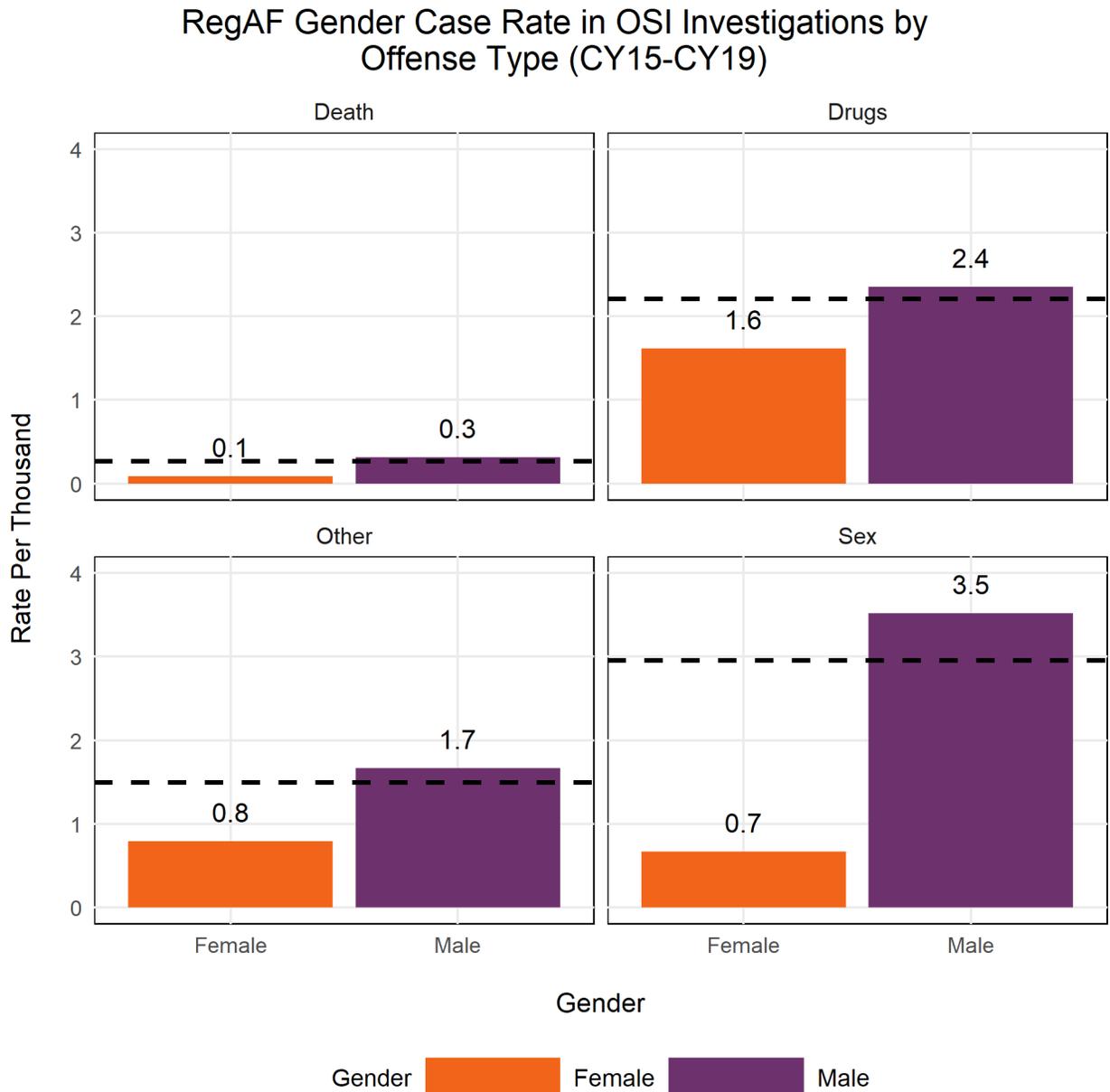
Benchmark: RegAF Population
 Data Source: Defense Incident Based Reporting System (DIBRS),
 Total Human Resource Managers' Information System (THRMIS)

³² Ibid., 114.

³³ https://www.sapr.mil/sites/default/files/16_Annex_2_2019_Workplace_and_Gender_Relations_Survey_of_Reserve_Component_Members_Overview_Report.pdf, 186, accessed 24 Aug 21.

Comparing gender in OSI investigations by offense type, males appeared as subjects at a higher RPT than females in all categories, with the largest disparities noted for sex crimes.

Fig 45. RegAF Gender Case Rate in OSI Investigations by Offense Type (CY15-CY19)



Benchmark: RegAF Population
Data Source: Defense Incident Based Reporting System (DIBRS),
Total Human Resource Managers' Information System (THRMIS)

SECURITY FORCES INCIDENTS AND CITATIONS

As previously noted, SFMIS was replaced in 2019, and previous historical information was not available. A review of Security Forces (SF) citations and incidents was limited to CY 20. Additional data over time is needed for in-depth analysis.

Security Forces Citations

Race-Ethnicity

Security Forces issued close to 11,800 citations in CY20, most commonly for speeding, failure to follow traffic signals, moving violations, vehicle documentation violations, illegal parking, and DWI. Black members were overrepresented by 48% for citations. To a lesser extent, Multi-racial members were overrepresented by 26%, Native American members were overrepresented by 15%, Hispanic/Latino members were overrepresented by 14%, and Pacific Islander members were overrepresented by 8% for receiving citations.

Fig 46. RegAF Racial-Ethnic Disparity in Security Forces Citations (CY20)

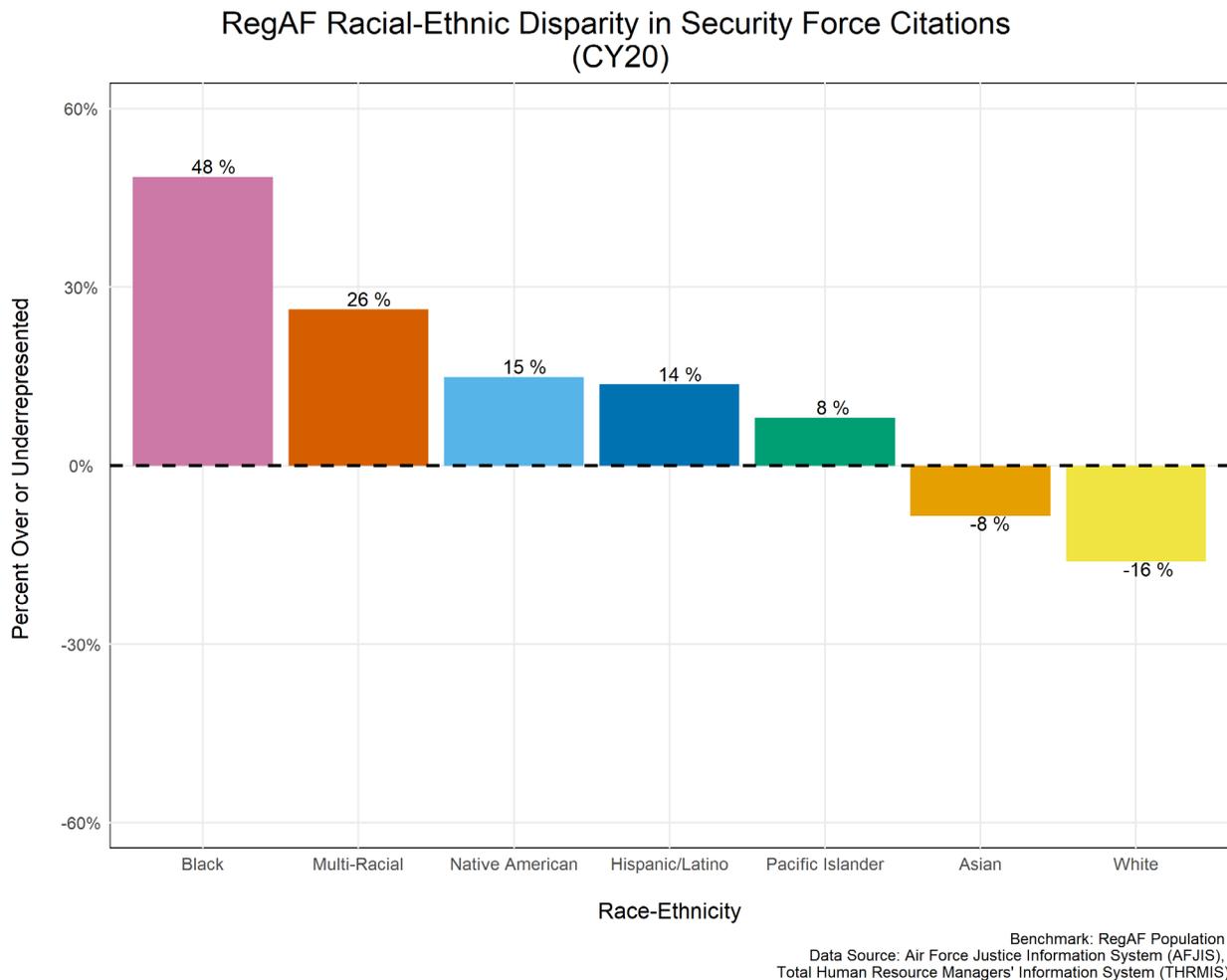
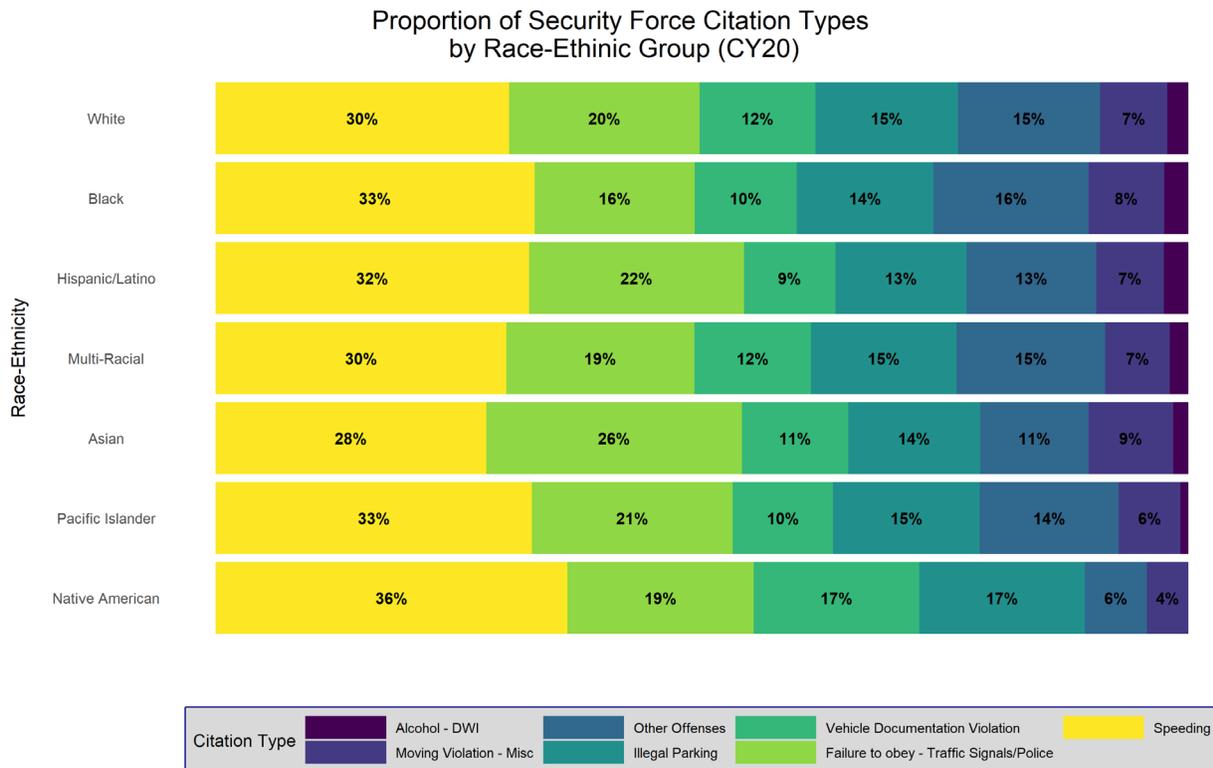


Fig 47. Number of RegAF Security Forces Citations by Race-Ethnicity (CY20)

	Asian American	Black	Native American	Hispanic/Latino	Pacific Islander	Multi-Racial	Unknown	White	Total
Enlisted	370	2377	50	2018	119	535	80	5285	10834
Officer	61	60	3	84	6	38	40	669	961
Total	431	2437	53	2102	125	573	120	5954	11795
% of SF Citations	3.6	20.7	.45	17.8	1.1	4.9	1.0	50.5	
% of RegAF Pop	4.1	14.1	.4	15.8	1.0	3.9		60.7	Source: SFMIS

The figure above shows the number of SF citations given out in CY20, broken down by race-ethnicity. All racial-ethnic groups except Asian American and White saw disparity in citations issued by Security Forces, when compared to their RegAF population. The greatest disparity affected Black members, who received almost 21% of citations while they comprised about 14% of the RegAF population in CY20. Hispanic/Latino members had the next highest disparity, receiving roughly 18% of citations, even though they comprised about 16% of the RegAF population. In contrast, White members accounted for the most citations, at 5,954, which equates to about 50.5% of all Security Forces citations in CY20, while representing almost 61% of the RegAF population.

Fig 48. Proportion of Security Forces Citation Types by Race/Ethnic Group (CY20)



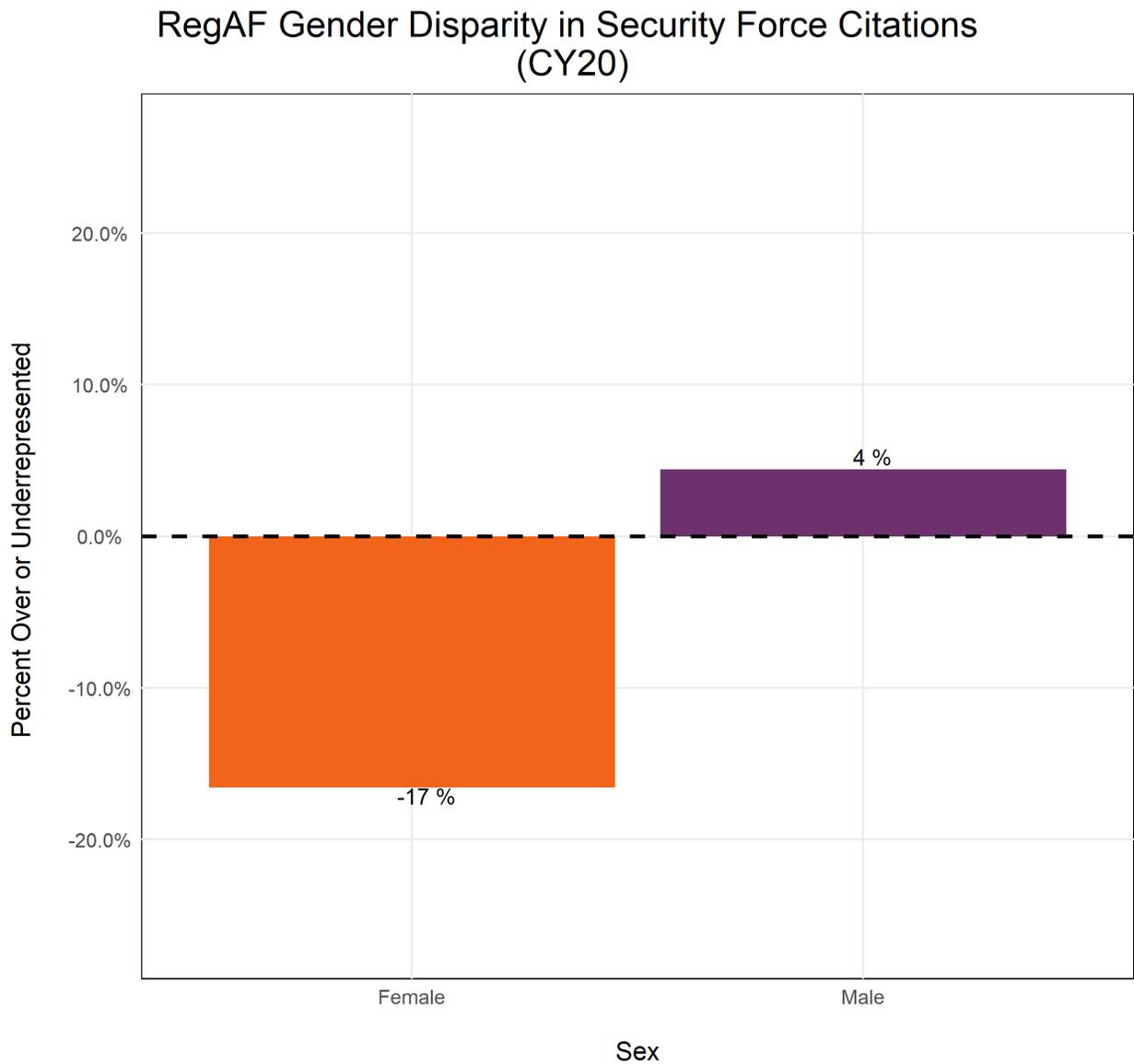
Benchmark: Total Security Force Citations
Data Source: Air Force Justice Information System (AFJIS)

The above chart highlights the most common types of citations given to Airmen and Guardians by race-ethnicity. The most common citations were given for speeding, then failure to obey.

Gender

The below chart shows the relative gender disparity for Security Forces citations in CY20. Male members were 4% overrepresented for SF citations, while female members were notably 17% underrepresented for receiving citations.

Fig 49. RegAF Gender Disparity in Security Force Citations (CY20)



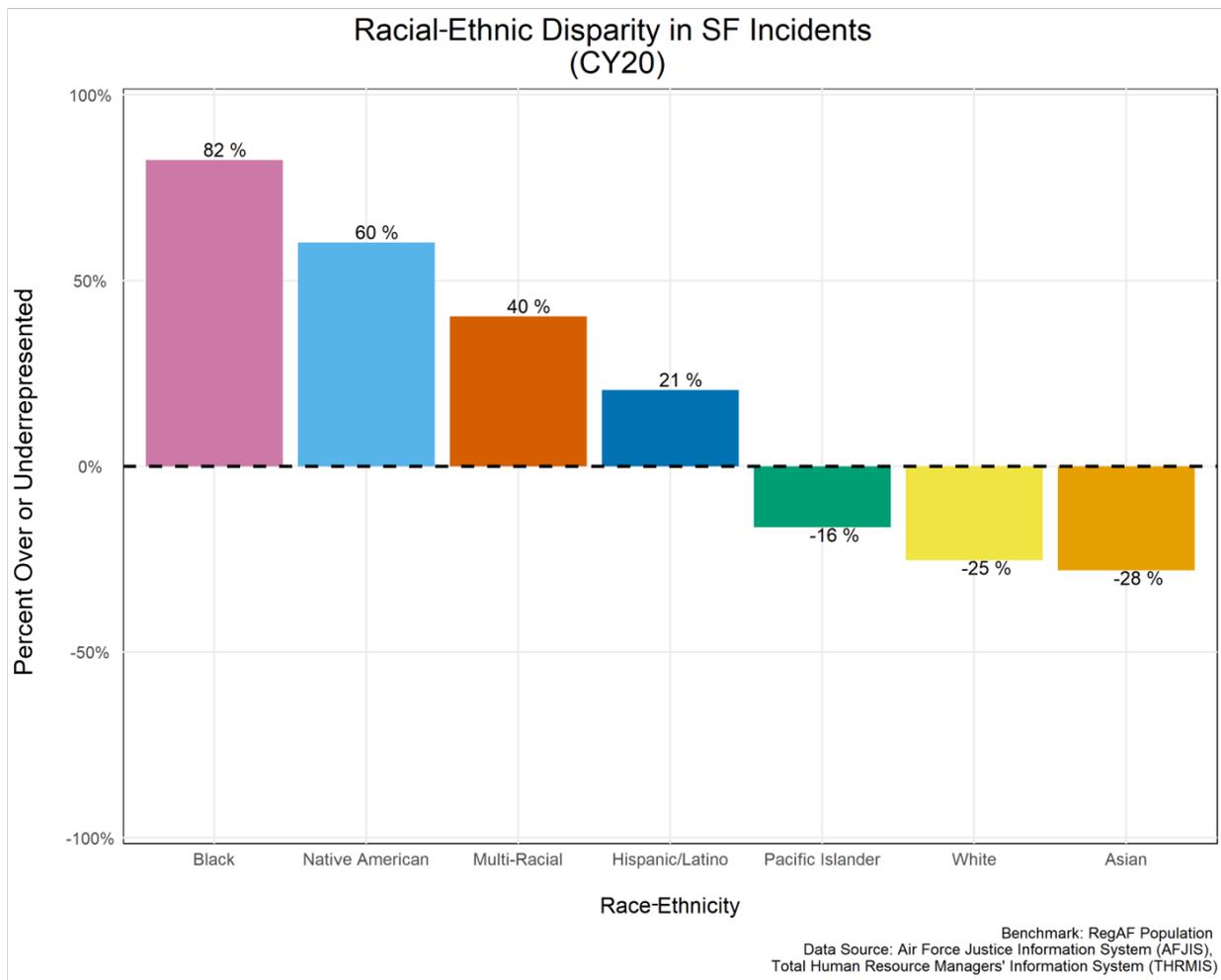
Benchmark: RegAF Population
Data Source: Air Force Justice Information System (AFJIS),
Total Human Resource Managers' Information System (THRMIS)

Security Forces Incidents

Race-Ethnicity

Looking at relative disparity for Security Forces incidents overall, Black, Native American, Hispanic/Latino, and Multi-racial members were involved in a higher percentage of incidents as a proportion of each groups' population. Conversely, White, Asian American and Pacific Islander members were involved in a lower percentage of incidents compared to their respective populations. The data from the figure below shows the actual number of Airmen and Guardians impacted by this disparity included 410 Black members, 132 Hispanic/Latino members, 59 Multi-race members, and four Native American members.

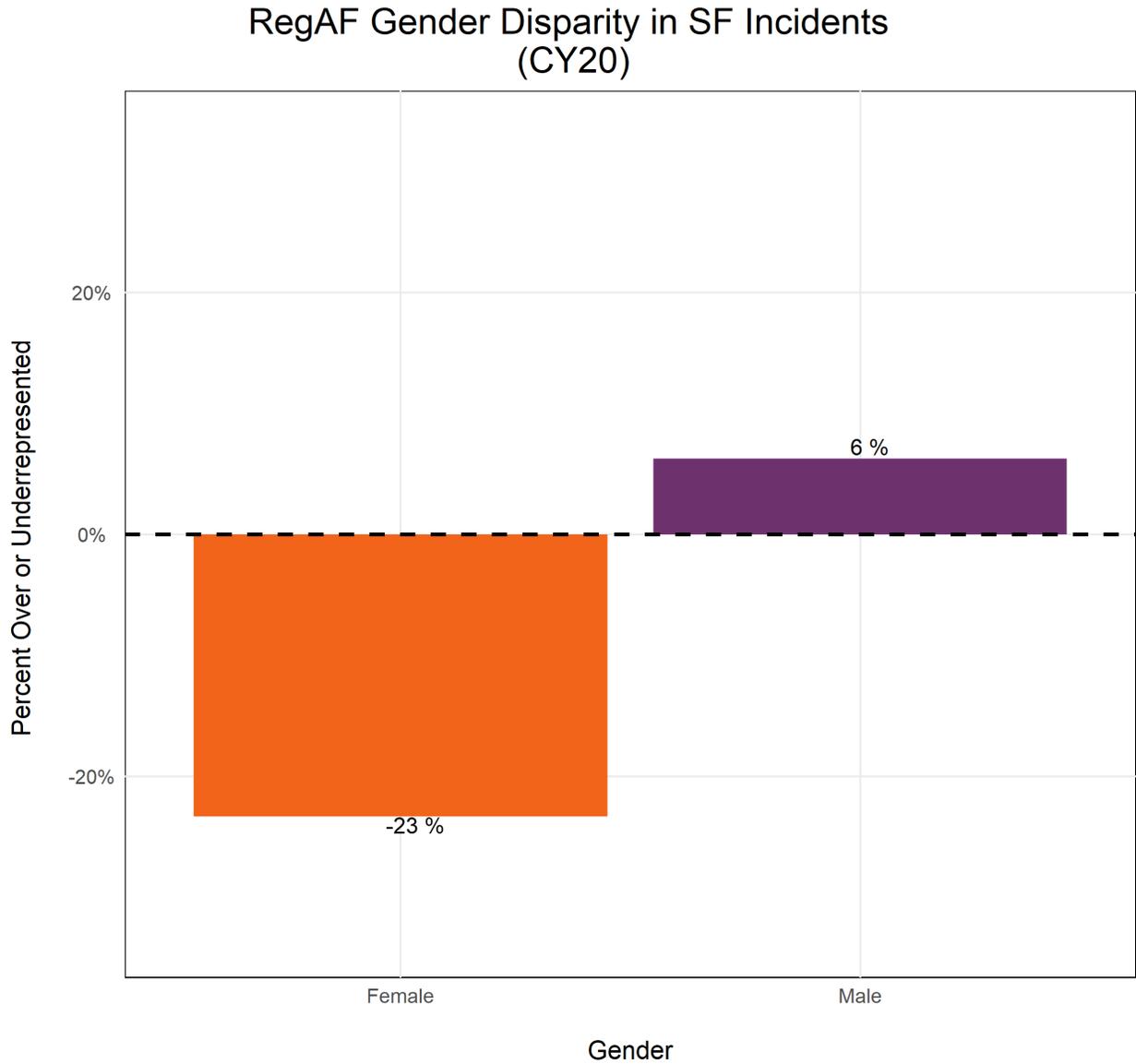
Fig 50. RegAF Racial-Ethnic Disparity in SF Incidents (CY20)



Gender

The chart below shows the relative gender disparity for incidents in CY20. Females were underrepresented or less likely to be involved in incidents, which is similar to OSI investigations data, except the disparity is not as large.

Fig 51. RegAF Gender Disparity in SF Incidents (CY20)



Benchmark: RegAF Population
Data Source: Air Force Justice Information System (AFJIS),
Total Human Resource Managers' Information System (THRMIS)

Conclusions about Security Forces Citations and Incidents

Black, Hispanic/Latino, Native American, and Multi-racial members are more likely to receive a citation or be involved in an incident. Asian American and White members are underrepresented in receiving citations and incidents. For gender, females are underrepresented

in citations and incidents. The results of SF data closely follow the results of the OSI investigation data.

COMPLAINTS SYSTEM INVESTIGATIONS (IG AND MEO)

IG INVESTIGATIONS

This review looked at all closed reprisal and restriction investigations from CY15-CY20. Reprisal and restriction complaints are handled in accordance with 10 USC §1034, *Protected communications; prohibition of retaliatory personnel actions* and DoDD 7050.06, *Military Whistleblower Protection*. AFI 90-301, *Inspector General Complaints Resolution*, provides guidance for the DAF.

Fig 52. DAF/IG Subjects of Reprisal and Restriction Investigations (CY 15-CY20)

Race-Ethnicity	Substantiated Subjects	RPT
Black	26	.40
Hispanic/Latino	15	.20
Asian American	8	.40
Pacific Islander	1	.17
Native American	1	.22
White	105	.33

Source: DAF/IG ACTS

Fig 53. DAF/IG Investigations: Command Action by Race-Ethnicity (CY 15-CY20)

Race-Ethnicity	No Action	Verbal Counseling	ROIC	LOC	LOA	LOR	Art 15
Black	1	9	1	6	2	7	0
Hispanic/Latino	3	6	0	3	0	3	0
Asian American	4	2	1	0	1	0	0
Pacific Islander	0	1	0	0	0	0	0
Native American	0	0	0	1	0	0	0
White	23	29	1	18	10	18	1

Source: DAF/IG ACTS

The data above includes reprisal and restriction investigations. Due to the low number of substantiated subjects from IG investigations for several racial-ethnic groups, a one or two investigation difference could cause a high variability in the RPT, even when looking at six years of data. Command action showed a range of actions taken, from none to an Article 15.³⁴

³⁴Note: The vast majority of the “no action” taken was the result of subjects retiring or separating from the DAF.

Fig 54. DAF/IG Investigations Gender (CY15-CY20)

Gender	Substantiated	RPT
Female	41	.27
Male	115	.23

Source: DAF/IG ACTS

Fig 55. DAF/IG Investigations: Command Action by Gender (CY 15-CY20)

Gender	No Action	Verbal Counseling	ROIC	LOC	LOA	LOR	Removed from position	Art 15
Female	8	15	1	3	5	8	1	0
Male	23	32	0	25	8	20	0	1

Source: DAF/IG ACTS

Similarly, the low number of substantiated cases from IG investigations results in high volatility and makes analysis difficult. As an example, in 2020, there were two substantiated cases for females subjects out of 13 total cases (15%). This is lower than the female representation in the DAF and the data showed the female RPT was trending down in CY20. The variance in the female RPT equates to less than one investigation subject a year. Command action showed a range of actions taken from none to an Article 15, UCMJ.

DAF/IG Investigations: Senior Officials and Gender³⁵

The DR looked at senior official disparity in regard to gender. Seniors officials include Active Duty (RegAF), retired, Air Force Reserve (AFR), or Air National Guard (ANG) military officer in grades O7 select and above; ANG O6s with Certificates of Eligibility (COE) for O7; current and former civilians above the grade of general schedule (GS) or general manager (GM)-15, or equivalent grades in other civilian pay schedules; current or former members of the Senior Executive Service (SES); and current and former Air Force civilian Presidential appointees.³⁶ Of the 39 substantiated cases involving general officers and SESs from CY16-CY20, eight (or 20.5%) were against female subjects, while 31 (or 79.5%) were against male subjects.³⁷

³⁵ Senior official inquiries are not tracked by race, ethnicity, or race. It was possible to determine the sex of subjects, but not their race or ethnicity.

³⁶ <https://www.afinspectorgeneral.af.mil/Who-We-Are/Senior-Officials-Inquiries/>, accessed 14 Aug 21.

³⁷ Data obtained through DAF/IGS records

MEO INVESTIGATIONS

The FY17-FY20 MEO sexual harassment investigation data show White members constituted the demographic group with the most instances of substantiated cases of sexual harassment, but on a RPT basis, Black members had a higher rate of substantiation. In formal sexual harassment investigations, Black members were substantiated at 1.43 RPT, compared with .62 RPT for White members and the overall RegAF average of .87 RPT for all racial-ethnic groups. Additionally, Hispanic/Latino, Multi-racial, and Asian American members had higher RPT substantiation rates than White members. In informal investigations, Black members were substantiated at .67 RPT, compared with .3 RPT for White members and an overall .47 RPT.

Racial Discrimination Complaints

Limited data was available regarding racial discrimination in MEO actions because of a change in MEO data administration and other IT limitations. From November 2016 to February 2018, DAF MEO handled 97 formal discrimination complaints; nine were substantiated. Two of the substantiated complaints were based on race, and five subjects of the complaints were White. During the same period, MEO referred 101 informal complaints to command; of those, 58 were substantiated (38 incidents based on race, 48 subjects were White). Thus, MEO recorded a total of 40 substantiated instances of race-based discrimination from 2016 to 2018.

Sexual Harassment

Before analyzing the MEO sexual harassment data, it is useful to look at the DoD Workplace and Gender Relations and DAF Interpersonal Violence (IPV) surveys for data on sexual harassment and gender discrimination in the DAF.

*2018 DoD Workplace and Gender Relations Survey of Active Duty Members (WGRA)*³⁸

The WGRA sampled about 168,300 RegAF Air Force members, with almost 43,000 Airmen and Guardians completing surveys.³⁹ The Air Force estimated sexual harassment and gender discrimination past year rates were, overall, lower than DoD rates.⁴⁰ However, the DOD goal is the ultimate eradication of sexual harassment and gender discrimination in the Department; the Air Force still has much progress to make.⁴¹

In 2018, an estimated 15.4% of women and 4.0% of men in the active duty Air Force reported experiencing sexual harassment within the past year of taking the survey, while 9.8% of women in the Air Force and 1.5% of men said they experienced gender discrimination.⁴²

³⁸ https://www.sapr.mil/sites/default/files/Annex_1_2018_WGRA_Overview_Report_0.pdf, accessed 24 Aug 21.

³⁹ Ibid., 120.

⁴⁰ Ibid., ix, 116. “The 2018 WGRA provides an estimated past year rate for both sexual harassment and gender discrimination. Sexual harassment includes experiencing a sexually hostile work environment or sexual quid pro quo in the military workplace. Gender discrimination refers to behaviors or comments directed at a person, because of their gender, in the military workplace.” (Ibid., 115)

⁴¹ Ibid., iii.

⁴² Ibid., 116, 134.

Both men and women most frequently described their worst situation as being repeatedly told sexual jokes. Women were more likely to identify additional behaviors, including being told repeated sexual comments about their appearance or body, repeated attempts to establish an unwanted romantic or sexual relationship, and being asked about their sex life or sexual interests.⁴³

There was no change in rate from 2016 for men, whereas there was a statistically significant increase for women. The 2018 WGRA found Air Force women were more likely to report a sexual harassment or gender discrimination violation than men. 44% of women and 35% of men indicated their coworkers treated them worse, avoided them, or blamed them for the problem.⁴⁴ Of the men and women who reported a sexual harassment incident, approximately one-quarter were satisfied with the complaint process.⁴⁵

*2019 DoD Workplace and Gender Relations Survey of Reserve Component Members (WGRR)*⁴⁶

The target population of the 2019 WGRR consisted of members from the Selected Reserve in Reserve Units, Active Guard/Reserve. The 2019 WGRR sampled about 25,400 Air Force Reserve members, with about 4,300 of them completing surveys. In 2019, 10.3% of AFR women and 3.2% of AFR men reported experiencing sexual harassment, while 6.6% of AFR women and 1.3% of AFR men said they experienced gender discrimination.⁴⁷

The estimated rate of sexual harassment for female enlisted versus officers had no statistical difference, but enlisted men were significantly more likely than male officers to report experiencing sexual harassment. For women, the most serious identified type of harassment was sexual jokes that make them feel uncomfortable, followed by repeated attempts to establish an unwanted sexual or romantic relationship and sexual comments about their appearance or body. Men also reported sexual jokes as the most common form of sexual harassment. Women reported the most common negative responses to a sexual harassment complaint was being treated worse or being blamed by coworkers (43%) and being encouraged to drop the issue (38%). Approximately 22% of women were satisfied with the complaint process overall.⁴⁸

2021 DAF Interpersonal Violence (IPV) in the Department of the Air Force

In July 2020, the SecAF established the Interpersonal Violence Task Force to examine whether the DAF is keeping Airmen and Guardians who experience IPV safe. The Task Force focused its efforts on the support and services available after someone encounters IPV. The IPV survey was distributed to the entire DAF, about 654,000 RegAF, ANG, and AFR and civilian members. Approximately 10% (or 68,000 members) took the anonymous survey.

⁴³ Ibid., 130-131.

⁴⁴ Ibid., 49.

⁴⁵ Ibid., 117.

⁴⁶ https://www.sapr.mil/sites/default/files/16_Annex_2_2019_Workplace_and_Gender_Relations_Survey_of_Reserve_Component_Members_Overview_Report.pdf, accessed 24 Aug 21.

⁴⁷ Ibid., 178.

⁴⁸ Ibid., 192.

Of the survey respondents, 54% (66% women, 48% men) reported experiencing behaviors considered consistent with at least one type of IPV in the past two years. Workplace bullying was the most common type of IPV behavior reported, according to 36% of respondents, followed by workplace harassment. Subcategories of workplace harassment included sexual harassment, religious harassment, racial/ethnic harassment, disability harassment, age harassment, and other harassment. Approximately 20% of respondents reported experiencing sexual harassment and 15% reported experiencing racial/ethnic harassment in the past two years. Of the components, RegAF had the highest rate of reported sexual harassment in the workplace (over 20%), followed by ANG and AFR, then DAF civilians (around 15%).

MEO Investigations: Sexual Harassment

Data on MEO sexual harassment investigations involving RegAF members and civilian employees, AFR, and Title 10 ANG members from FY17-FY20 was analyzed. In this time period, 265 White members (.62 RPT) were substantiated in formal investigations, followed by 121 Black members (1.43 RPT) and 75 members of unknown race (unknown RPT). The RegAF average RPT was .87 for substantiated subjects.⁴⁹

Based on the available data, Asian American, Multi-racial, and Hispanic/Latino members were substantiated at a RPT below the AF average, and their RPTs were slightly higher than White members, who nonetheless comprised the group with the highest number of substantiations. Black members were overrepresented by about 64% in substantiated MEO sexual harassment investigations, based on RPT. In formal sexual harassment investigations, Black members were substantiated at 1.43 RPT, compared with .62 RPT for White members and the overall average of .87 RPT for all racial-ethnic groups.

Fig 56. MEO Sexual Harassment Investigations (FY17-FY20) (MEO Investigated)

Race Ethnicity	2017 Substantiated Subjects	2018 Substantiated Subjects	2019 Substantiated Subjects	2020 Substantiated Subjects	Total Substantiated Subjects	RPT
White	59	53	49	104	265	.62
Black	22	24	25	50	121	1.43
Hispanic/Latino	22	9	8	17	56	.73
Unknown	17	21	17	20	75	NA
Multi-Racial	5	2	0	4	11	.78
Asian American	6	4	8	3	21	.86
Native American	0	0	0	0	0	0
Pacific Islander	0	1	0	1	2	.34
Total	131	114	107	199	551	RegAF Avg .87

Source: HQ DAF/A1Q

⁴⁹ The data available regarding 75 substantiated cases did not include the race of the subject, so a significant number of substantiated cases were not included in the analysis.

In addition, 299 sexual harassment informal investigations were conducted in FY20, as reflected in the figure below. Of those, 149 White subjects were substantiated of committing sexual harassment (.3 RPT), the largest demographic group, followed by 50 Black members (.67 RPT) and 20 individuals of unknown race (unknown RPT). Substantiations by RPT against Asian American, Native American, Pacific Islanders, Hispanic/Latino and White-non Hispanic members were below the average RPT of .48. Black members had the highest RPT of substantiated sexual harassment allegations, with .67 RPT.

Further, FY20 saw an increase in the number of MEO sexual harassment complaints. Between FY17 and FY19, there was an average of 155 complaints a year; in 2020, there were 333 complaints, twice as many over the average of the previous three years. MEO is investigating the cause of this increase.

Fig 57. MEO Sexual Harassment Informal Investigations (FY20)

Race Ethnicity	Informal Investigation Subjects #	Substantiated Subjects	Substantiated RPT	Male Substantiated #	Female Substantiated
White	149	104	.3	101	3
Black	70	50	.67	50	0
Hispanic/Latino	26	17	.26	17	0
Unknown	45	20	NA	20	0
Multi-Racial	4	4	.32	4	0
Asian American	3	3	.14	3	0
Native American	0	0	0	0	0
Pacific Islander	2	1	.2	1	0
Total	299	199	DAF Ave RPT .48	196	3

Source: HQ DAF/A1Q

Looking at gender disparity for subjects of FY20 MEO sexual harassment informal complaints, male members were overrepresented and female members were underrepresented. Overall, 98.5% of substantiated subjects were male (196 total) and 1.5% were female (3 total).

Sex-Based Discrimination

MEO started tracking sex-based discrimination investigations for FY20. These investigations are broken down into four categories: gender, pregnancy, sexual orientation, and gender identity. The data included 8 formal and 113 informal investigations. All eight formal investigations by MEO were not substantiated. However, 58 (about 51%) of the informal investigations by command were substantiated. Substantiated complaints included 41 gender discrimination, 16 sexual orientation discrimination, and one pregnancy discrimination. Below is a breakdown of the FY20 informal sex-based discrimination investigations.

Of the substantiated cases, 39 White males were found to have committed sex-based discrimination (.12 RPT), followed by 6 Black males (.08 RPT) and 5 Hispanic/Latino males

(.09 RPT). Additionally, 5 females (3 White females and 1 each Hispanic/Latino and Asian American) were also substantiated for sex-based discrimination in FY20.

Fig 58. MEO Sex-Based Discrimination (FY20)

Race Ethnicity	Informal Investigations	Substantiated #	Substantiated RPT	Male Subjects Substantiated	Female Subjects Substantiated
White	81	42	.12	39	3
Black	14	6	.08	6	0
Hispanic/Latino	7	6	.09	5	1
Unknown	7	1		1	0
Multi-Racial	2	2	.16	2	0
Asian American	1	1	.05	0	1
Native American	0	0	0	0	0
Pacific Islander	1	0	0	0	0
Total	113	58		53	5

Source: HQ DAF/AIQ

Of note, about 91% of substantiated cases of sex-based discrimination involved males as the subject. The percentages flip when it comes to complainants. Females comprised about 70% of complainants, while males represented about 24%. The gender of the remaining 6.0% was unknown.

ACCESSIONS

Over the past six years, as a whole, minority groups were underrepresented in officer accessions. Most notably, Asian American and female populations represented the largest disparity in accessions into the DAF when compared to all applicable baselines. In review of career field accessions, the operations career fields and, specifically, pilot accessions showed the greatest amount of disparity.

Identifying whether there are racial-ethnic or gender disparities in DAF accessions is complex. Generally, the DAF measures accession with the eligible U.S. population based on U.S. Census data to determine targets and disparity. However, the eligible U.S. population typically include only age and education as criteria, whereas there are far more requirements for entry into the DAF, such as whether an individual is medically qualified, has a criminal history, or has prior illegal drug use regardless of criminal history. Further, there are testing requirements for both enlisted and officers (the Armed Services Vocational Aptitude Battery and the Air Force Officer Qualifying Test). U.S. citizenship is required for officers, but the U.S. Census counts “residents” (including individuals who are not U.S. citizens) in its population database. Each eligibility factor incrementally decreases the population size of those who are eligible to serve. Thus, use of U.S. Census data is a starting point and does not provide an absolute accurate measure for eligibility.

Identifying whether disparity exists is further complicated by the fact that the DAF relies on RAND and Qualified Military Available (QMA) data that does not break out smaller populations under review in this report. For example, the Asian American population is

combined with Pacific Islander, and the Native American population is categorized under “other.” Therefore, for certain populations, U.S. Census data using age (18-34) and education (high school diploma for enlisted or bachelor’s degree for officers) were used for eligibility.

Applicant Pool Goals for Active Duty Officers: On 16 June 2014, the SecAF signed a joint memorandum with CSAF setting applicant pool goals for RegAF officers accessed through the Air Force Reserve Officer Training Corps (AFROTC) and the United States Air Force Academy (USAFA). The target, set to address the projected increase of certain populations in the U.S., is to have a total of 30% of applicants come from racial or ethnic minority groups and 30% be female. Although the SecAF goal was written to measure minority officer enrollment to commissioning sources, the report writers considered it reasonable to extend that goal as a secondary measurement of officer accessions to DAF as well.

QMA Data used by Recruiters: The DAF recruiting office provided enlistment recruiting data, which includes comprehensive eligibility criteria such as medical, weight, mental health, drug, conduct, dependent, and aptitude requirements. Although this information includes the more in-depth eligibility criteria, it groups Native American, Pacific Islander, and two or more races into one group. In addition, the recruiting office provided applicant pool percentages based on the QMA data for rated and non-rated applicants to OTS. The percentages used reflect the percentage of the U.S. population awarded “First Major Bachelor’s Degree” in 2019, without any other considerations.

OFFICER ACCESSIONS

Over the past six years, Hispanic/Latino, Asian American, and Black officers were underrepresented in officer accessions when compared to RAND, U.S. Census data, and QMA eligibility figures. Officer accessions in these groups also fell below the 2014 SecAF guidance provided to commissioning sources. Native American officer accessions fell below the SecAF guidance. Females were significantly underrepresented in officer accessions when compared to U.S. Census age and education and QMA eligibility figures and, to a lesser extent, when compared to the 2014 commissioning source guidance.

For the purposes of this report a disparity exists in accessions when the percentage of the minority group accessed into the DAF fell short of the U.S. Census population with age and education as the eligibility criteria. Where possible a secondary baseline/measurement was used to determine if the same minority group fell below the expected or eligible population (i.e. RAND, QMA baselines, the SecAF enrollment guidelines). This secondary measurement provided an additional layer of scrutiny. The figure below provides an overview of minority group accessions averaged over 2015 to 2019, with special emphasis on 2020 accession percentages as compared to each of the previously described baselines. Major findings from the review include the following:

- The most prominent disparity among racial-ethnic groups involved Asian American accessions: the number of Asian Americans entering the DAF, both officer and enlisted, fell below RAND, U.S. Census, SecAF/CSAF enrollment goal, and QMA enlisted recruiting target percentages. For example, 6% of the roughly 5,600 officers who entered the DAF in 2020 were Asian American, short of the RAND (10%

combined Asian American and Pacific Islander), and U.S. Census (12.4%) eligibility figures and the SecAF enrollment memorandum target (8.0%).

- Hispanic/Latino and Black officer accessions also fell below RAND and U.S. Census eligibility figures, although the disparity was less than that of Asian Americans.
- Both officer and enlisted female accessions were well below the U.S. Census female population using age and education as eligibility criteria. In addition, the female enlistment fell below the QMA enlistment guidelines.
- The percentage of females and members from racial-ethnic groups (except Native Americans) who accessed as officers and enlisted increased in 2020 when compared to 2015-2019 data, suggesting incremental improvement.

In the figure below, the orange highlights signify the presence of more considerable disparity, like in Asian American officer accessions, whereas yellow highlights represent disparity to a lesser degree, like Black officer accessions.

Fig 59. DAF Officer Accession Chart with Comparison to Baselines

DAF Officer Accessions		Total Force Accessions			Baseline for Accession			
Race/Ethnicity		2015-2019	2020	2020 Population Accessed	Rand*	Census**	2014 SecAF Baseline***	QMA Applicant Pool Rates†
Hispanic/Latino		7.7%	8.2%	466	9.0%	10.6%	10.0%	14.4%
Asian American		5.4%	6.0%	341		12.4%	8.0%	7.6%
Pacific Islander		0.5%	0.8%	46		0.1%	1.0%	
AA+PI (if combined)		5.9%	6.8%	387	10.0%			
Native American		0.4%	0.3%	17		0.3%	1.0%	
Multi Racial		3.2%	3.3%	188		3.0%		
Declined		4.4%	3.4%	195				
RAND/QMA "Other"		8.0%	7.1%	400	3.0%			8.1%
Black		6.3%	6.6%	373	7.0%	8.4%	10.0%	10.0%
White		72.2%	71.2%	4028	71.0%	65.2%		59.9%
Total				5654				
Gender		2015-2019	2020	2020 Population Accessed	Rand*	Census**	2014 SecAF Baseline***	QMA Applicant Pool Rates†
Female		25.7%	27.9%	1575		55.6%	30.0%	58.0%
Male		74.3%	72.1%	4079		44.4%	70.0%	42.0%
Total				5654				

Accessions data source: HQ USAF/A1XD

*From DAF/A1 – 2019 data using RAND formula from 2014

**2020 U.S. Census estimates (age and education)

***Guidance provided to commissioning sources in 2014

† Qualified Military Available provided by DAF recruiting office

Race-Ethnicity

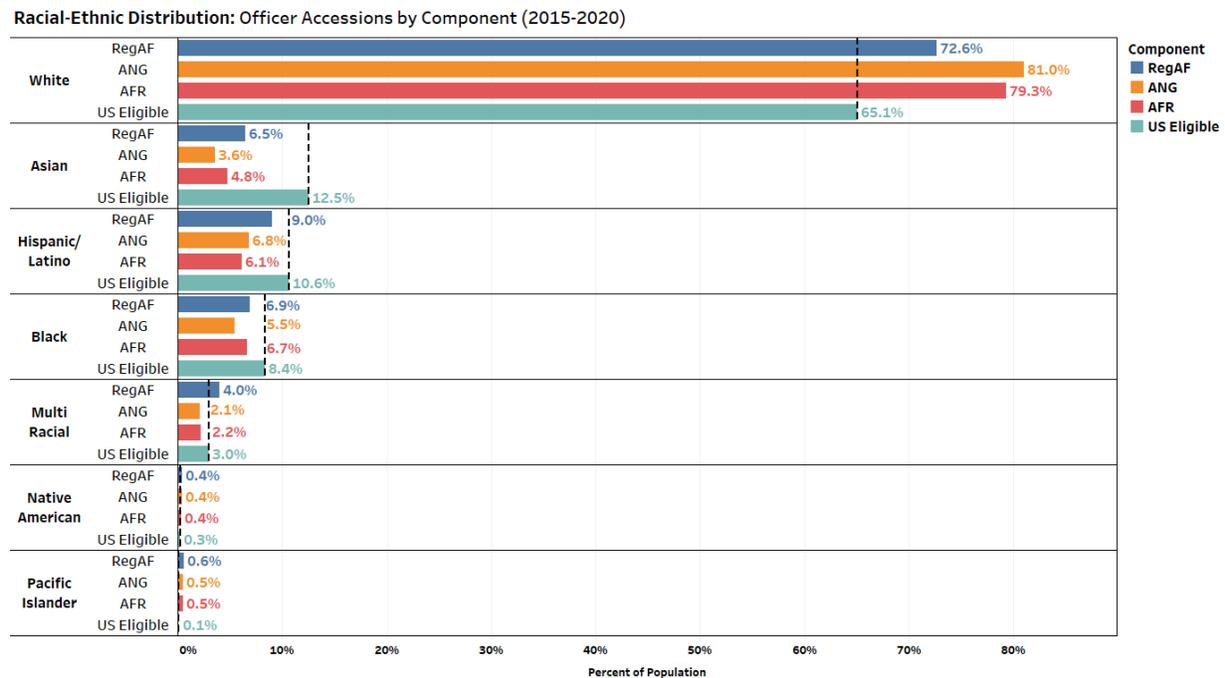
The figure below shows the percentage of each racial-ethnic group serving in each component, in comparison to the percentage of the U.S. Census eligible population based on age and education. The second figure below provides a chart showing the over and under representation of each racial-ethnic group in comparison to the same baseline.

A thorough review of officer accessions by RegAF, AFR, and ANG provided additional clarity. Among minority racial groups, only Pacific Islanders and Native Americans, while representing .1% and .3% of the U.S. Census eligible population, exceeded accessions into the DAF in all components during 2015-2020.

The greatest underrepresentation in DAF accessions involved Asian Americans. Those officers comprised 6.5% of RegAF accessions between 2015 and 2020, at approximately half the expected U.S. Census eligible population of about 12% and below the 2014 SecAF target of 8%. Asian American officer accessions into the ANG and AFR saw greater underrepresentation, at 3.6% and 4.8% respectively. Of note, in 2020 the RegAF, ANG, and AFR would have needed to access a total of about 330 more Asian American officers to meet the U.S. Census eligible population. As reflected in the Fig 61, Asian American officers are underrepresented between around 48% and 71% in DAF accessions, depending on the component.

The RegAF accession of Hispanic/Latino and Black officers also fell short of their respective U.S. Census eligible population. Although the Black U.S. eligible population was 8.4%, Black officers represented 5.5% to almost 6.9% of accessions, and while the Hispanic/Latino U.S. eligible population was 10.6%, their accession rate was between about 6.1% and 9.0%, depending on the component.

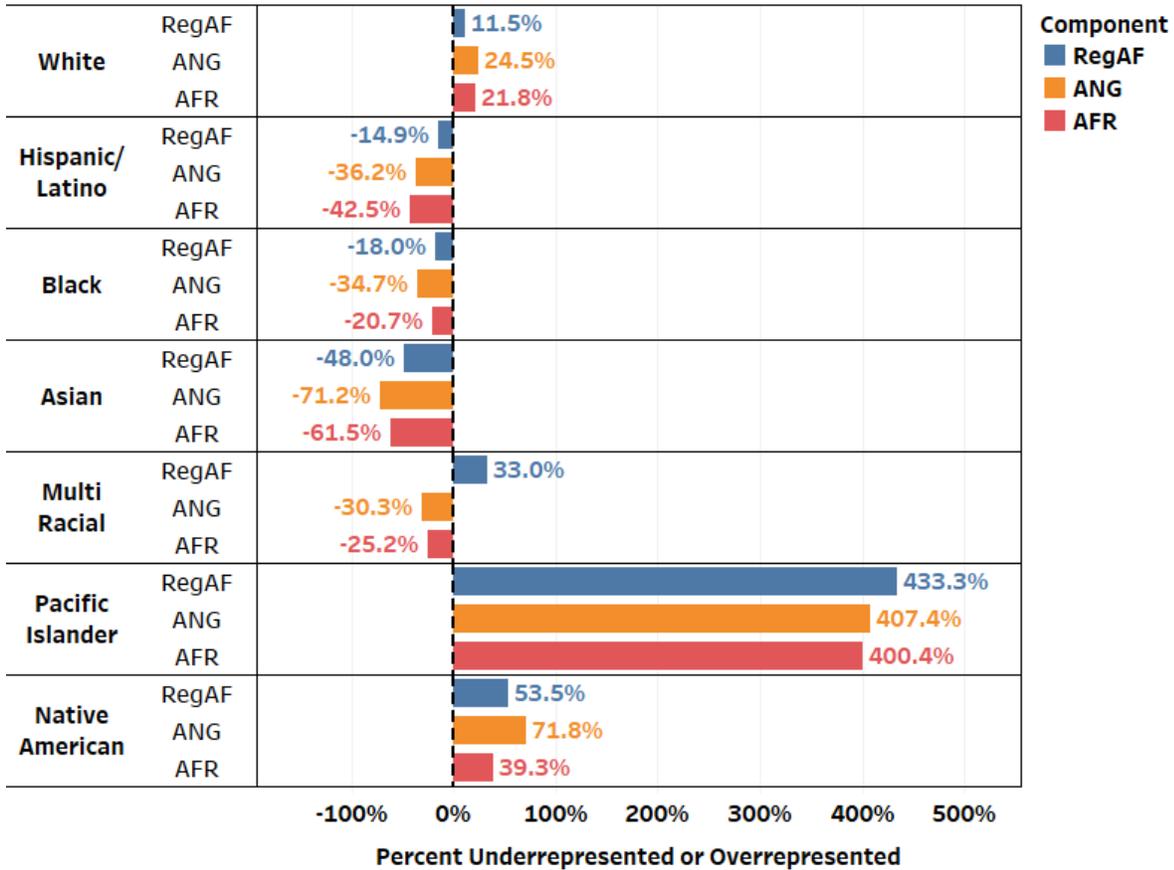
Fig 60. Racial Ethnic Distribution in Officer Accessions by Component Compared to U.S. Census (2015-2020)



Note(s): Officer eligible population includes U.S. Residents ages 18-34 with at least a bachelor's degree. Race-Ethnicity designated 'Declined to Respond' is excluded from analysis.
 Data Source(s): Accession Data provided by HQ USAF/A1XD HR Data Analytics; US Census American Community Survey Public Use Microdata Samples (2015-19)

Fig 61. Racial-Ethnic Disparity in Officer Accessions by Component Compared to U.S. Census (2015-2020)

Racial-Ethnic Disparity: Officer Accessions by Component (2015-2020)



Benchmark: Officer eligible population includes U.S. Residents ages 18-34 with at least a bachelor's degree.
 Race-Ethnicity designated 'Declined to Respond' is excluded from analysis.
 Data Source(s): Accession Data provided by HQ USAF/A1XD HR Data Analytics;
 US Census American Community Survey Public Use Microdata Samples (2015-19)

Gender

During the 2015-2020 timeframe, female accessions to the RegAF comprised 27.2% of total officer accessions, compared with almost 55.6% of the U.S. Census eligible population, accounting for gender, age, and education. RegAF fared better than the ANG, where females accounted for 21.5% of officer accessions, as well as the AFR, where females represented 26.5% of Reserve officer accessions. In all, the RegAF, ANG, and AFR would have had to access an additional almost 850, about 360, and roughly 300 females respectively to meet their representative U.S. Census population. The two figures below show the distribution and disparity in female accessions.

Fig 62. Gender Distribution in Officer Accessions by Component Compared to Census (2015-2020)

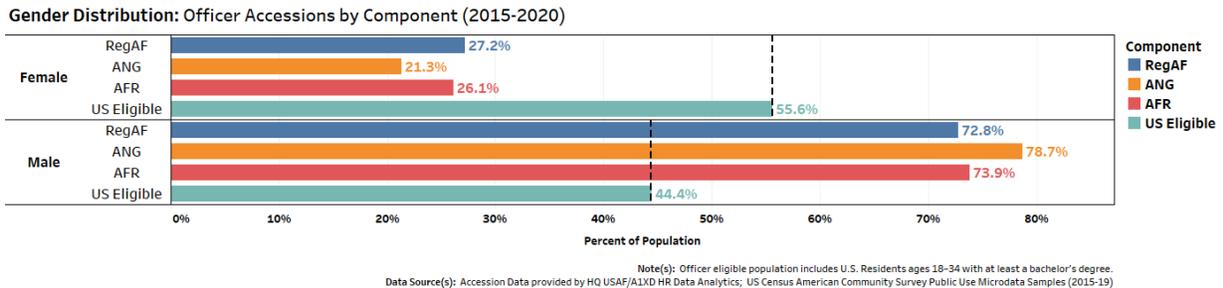
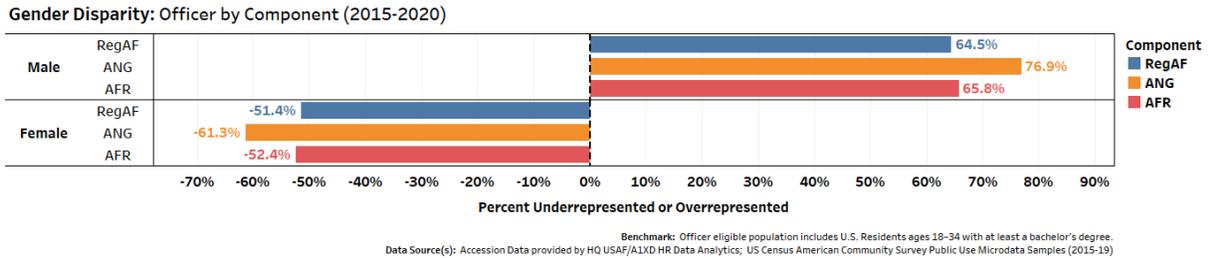


Fig 63. Gender Disparity in Officer Accessions by Component Compared to Census (2015-2020)

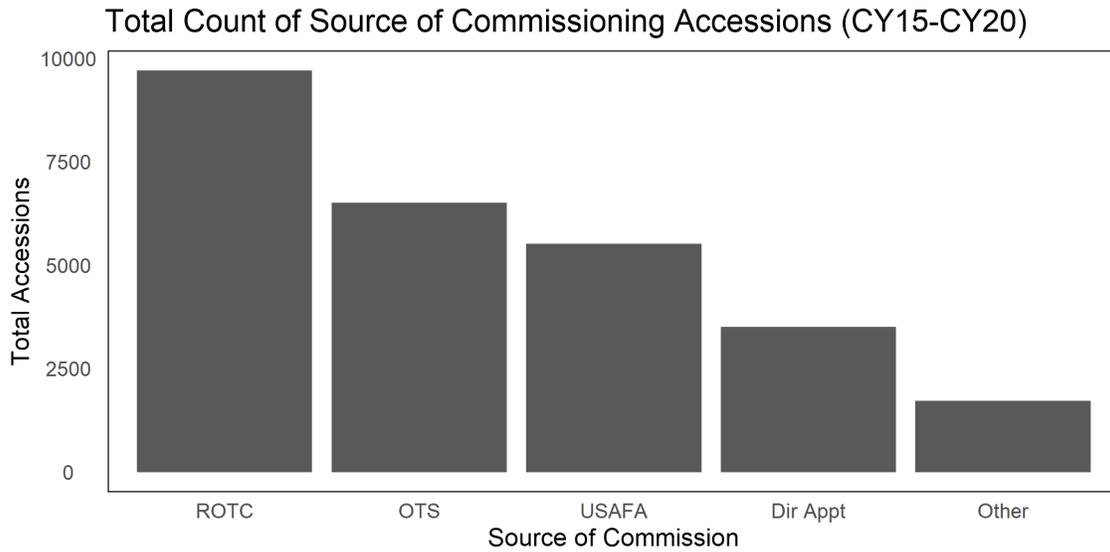


Line of the Air Force (LAF) Officer Accessions by Source of Commission (SOC)

Air Force and Space Force officers receive their commissions from five possible sources: the United States Air Force Academy (USAF A); Air Force Reserve Officer Training Corps (AFROTC); Officer Training School (OTS); direct accession for specialized professions such as doctors, lawyers, pharmacists, and chaplains; and “other,” including commissions between services. In addition, the DAF commissions officers through programs like Senior Leader Enlisted Commissioning Program.

As of January 2021, out of the main three commissioning sources, the AFROTC program produced the largest percentage of officers currently serving in the RegAF (roughly 41%, or about 26,000). There are about 14,600 USAFA graduates in the Air Force and Space Force, representing 22% of all DAF officers. About 13,200 RegAF officers commissioned through OTS, representing 20% of the officer corps. The figure below provides a visual of the total contributions per SoC in calendar years 2015 to 2020.

Fig 64. Total Accession Count by Source of Commissioning (CY15-CY20)



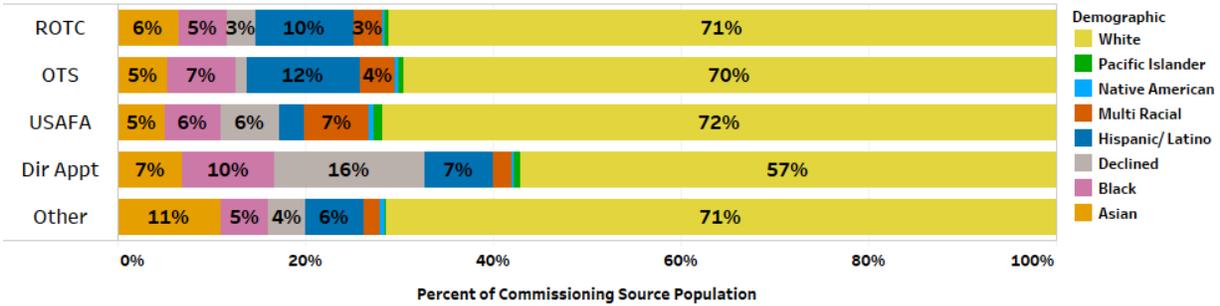
Source: DAF/A9

As demonstrated in the racial-ethnic distribution of RegAF officers figure below, the Asian American and Black populations are underrepresented compared to their U.S. Census eligible population, with similar percentage patterns across the three main commissioning sources. During 2015-2020, OTS attracted the highest percentage of Hispanic/Latino officers (12%); the “other” SoC accessed the greatest percentage of Asian American officers (11%); and USAFA garnered the highest percentages of officers in the Native American, Pacific Islander, and Multi-racial groups.

Additionally, as shown in the gender distribution of RegAF officers figure below, the Direct Appointment program accessed the highest percentage of female officers (48%) during 2015-2020, followed by the “other” category, with 39%. Meanwhile, OTS accessed the lowest percentage of female officers, at 20%.

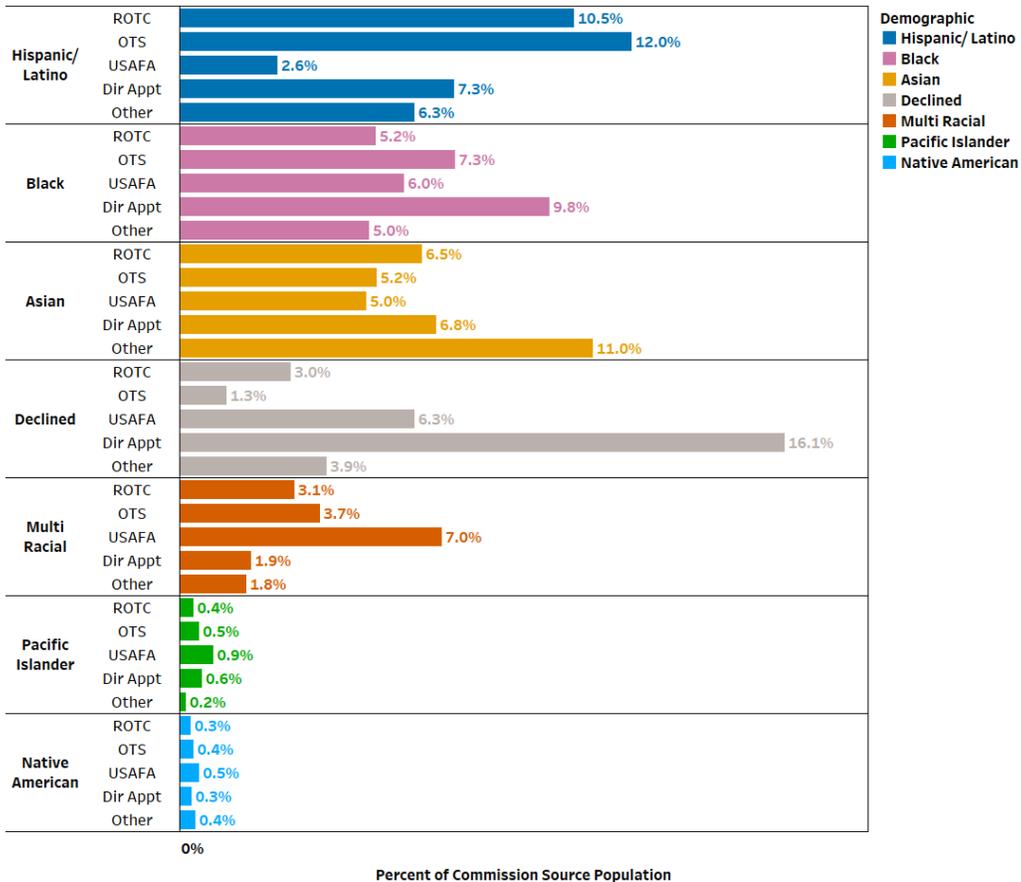
Fig 65. Racial-Ethnic Distribution of RegAF Officer Accessions by Commissioning Source (2015-2020)

Racial-Ethnic Distribution: RegAF Officer Accessions by Commissioning Source (2015-2020)



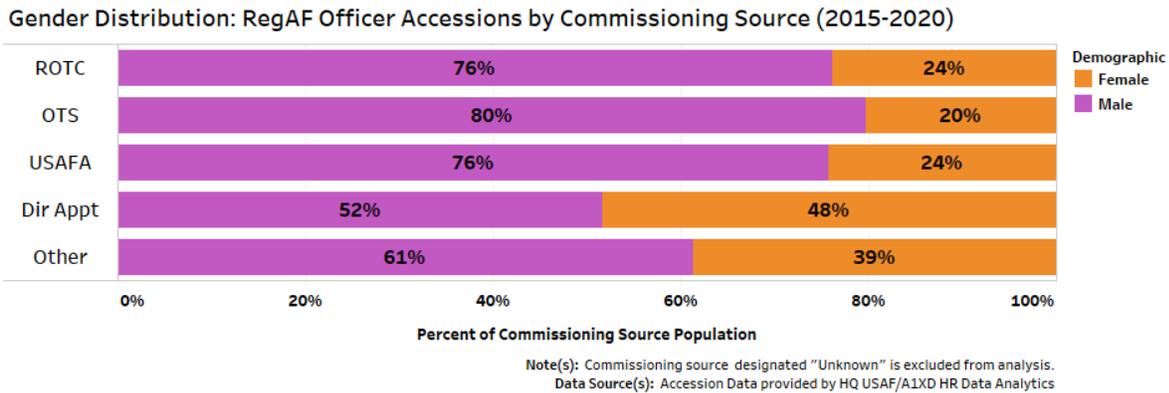
Note(s): Commissioning source designated "Unknown" is excluded from analysis. Population percents greater than 2% shown.
Data Source(s): Accession Data provided by HQ USAF/A1XD HR Data Analytics

Minority Demographics of RegAF Accessions: Source of Commissioning (2015-2020)



Note(s): Race-Ethnicity designated "Declined to Respond" is excluded from analysis. Commission source designated "Unknown" is excluded from analysis.
Data Source(s): Accession Data provided by HQ USAF/A1XD HR Data Analytics

Fig 66. Gender Distribution of RegAF Officer Accessions by Commissioning Source (2015-2020)



Enrollment: SecAF Applicant Goal for Commissioning Sources

In this section, student enrollment to the SoCs is compared to the SecAF applicant goal for Line of the Air Force (LAF) AFROTC and USAFA cadets. In short, Black, Asian American, and female student enrollment to AFROTC and Black and female enrollment to USAFA did not meet the SecAF goal. Native American and Pacific Islander fell below the target for the USAFA entering Class of 2024.

AFROTC

The figure below shows the average of six years of enrollment with orange highlights where the SecAF goal was not met. Between FY16-FY21, Black enrollment into the AFROTC program average 7.4%, compared with the SecAF goal of 10%. Asian American enrollment was 7.4%, short of the 8% SecAF goal, and female enrollment was 1% shy of the 30% SecAF goal.

Fig 67. Enrollment into AFROTC vs SecAF Target (FY16-FY21)

FY16-21 AS100/200/250 Enrollment	SecAF	Total	Avg Percent
Female	30%	14,444	29%
FY16-21 AS100/200/250 Enrollment	SecAF	Total	Avg Percent
Black	10.0%	3,728	7.40%
Native American	1.0%	822	1.63%
Asian American	8.0%	3,741	7.43%
White		26,209	52%
Hispanic/Latino	10.0%	5,865	11.64%
Multi		2,175	4.32%
Pacific Islander	1.0%	654	1.30%
Unknown		7,176	14.25%
Grand Total	30.0%	50,370	100.00%

Source: Holm Center

USAFA

The figure below shows the average percent of race, ethnicity and gender of incoming USAFA students over six years, with orange highlights where the SecAF goal was not met. For Classes of 2019-2024, White cadets averaged about 66% of the incoming student population. Overall, average enrollment of Black cadets fell short by less than 1% of SecAF’s 10% target, and average enrollment of Native American cadets was just shy of SecAF’s 1% target. While there were variabilities, all other racial/ethnic groups met the SecAF target over the six-year period. Female enrollment met SecAF’s 30% target in only one year, 2024, and overall, female enrollment averaged 27.8% for the Classes of 2019-2024.

Fig 68. Enrollment into USAFA vs SecAF Goal (Class 2019-2024)

Incoming Class 2019-2024	SecAF	2019	2020	2021	2022	2023	2024	Average
Female	30%	26.5%	29.3%	27.4%	25%	28.3%	30.2%	27.8%
Black	10%	7.6%	8.5%	10%	11.3%	10.5%	6.7%	9.1%
Hispanic/Latino	10%	11.1%	9.4%	9.6%	9.9%	10.5%	13.6%	10.7%
Asian American	8%	9%	8.9%	8.1%	9.3%	9.2%	8.3%	8.8%
Pacific Islander	1%	2.6%	2.5%	1.9%	1.6%	1.5%	.8%	1.8%
Native American	1%	1.6%	1.1%	1.6%	1.2%	.4%	0%	.98%
Unknown/Multi-racial	n/a	0%	4.3%	3.7%	3%	1.8%	7.8%	3.4%
White	n/a	68%	69.6%	63.7%	66.7%	67.9%	62.7%	66.4%

Source: USAFA

OTS – Non-Rated

Overall, OTS fell short of meeting accessions application rates for non-rated positions during FY17-FY21 (two quarters in 2021). OTS keeps track of how many candidates apply and how many are selected in the two figures below. Of the application rate, data shows OTS was successful at meeting target goals for White candidates in non-rated slots. OTS was largely not successful at attracting any other racial-ethnic groups to apply, with a few exceptions, among them the percentage of Black applicants met target goals in three FYs, when their application rate was above 10%. Even in those years, OTS did not meet its target for Black members being selected for those slots. In FY21, OTS met application and selection rates for Hispanic/Latino and Asian American candidates. OTS also did not attract enough female applicants during the time period, when compared with its target. Female applicant rates ranged from about 7% to 24% when the target was 58%. OTS groups Native Americans and Pacific Islanders in one category, so no analysis can be performed.

With regard to selection rate, OTS exceeded selection rates for White officers every year under review. The selection rates for Asian American and Hispanic/Latino members exceeded applicant target rates in three and one FY, respectively.

In FY 2020, a year when the DAF requirements for OTS accessions were drastically reduced, OTS held one board composed of RegAF enlisted Airmen seeking to become officers. Of the 980 applicants, OTS selected 24 candidates, none of whom were Black, Hispanic/Latino, or Native American/Pacific Islander. The group comprised about 96% White members and 4% Asian American (lower than the 7.6% OTS target for Asian American applicants). Females comprised about 7% of those who were selected.

OTS – Rated

OTS did not meet any targets set for attracting any racial-ethnic group members to apply for rated slots in FY 2017-2020. OTS did not meet the 50% applicant pool target for females every FY under review, with a low of about 9% to a high roughly 15% during those years.

OTS – USSF

OTS well exceeded the roughly 60% target goal for White officer candidates for USSF, resulting in a 71% applicant rate and 78% select rate for them in the first and second quarters of FY21. The only racial-ethnic group to meet OTS recruiting goals for USSF were Asian Americans. With an 8% application target rate, USSF had an 8.7% Asian American application rate and an 11.1% Asian American select rate in FY 21. OTS did not meet applicant target rate for females in FY 21.

Fig 69. OTS Non-Rated Applicant Pool Rates (FY17-FY21 Q1-2)

Applicant Pool* Rates		AF Non-Rated APPLICATIONS Rates						AF Non-Rated SELECTS Rates					
Bachelor Degrees	2019	FY17	FY18	FY19	FY20**	FY21 Q1-2	Trend	FY17	FY18	FY19	FY20**	FY21 Q1-2	Trend
Male	42.0%	76.1%	79.0%	79.8%	83.7%	92.9%	↑	78.1%	77.1%	78.9%	79.2%	92.9%	↑
Female	58.0%	23.9%	21.0%	20.2%	16.3%	7.1%	↓	21.9%	22.9%	21.1%	20.8%	7.1%	↓
Total	100.0%	2046	1493	1771	980	14	Count	921	415	616	24	14	Count
Caucasian	59.9%	63.0%	65.9%	66.7%	73.2%	64.3%	↓	67.4%	71.8%	69.0%	95.8%	64.3%	↓
Hispanic	14.4%	12.6%	9.2%	14.1%	4.1%	21.4%	↓	10.5%	7.2%	13.1%	0.0%	21.4%	↑
Asian	7.6%	5.1%	5.6%	7.4%	4.3%	14.3%	↑	6.1%	8.0%	8.1%	4.2%	14.3%	↑
African American	10.0%	11.5%	11.5%	8.1%	13.3%	0.0%	↓	9.1%	6.7%	7.5%	0.0%	0.0%	↓
Other (AI, PI, 2+, Unk)	8.1%	7.8%	7.8%	3.7%	5.2%	0.0%	↓	6.8%	6.3%	2.3%	0.0%	0.0%	↓
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%		100.0%	100.0%	100.0%	100.0%	100.0%	

YELLOW: Observed Data lower than Applicant Pool. GREEN: Observed Data higher than Applicant Pool.

*Applicant pool determined from JAMRS data indicating "First Major Bachelor's Degree" awarded in 2019.

Bachelor degree figures do not account for the following: law violations, propensity to serve, medical disqualifications, or age restrictions

**There was only one Non-Rated PS Board and no Non-Rated Civilian Boards in FY20; AFRS received 980 Apps for the one board and selected 24

FY21 Rated/Non-Rated Board 21OT01 was cancelled. FY21 includes only Critical Accessions Degree Program.

FY21 Q1 charts previously included Cyber Direct Commissioning Program selects. These have been removed because AFRS does not have visibility of the applicant demographics.

Source: AFRS

Fig 70. OTS USSF Non-Rated Applicant Pool Rates (FY21 Q1-2)

Applicant Pool* Rates		SF APPS Rates		SF SELECTS Rates	
Bachelor Degrees	2019	FY21 Q1-2	TREND	FY21 Q1-2	TREND
Male	42.0%	89.7%		77.8%	
Female	58.0%	10.3%		22.2%	
Total	100.0%	126	Count	9	Count
Caucasian	59.9%	70.6%		77.8%	
Hispanic	14.4%	10.3%		11.1%	
Asian	7.6%	8.7%		11.1%	
African American	10.0%	7.1%		0.0%	
Other (AI, PI, 2+, Unk)	8.1%	3.2%		0.0%	
Total	100.0%	100.0%			

YELLOW: Observed Data lower than Applicant Pool. GREEN: Observed Data higher than Applicant Pool.

*Applicant pool determined from JAMRS data indicating "First Major Bachelor's Degree" awarded in 2019.

Bachelor degree figures do not account for the following: law violations, propensity to serve, medical disqualifications, or age restrictions

FY21: Includes 21USSF01 Board only

Source: AFRS

Fig 71. OTS Rated Applicant Pool Rates (FY17-FY21 Q1-2)

Applicant Pool* Rates		AF Rated APPLICATIONS Rates					Trend	AF Rated SELECTS Rates					Trend
Bachelor Degrees	2019	FY17	FY18	FY19	FY20	FY21 Q1-2		FY17	FY18	FY19	FY20	FY21 Q1-2	
Male	42.0%	90.7%	87.4%	85.0%	87.6%		↑	90.8%	85.5%	84.3%	79.4%		↓
Female	58.0%	9.3%	12.6%	15.0%	12.4%		↓	9.2%	14.5%	15.7%	20.6%		↑
Total	100.0%	772	677	998	1221	Count		456	505	783	402	Count	
Caucasian	59.9%	72.7%	77.1%	72.6%	77.2%		↑	75.0%	77.0%	73.1%	77.6%		↓
Hispanic	14.4%	11.5%	10.0%	11.7%	9.7%		↓	11.0%	10.1%	11.4%	9.2%		↓
Asian	7.6%	3.2%	4.3%	6.0%	3.4%		↓	3.1%	4.4%	5.7%	3.2%		↓
African American	10.0%	4.8%	3.4%	4.5%	5.9%		↓	3.9%	3.2%	4.3%	5.5%		↓
Other (AI, PI, 2+, Unk)	8.1%	7.8%	5.2%	5.1%	3.8%		↓	7.0%	5.3%	5.5%	4.5%		↓
Total	100.0%	100.0%	100.0%	100.0%	100.0%			100.0%	100.0%	100.0%	100.0%		

YELLOW: Observed Data lower than Applicant Pool. GREEN: Observed Data higher than Applicant Pool.

*Applicant pool determined from JAMRS data indicating "First Major Bachelor's Degree" awarded in 2019.

Bachelor degree figures do not account for the following: law violations, propensity to serve, medical disqualifications, or age restrictions

FY21 Rated/Non-Rated Board 21OT01 was cancelled.

Source: AFRS

Officer Accessions into Career Fields (2015-2020)

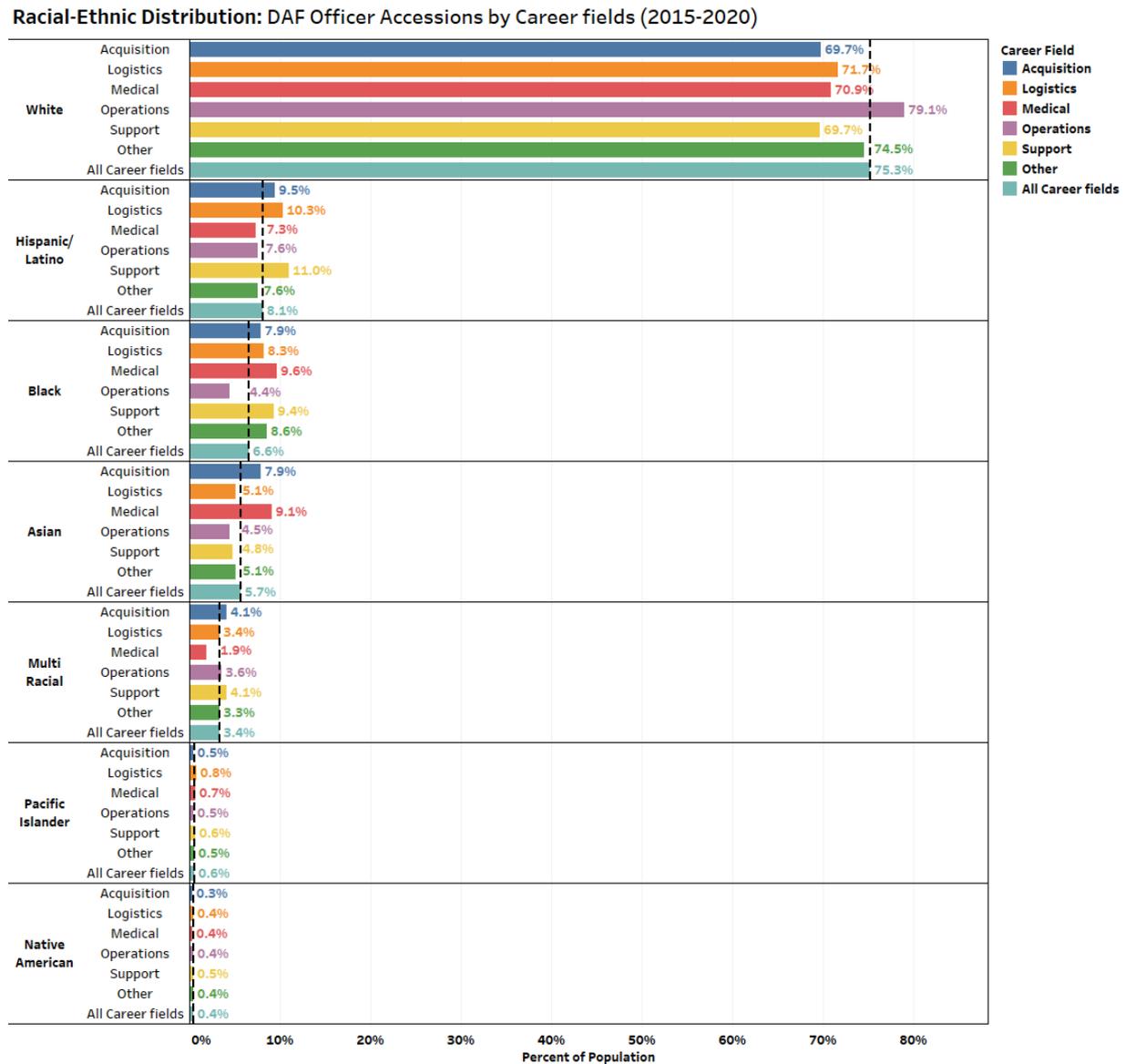
An assessment of career field representation was important due to the operations career fields’ link to career development and leadership opportunities, which lead to disproportionate underrepresentation of minorities and females in DAF leadership positions, as will be described later in the report. The operations career fields have the fewest accession of racial-ethnic groups and females.

The figure below shows the percentage of each racial-ethnic group who access into each career field. The career field that has the greatest percentage of White officers is operations, which is also the career field from which the highest percentage of DAF general officers ascend (see Promotions discussion). Between 2015 and 2020, White officer accessions comprised 79.1% in operations, compared with almost 7.6% for Hispanic/Latino officers and about 4.5% each for Black and Asian American officers. Pacific Islander and Native American officers each represented less than 1% of accessions in operations.

Accordingly, racial-ethnic group members constitute greater percentages of accessions in other career fields. The largest percentage of Hispanic/Latino officers enter the DAF to work in support and logistics, at 11.0% and about 10.3% respectively. In comparison, Asian American

officers access in medical and acquisition fields in the highest percentages, between 8% and 9% in those fields. Pacific Islander officers represent .8% and .7% of accessions in logistics and medical respectively, and Native American officers are somewhat scattered equally in all of the career fields, representing .5% or less of accessions in each.

Fig 72. Racial-Ethnic Distribution of DAF Officer Accessions by Career Fields (2015-2020)



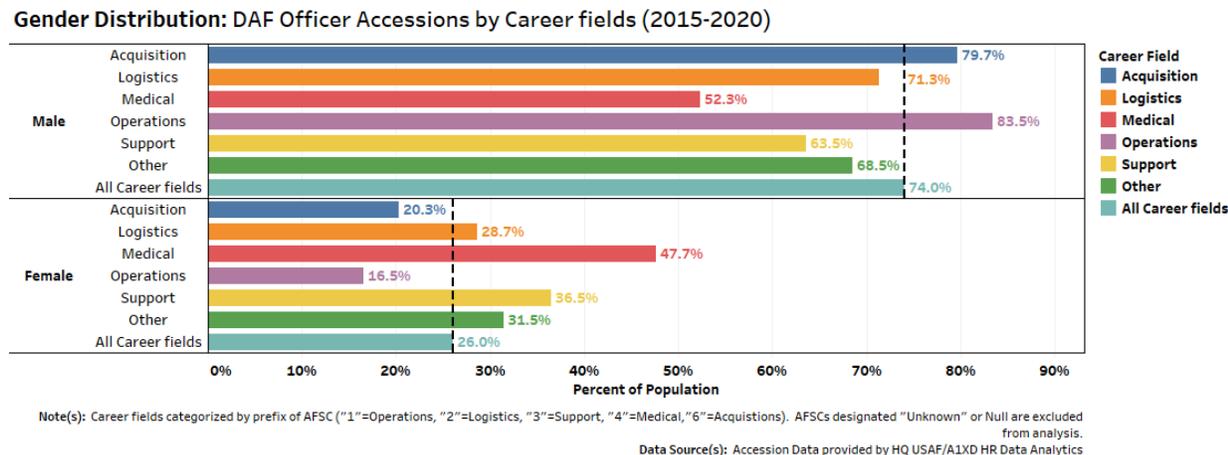
Note(s): Career fields categorized by prefix of AFSC ("1"=Operations, "2"=Logistics, "3"=Support, "4"=Medical, "6"=Acquisitions). AFSCs designated "Unknown" or Null are excluded from analysis. Race-Ethnicity designated 'Declined to Respond' are excluded from analysis.
 Data Source(s): Accession Data provided by HQ USAF/A1XD HR Data Analytics

The next figure shows the percentage of males and females who access into each career field from 2015-2020. From a gender perspective, the career field that has the greatest

percentage of accession of males is operations, at 83.5%. Conversely, the career field with the least percentage of accession of females is operations, where they constituted 16.5%.

Comparatively, almost half of officers who access into the medical career fields from 2015-2020 were females. Further, female officers comprised 36.5% of accessions into the support career fields, followed by about 31.5% in the “other” career fields, such as legal and chaplain.

Fig 73. Gender Distribution of DAF Officer Accessions by Career Fields (2015-2020)

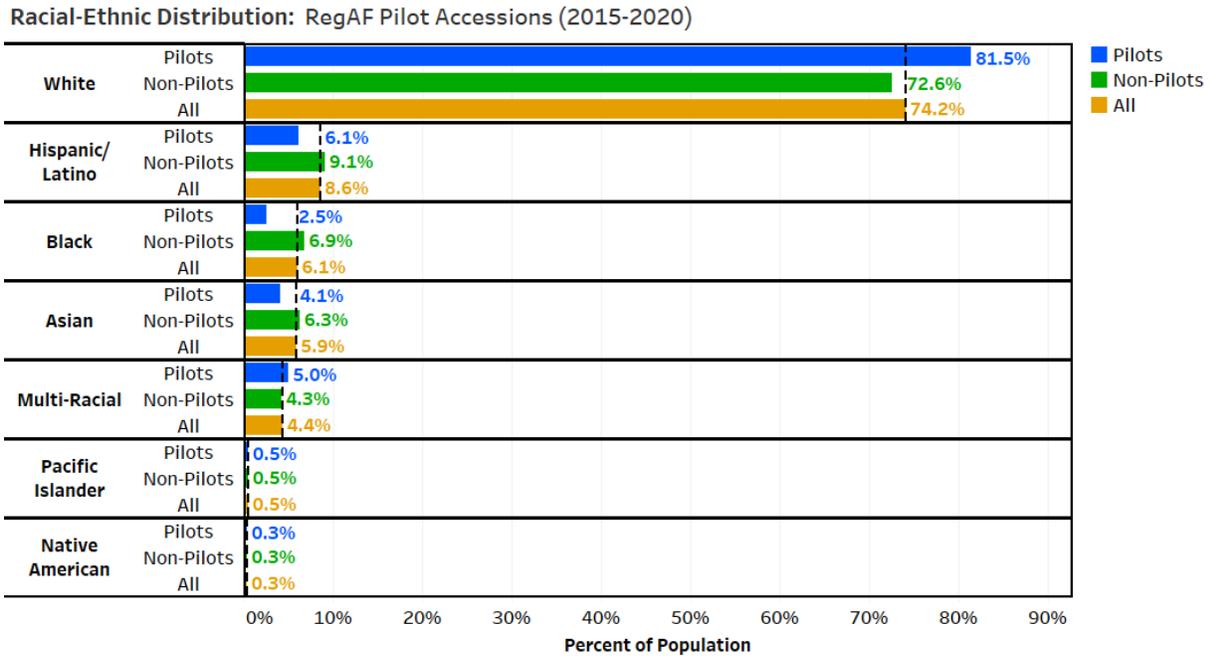


Pilot Accessions

As noted, minorities access into operations at lower percentages than in other career fields. As will be described later in this report, pilots are most highly represented in squadron/group, and wing command positions, and have the highest promotion rate to O7 (Brigadier General). Thus, a closer look at the operations career fields is warranted to see the overall impact of lower accession rates on representation of DAF senior leaders.

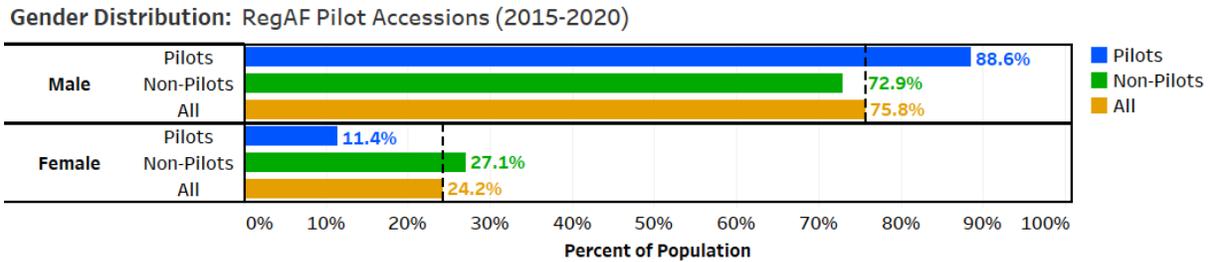
The next two figures show the percentages of officers who access as RegAF pilots, based on race-ethnicity and gender between 2015 and 2020. With already small populations, Native American and Pacific Islander officers represented less than 1% combined of new pilots, followed by Black officers, who constituted 2.5% of pilot accessions. Asian American officers were next at about 4.1%, and Hispanic/Latino officers constituted 6.1%, the largest among minority racial and ethnic groups. Multi-racial officers represented 5.0% of pilot accessions, and White officers constituted about 81.5% of pilot accessions. Regarding gender, females represented about 11.4% of pilot accessions, compared with almost 88.6 for males. Of note, 19th Air Force does not currently collect data with regard to Undergraduate Pilot Training (UPT) attrition to determine if there is disparity in racial-ethnic group members or females graduating from the course to become pilots.

Fig 74. Racial-Ethnic Distribution of RegAF Pilot Accessions (2015-2020)



Note(s): Accession pilots are servicemembers assigned AFSC 92T0 (2015-20). Race-Ethnicity designated 'Declined to Respond' is excluded from analysis.
Data Source: Total Human Resource Managers' Information System (THRMS)

Fig 75. Gender Distribution of RegAF Pilot Accessions (2015-2020)



Note(s): Accession pilots are servicemembers assigned AFSC 92T0 (2015-20).
Data Source: Total Human Resource Managers' Information System (THRMS)

ENLISTED ACCESSIONS

Over the past six years, Asian Americans were underrepresented in enlisted accessions when compared to RAND, U.S. Census, and QMA eligibility figures. Hispanic/Latino and Native American groups were underrepresented in enlisted accessions when compared with U.S. Census eligible populations. Along with Asian Americans, females were significantly underrepresented in accessions when compared to Census age and education and QMA eligibility figures.

Fig 76. Enlisted Accessions Statistics

DAF Enlisted Accessions

Race/Ethnicity
Hispanic
Asian American
Pacific Islander
AA+PI (if combined)
AI, PI, 2+
Native American
Multi Racial
Declined
RAND "Other"
AA/Black
White
Total
Gender
Female
Male
Total

Total Force Accessions		
2015-2019	2020	2020 Population Accessed
16.1%	18.5%	5262
4.0%	4.6%	1298
1.0%	1.2%	330
5.1%	5.7%	1628
	6.0%	
0.4%	0.3%	99
3.7%	4.2%	1207
0.4%	0.1%	42
4.5%	4.7%	1348
16.3%	16.7%	4753
58.1%	54.4%	15509
		28500
2015-2019	2020	2020 Population Accessed
24.4%	26.1%	7439
75.6%	73.9%	21061
		28500

Baseline 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%

Accessions data source: HQ USAF/A1XD

*From DAF/A1 – 2019 data using RAND formula from 2014

**2020 U.S. Census estimates (age and education)

***Guidance provided to commissioning sources in 2014

[†] Qualified Military Available provided by DAF recruiting office

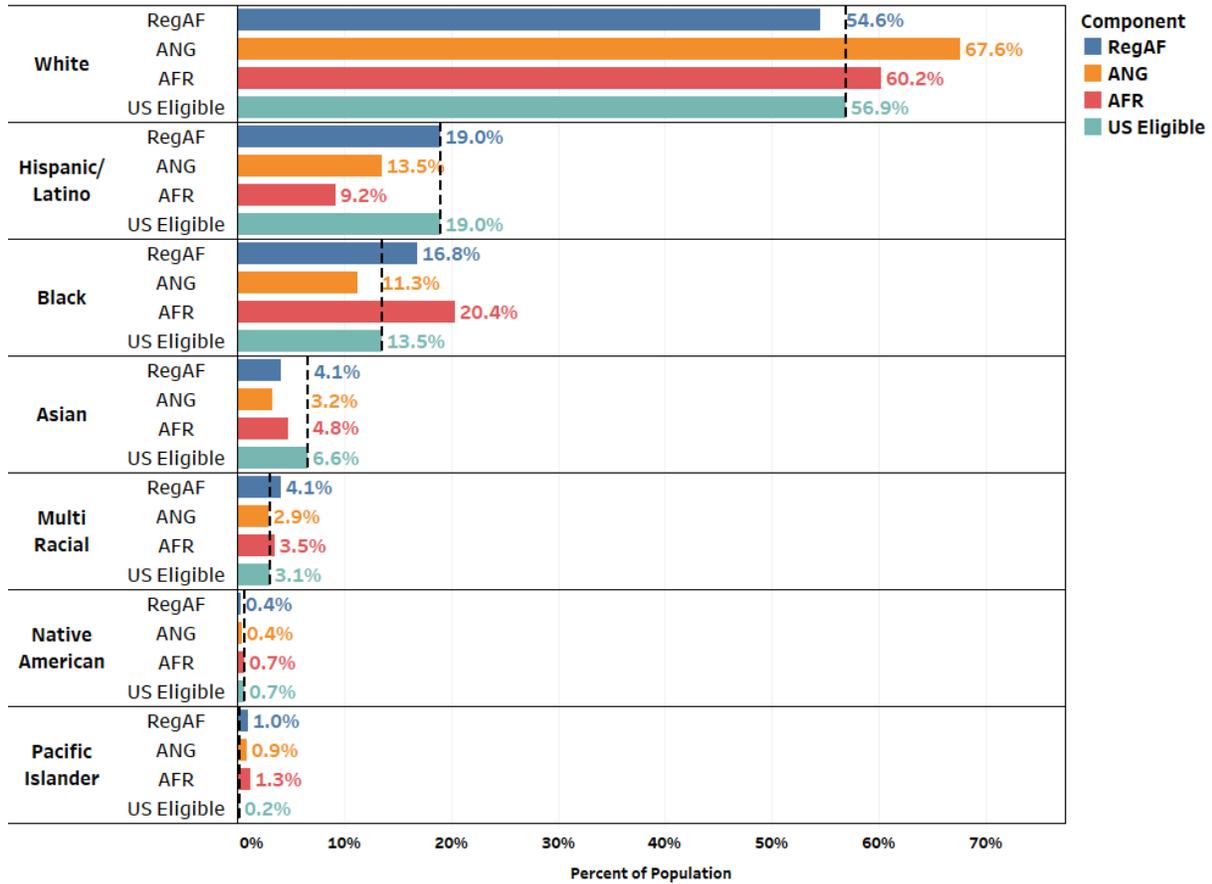
Source: DAF/IGS, AFRS

Race-Ethnicity

Using U.S. Census data for age and education as baseline eligibility requirements, Asian Americans and, to a lesser extent, Hispanic/Latinos and Native Americans enlisted in fewer percentages than the U.S. eligible population for their respective groups during the 2015-2020 timeframe, as reflected in the figure below. Although Asian Americans represented almost 7% of the eligible population to enlist, the percentage of Asian Americans who did so ranged about 3.2% in the ANG, 4.1% in the RegAF, and 4.8% in the AFR. Among Native Americans, .6% were eligible to enlist; however, only .4% enlisted in the RegAF and ANG, while .7% enlisted in the AFR. In 2020 the RegAF, ANG, and AFR would have needed to access 383, 177, and 30 (respectively) more Asian American enlisted personnel and 68, 14, and six (respectively) more Native American enlisted personnel to meet the U.S. Census representative population. In addition, the Hispanic/Latino population also averaged slightly below the U.S. Census population and QMA study percentage. Specifically, the ANG and AFR would have needed to access about 260 and roughly 420 respectively more Hispanic/Latino enlisted members to meet the U.S. Census eligible population for their group. On the other hand, Pacific Islanders constituted the racial group that enlisted at higher percentages than their eligible population, which is .2%. They enlisted at a rate of .9% to 1.3%, depending on the component.

Fig 77. Racial-Ethnic Distribution of Enlisted Accessions by Component (2015-2020)

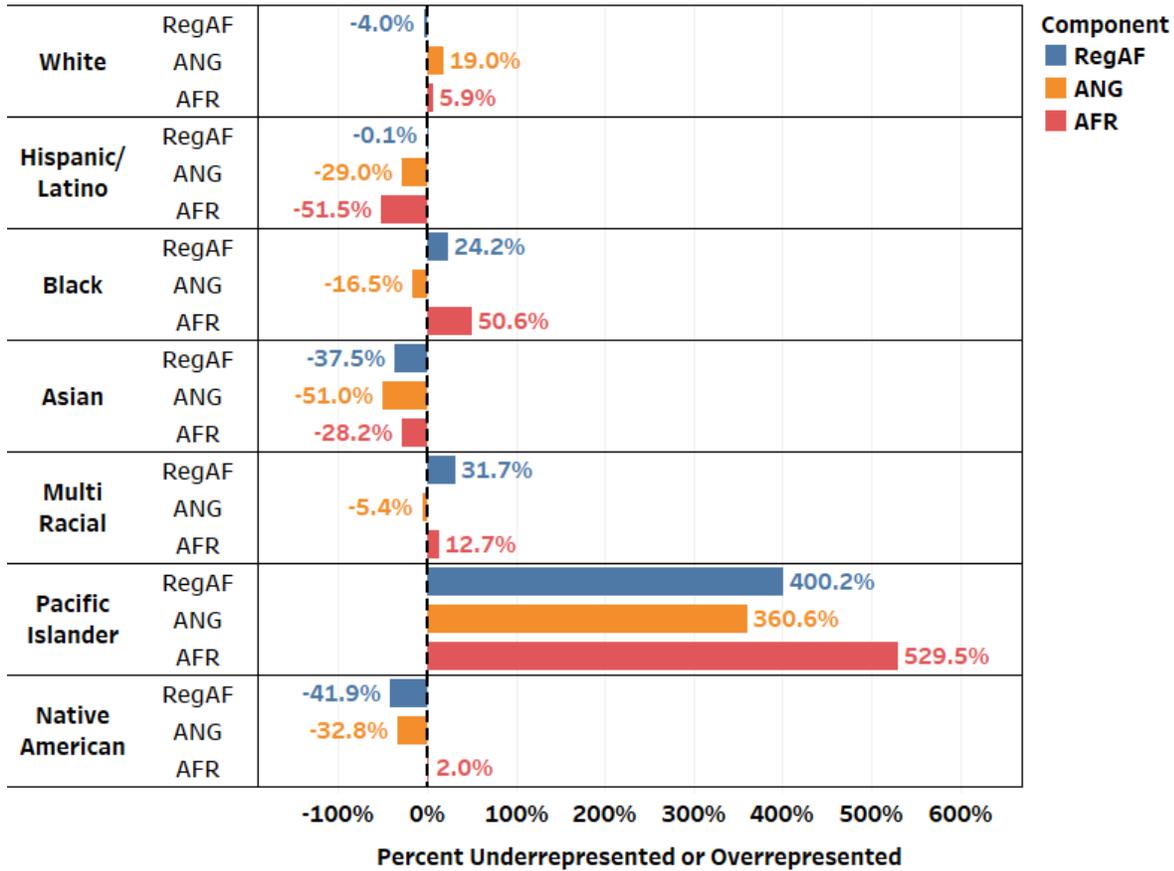
Racial-Ethnic Distribution: Enlisted Accessions by Component (2015-2020)



Note(s): Enlisted eligible population includes U.S. Residents ages 18-34 with at least a high school diploma or equivalent. Race-Ethnicity designated 'Declined to Respond' is excluded from analysis.
 Data Source(s): Accession Data provided by HQ USAF/A1XD HR Data Analytics; US Census American Community Survey Public Use Microdata Samples (2015-19)

Fig 78. Racial-Ethnic Disparity in Enlisted Accessions by Component (2015-2020)

Racial-Ethnic Disparity: Enlisted Accessions by Component (2015-2020)



Benchmark: Enlisted eligible population includes U.S. Residents ages 18-34 with at least a high school diploma or equivalent.
 Race-Ethnicity designated 'Declined to Respond' is excluded from analysis.
 Data Source(s): Accession Data provided by HQ USAF/A1XD HR Data Analytics;
 US Census American Community Survey Public Use Microdata Samples (2015-19)

Gender

Females comprise about 50% of the eligible U.S. population to enlist based on education and gender, but they enlisted in far fewer percentages. In the figure below, between 2015 and 2020, females represented 23.2% of enlistment in the RegAF; 25.6% in the ANG; and 28.6% in the AFR. In 2020, the RegAF, ANG, and AFR would have needed to access about 4,600 in RegAF, roughly 1,400 in ANG, and almost 770 more females in the AFR to meet the representative number of eligible population. Meanwhile, males also represent 50% of the eligible U.S. population to enlist based on education and gender, but they enlist at far higher percentages: 71.4% in the AFR, 74.4% in the ANG, and 76.8% in the RegAF.

Fig 79. Gender Distribution of Enlisted Accessions by Component (2015-2020)

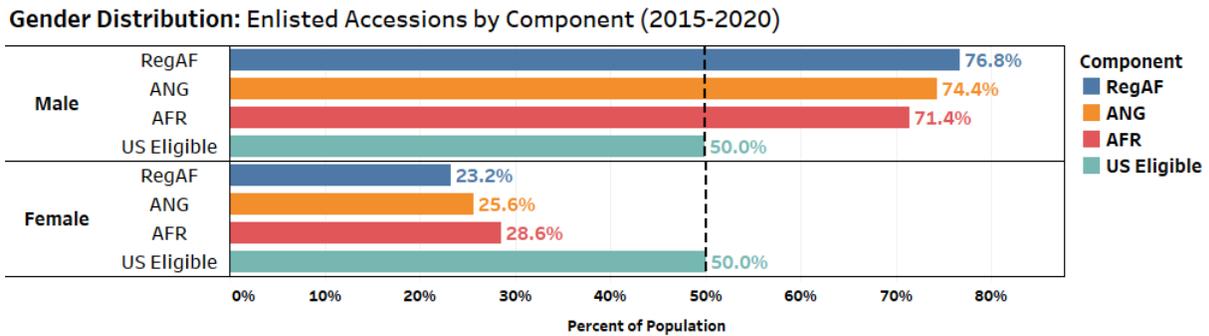
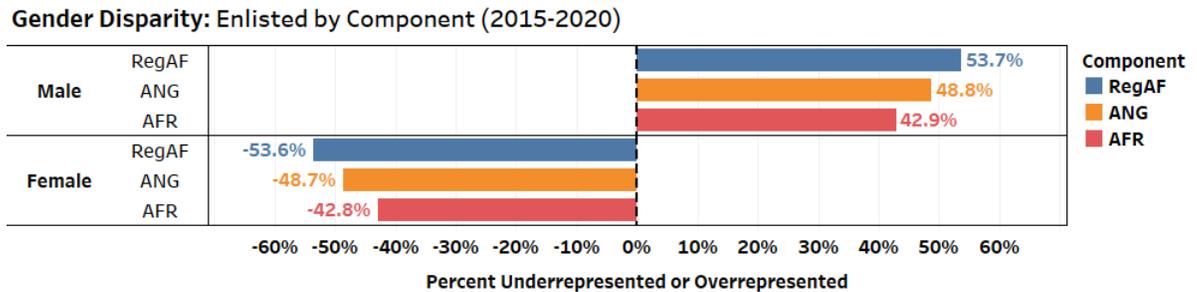


Fig 80. Gender Disparity in Enlisted Accessions by Component (2015-2020)



AIR FORCE RETENTION

Within the officer population, the data show a notable disparity in female separations, with the highest disparity occurring prior to 10 Years of Service (YOS).⁵⁰ Similarly, there is a notable disparity in the rate of separations for Asian American officers prior to 10 YOS. On the civilian side, there is a notable disparity in female separations prior to 10 YOS, and civilian Pacific Islanders are notably more likely to separate prior to 10 YOS. There were no notable disparities in enlisted separations.

In this section DAF-IG calculated initial separation data using data from MilPDS. Using this information DAF-IG compared racial/ethnic minority group separation rates to corresponding White non-Hispanic separation rate, and the female separation rate to the corresponding male separation rate.

DAF/A9 provided further analysis in the form of heat maps (magnitude calculations) that compared group separations rates to the corresponding benchmark separation rate for that year group.

⁵⁰ For separations, “notable” is defined as a disparity that equates to a demographic group being greater than 10% more likely to separate.

OFFICER SEPARATIONS

Race-Ethnicity

From a macro perspective, the percentage of RegAF Asian American, Hispanic/Latino, and Pacific Islander officers in the O6 ranks is approximately 50% lower than the percentage of Company Grade Officers (CGOs) in each group.⁵¹ Asian American CGOs make up 5.7% of all DAF CGOs, but Asian American O6s make up only 2.8% of DAF O6s. The percentage drops from 8.3% to 4.3% for Hispanic/Latino officers and from 0.6% to 0.2% for Pacific Islander officers. The number of Native American officers is very small, dropping from 0.4% of CGOs to 0.3% of RegAF O6s. However, these numbers are based on a snapshot in time and do not reflect changing DAF demographics.

Based on MilPDS data, 43% of Asian American officers in the 2005 to 2010 year groups separated prior to the 10 YOS, compared to 38% of White officers in those year groups. While the percentage difference is only 5%, this equates to Asian American officers being 14% more likely to separate than White officers in the 2005 to 2010 year groups. The other racial-ethnic groups' separation rates for at or prior to 10 YOS fell somewhere between the Asian American officer separation rate and the White officer separation rates. Percentage wise, Asian American officers are separating before 10 YOS at higher rates than all other racial-ethnic groups.

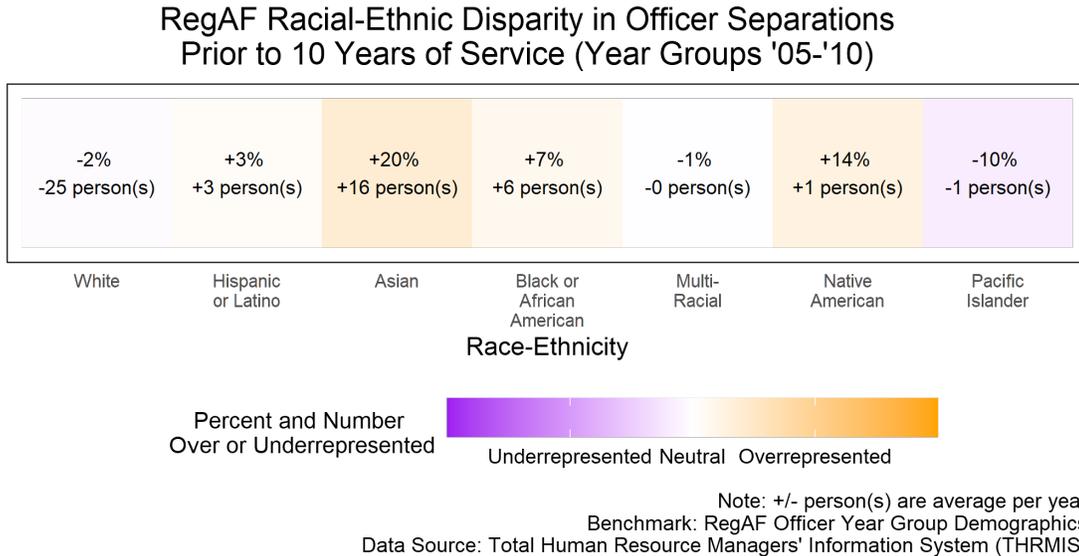
The disparity heat map (magnitude calculation) provided by DAF/A9 and based on THRMIS data below shows the over and underrepresentation in officer separations by racial-ethnic groups, compared to officer year group demographics.⁵² The heat map includes two numbers: the percent relative disparity and the number of people impacted by that disparity per year. Specifically, the heat map shows Asian American officers in the 2005 and 2010 year groups separated at a 20% higher rate compared to the average separation rate for officers in the 2005 to 2010 year groups.⁵³ The RegAF needed to retain 16 more Asian American officers per year to overcome this disparity.

⁵¹ Company Grade Officer (CGO) includes O1-O3 officer ranks; Field Grade Officer (FGO) includes O4-O6 ranks; General Officer (GO) includes O7-O10 ranks.

⁵² The heat map indicates the number of person(s) under/overrepresentation per year. Where the heat map shows 0 person(s), approximately 0.49 or less is rounded down to 0.

⁵³ A large percentage of DAF officers are pilots. Pilots have an active duty service commitment that limits their ability to separate from the service prior to the 10 -year point. Further analysis is required to determine the impact active duty service commitments have on any retention disparities.

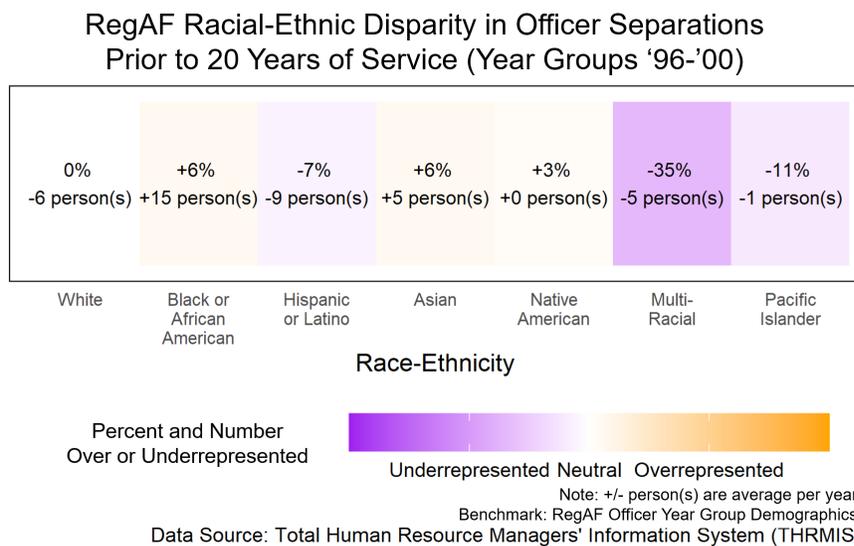
Fig 81. RegAF Racial-Ethnic Disparity in Officer Separations Prior to 10 Years of Service (Year Groups 2005-2010)



When looking at racial and ethnic separations for year groups 1995 to 2000 (prior to the 20 YOS) based on MilPDS data, Native American, Black, and Asian American officers were slightly more likely than White officers to have separated before 10 YOS (Native American and Black officers were approximately 3% more likely and Asian American officers were just over 1% more likely). All the other racial-ethnic groups (Hispanic/Latino, Pacific Islanders, and Multi-racial) were less likely to separate than White officers.

Heat map data provided by DAF/A9 show the same trends.

Fig 82. RegAF Racial-Ethnic Disparity in Officer Separations Prior to 20 Years of Service (Year Groups 1996-2000)

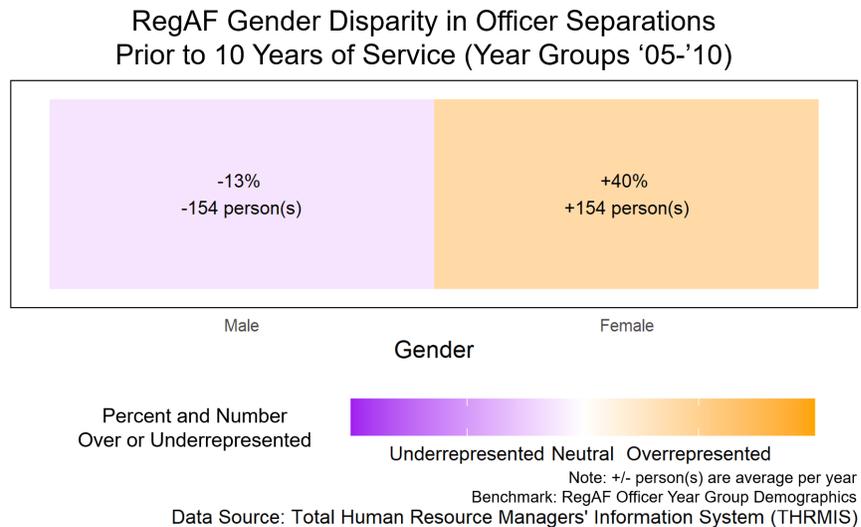


Gender

According to RegAF MilPDS data, 55% of the roughly 5,600 female officers in the year group 2005 to 2010 separated prior to 10 YOS, compared with a separation rate of 33% for the roughly 18,100 male officers in the same year group. Based on these calculations female officers in the 2005 to 2010 year group were 44% more likely to separate than the average separation rate and 66% more likely to separate than their male counterparts. The DAF needed to retain 156 more female officers per year to match the retention rate of male officers.

DAF/A9 analysis revealed similar results and trends, showing females officers were 40% overrepresented in separations prior to 10 YOS when compared to the benchmark separations rate for year groups '05-'10 (see chart below).

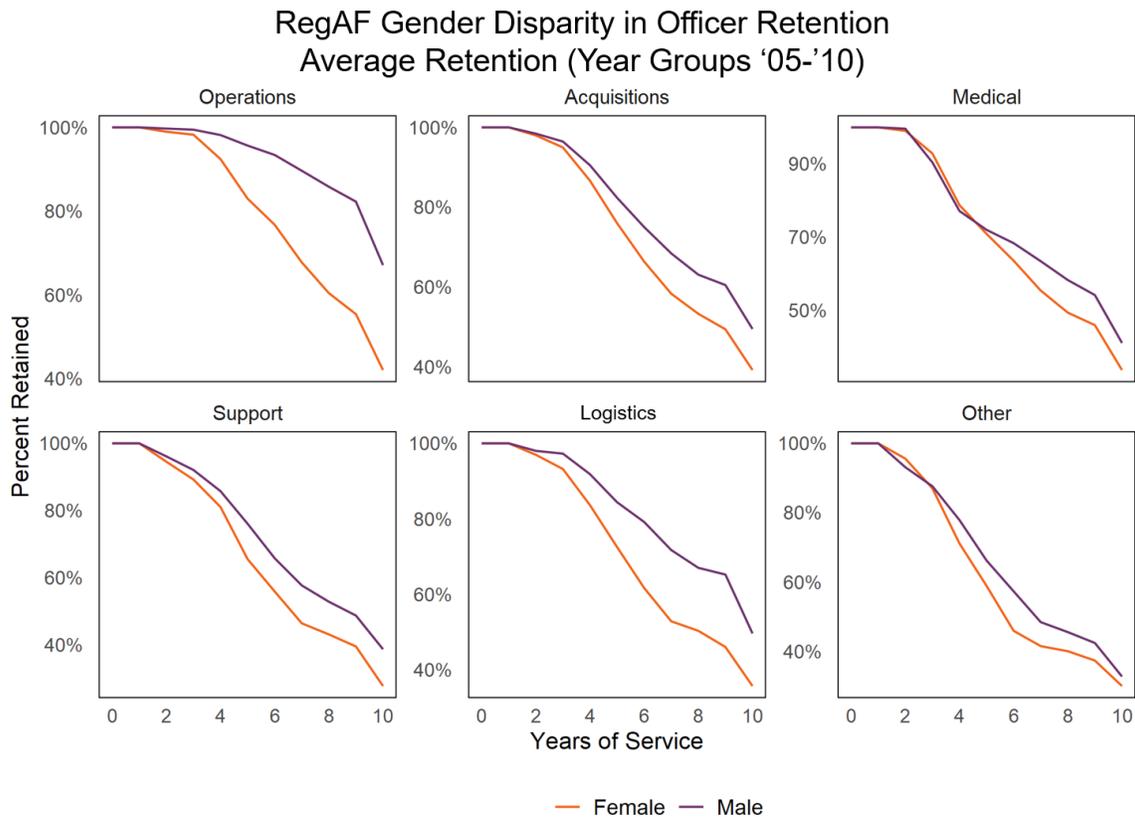
Fig 83. RegAF Gender Disparity in Officer Separations Prior to 10 Years of Service (Year Groups 2005-2010)



The figure below shows that female officers were not being retained at the same rate as their male counterparts in any of the Air Force career fields analyzed. The medical and “other” career fields show the least disparity in retention between male and female officers, while the greatest disparity is in operations.⁵⁴

⁵⁴ A large percentage of officers in the operations career field are pilots. Pilots have an active duty service commitment that limits their ability to separate from the service prior to the 10 year point. Further analysis is required to determine the impact active duty service commitments have on retention disparities.

Fig 84. RegAF Gender Disparity in Officer Retention (Year Groups 2005-2010)

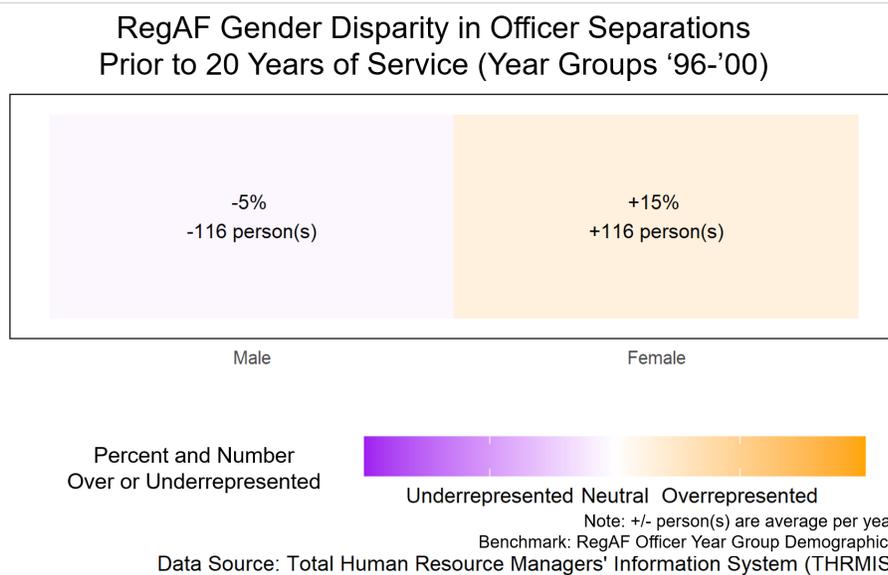


Data Source: Total Human Resource Manager's Information System (THRMS)

Based on MilPDS data, the disparity between male and female separation rates prior to 20 YOS (year groups 1995 to 2000) narrows. About 80% of male officers in those year groups separated at or before 20 YOS, while 87% of female officers did the same.

The magnitude calculations by DAF/A9 analysts show a slightly larger disparity but similar trends.

Fig 85. Gender Disparity in Officer Separations Prior to 20 Years of Service (Year Groups 1996-2000)



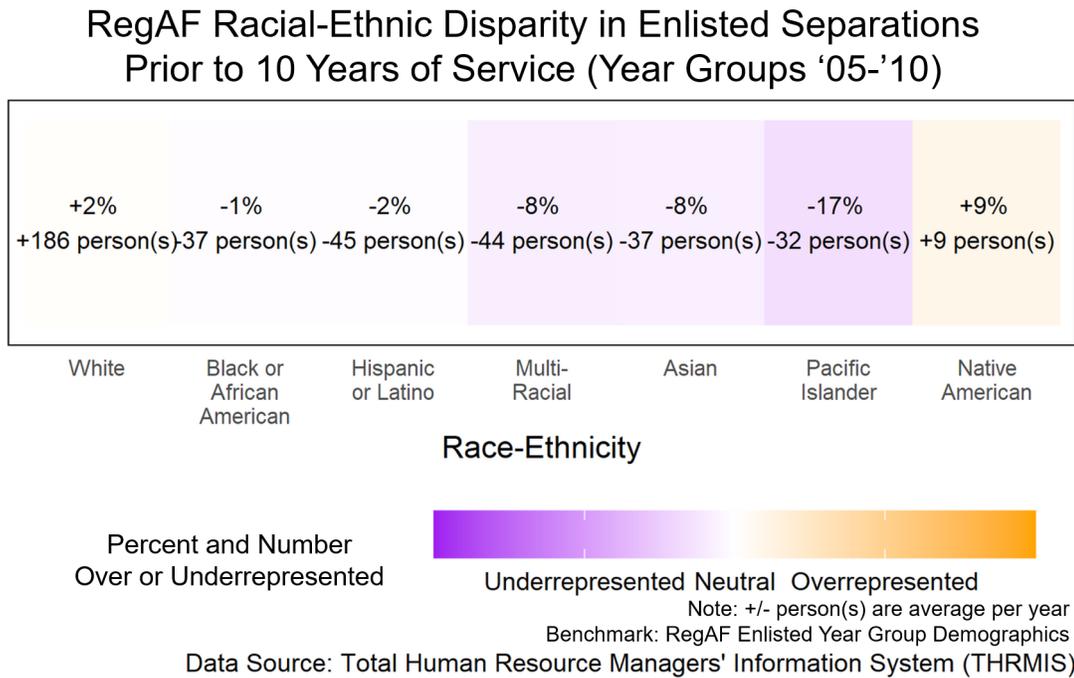
ENLISTED SEPARATIONS

Race-Ethnicity

MilPDS data show 77% of Native American enlisted members in year groups 2005 to 2010 separated at or prior to 10 YOS, compared to 72% of White enlisted members. All the other racial-ethnic groups showed a lower separation rate than White enlisted members, with Pacific Islanders having the lowest separation rate (59%).

Data analysis from DAF/A9 shows similar trends. White and Native American enlisted members are leaving the DAF at a higher rate prior to 10 YOS than all other racial-ethnic groups.

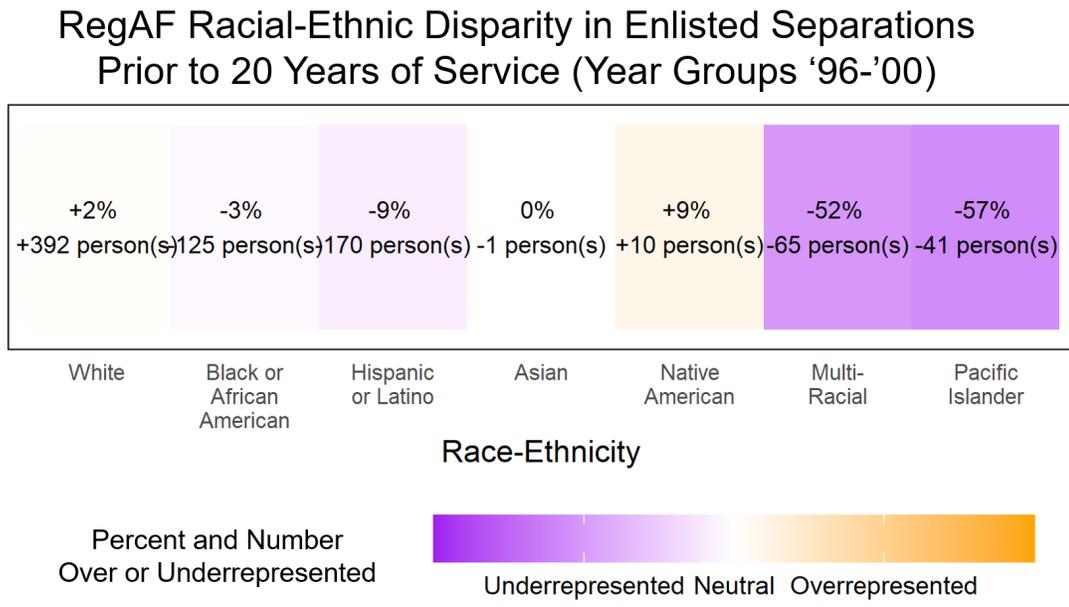
Fig 86. RegAF Racial-Ethnic Disparity in Enlisted Separations Prior to 10 Years of Service (Year Groups 2005-2010)



When considering separations prior to 20 YOS (year groups 1995 to 2000), the average separation rate in RegAF based on MilPDS numbers for all enlisted members was 85%. Native American enlisted members were again above this separation rate at 90%. White enlisted members were slightly above this rate with a separation rate of 87%. All the other racial-ethnic groups were below the average separation rate, with Pacific Islander enlisted members showing the lowest separation rate at 49% and the Multi-racial group close to that with a separation rate of 53%.

The DAF/A9 magnitude calculations show similar trends in the figure below.

Fig 87. RegAF Racial-Ethnic Disparity in Enlisted Separations Prior to 20 Years of Service (Year Groups 1996-2000)



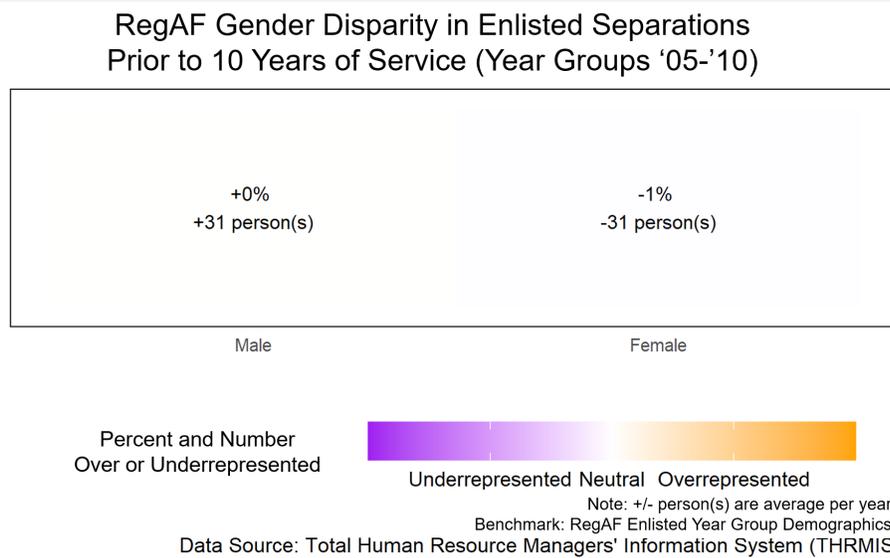
Note: +/- person(s) are average per year
 Benchmark: RegAF Enlisted Year Group Demographics
 Data Source: Total Human Resource Managers' Information System (THRMIS)

Gender

The gender disparity in enlisted separations prior to 10 YOS is much smaller than the gender disparity in officer separations prior to 10 YOS. MilPDS data shows 75% of female enlisted members in the year groups 2005 to 2010 separated at or prior to 10 YOS. This compares to a separation rate of 70% for male enlisted members in the same year groups and equates to female enlisted members being 8% more likely to have separated prior to 10 YOS than male enlisted members.

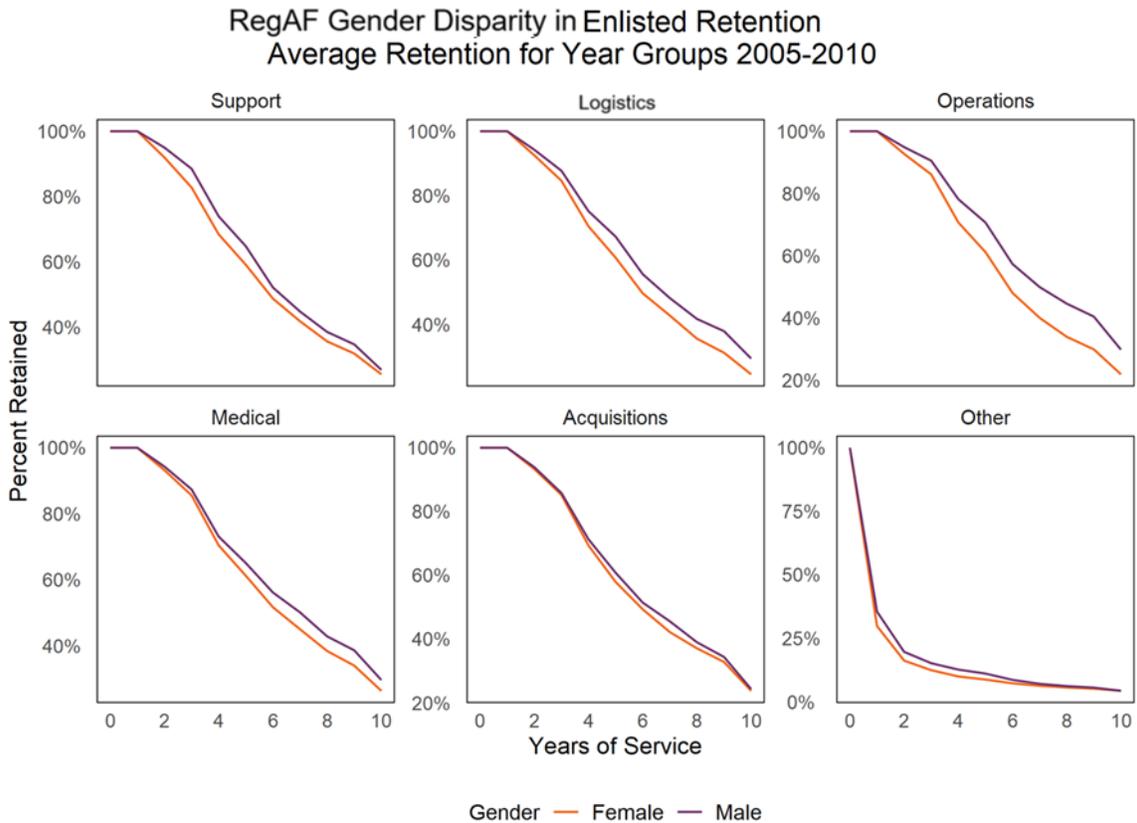
The magnitude calculations also show that the gender disparity for enlisted separations prior to 10 YOS is smaller than the gender disparity for officer separations prior to 10 YOS. According to DAF/A9 calculations there was very little difference in male and female enlisted separations prior to 10 YOS, with female members being 1% underrepresented in separations.

Fig 88. RegAF Gender Disparity in Enlisted Separations Prior to 10 Years of Service (Year Groups 2005-2010)



The bar charts for retention by gender and AFSC data show that female members in all AFSCs are retained at a slightly lower rate than their male counterparts, with the largest disparity in operations. Across all AFSCs the disparity between enlisted male and female retention/separation rates is smaller than the disparity in officer female and male retention/separation rates. This is especially true in the operations and logistics career fields, the two AFSCs with the biggest officer retention/separation rate disparities.

Fig 89. RegAF Gender Disparity in Enlisted Retention (Year Groups 2005-2010)

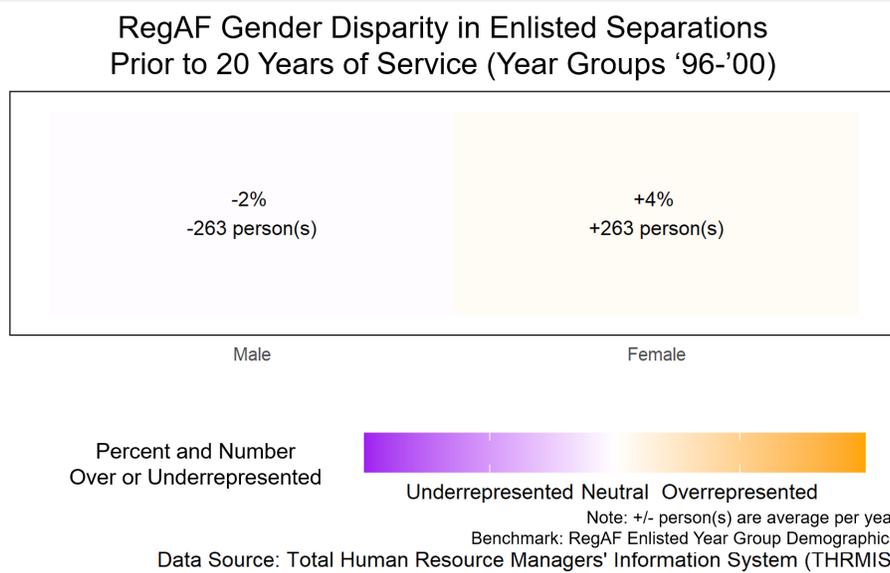


Data Source: MilPDS

When looking at year groups 1995 to 2000 and separations prior to 20 YOS, RegAF MilPDS data show 88% of female enlisted members separate prior to 20 YOS compared to 85% of male enlisted members. For the female enlisted separation rate to match the average separation rate for those year groups, 183 more female members would have had to be retained each year.

The heat map below for RegAF enlisted members shows a slightly bigger disparity between male and female enlisted separations prior to 20 YOS; 263 more female members needed to be retained per year to meet the average separation rate for the year groups.

Fig 90. RegAF Gender Disparity in Enlisted Separations Prior to 20 Years of Service (Year Groups 1996-2000)



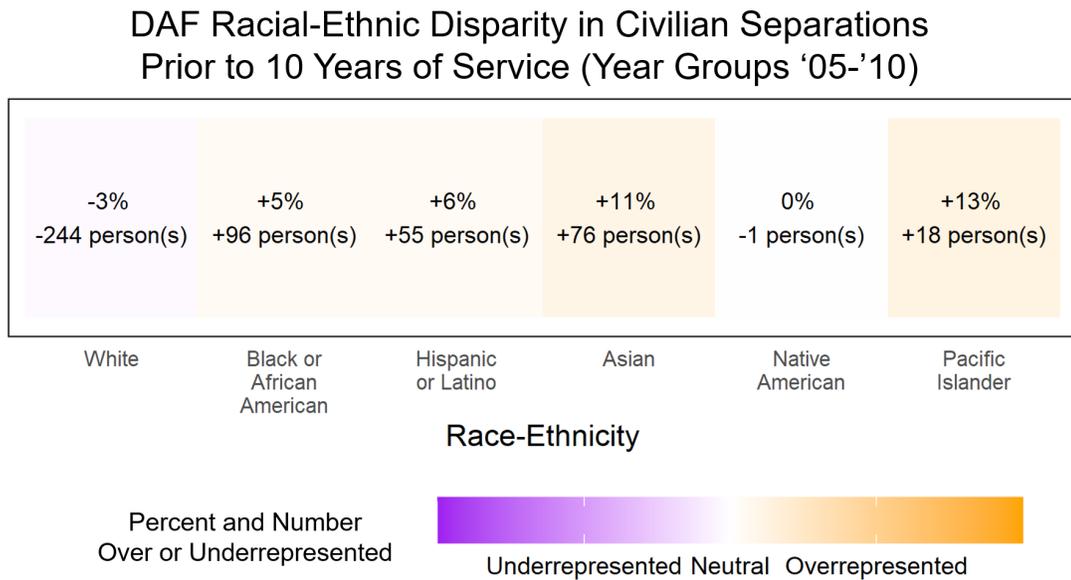
CIVILIAN SEPARATIONS

Race-Ethnicity

Civilian employees leave the DAF for a variety of reasons, including new employment at a different federal agency or private sector or retirement. Defense Civilian Personnel Data System (DCPDS) data show 73% of Pacific Islander civilians and 70% of Asian American civilians who joined the DAF between 2005 to 2010 separated at or prior to 10 YOS. In comparison, 66% of Hispanic/Latino and Black civilians and 62% of White and Native American civilians did the same. Based on these figures, Pacific Islander civilians in year groups 2005 to 2010 were 17% more likely to have separated prior to 10 YOS than White civilians in the same year groups. Asian American civilians were 13% more likely to have separated than White civilians, while Hispanic/Latino and Black civilians were 6% more likely.

The heat map below shows similar trends. Among racial-ethnic groups, Pacific Islander, Asian American, Hispanic/Latino, and Black civilians, separate from the DAF at higher rates prior to 10 YOS when compared to the benchmark rate.

Fig 91. DAF Racial-Ethnic Disparity in Civilian Separations Prior to 10 Years of Service (Year Groups 2005-2010)

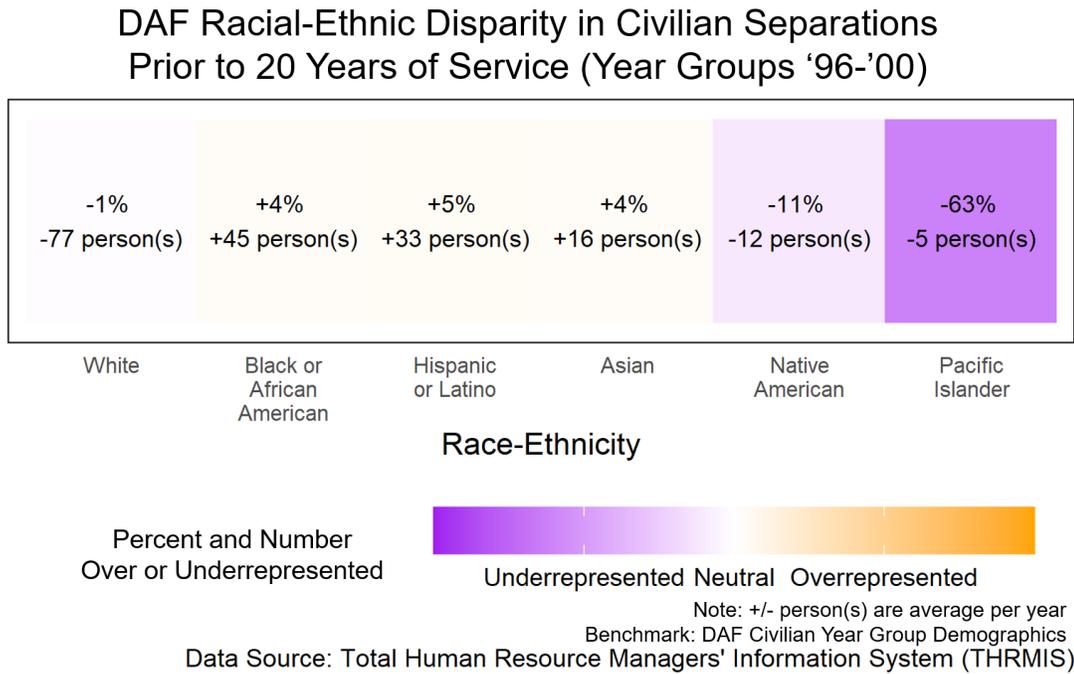


Note: +/- person(s) are average per year
Benchmark: DAF Civilian Year Group Demographics
Data Source: Total Human Resource Managers' Information System (THRMIS)

DCPDS data on civilian separations for year groups 1996 to 2000 (separations prior to 20 YOS) show Pacific Islander civilians have the lowest separation rate. For these year groups, Pacific Islander civilians separated at a rate of 27%, compared with the average civilian separation rate of 79%. Native American civilians also separated at a lower separation rate of 71%. All the other racial and ethnic groups were closer to the average separation rate. White civilians separate at 78%, Black civilians at a rate of 80% and Hispanic/Latino and Asian American civilians separated at a rate of 82%.

Heat map data below shows similar trends and also indicates how many more or less civilians would have to be retained each year to match the average separation rate for civilians who joined the DAF in year groups 1996 and 2000.

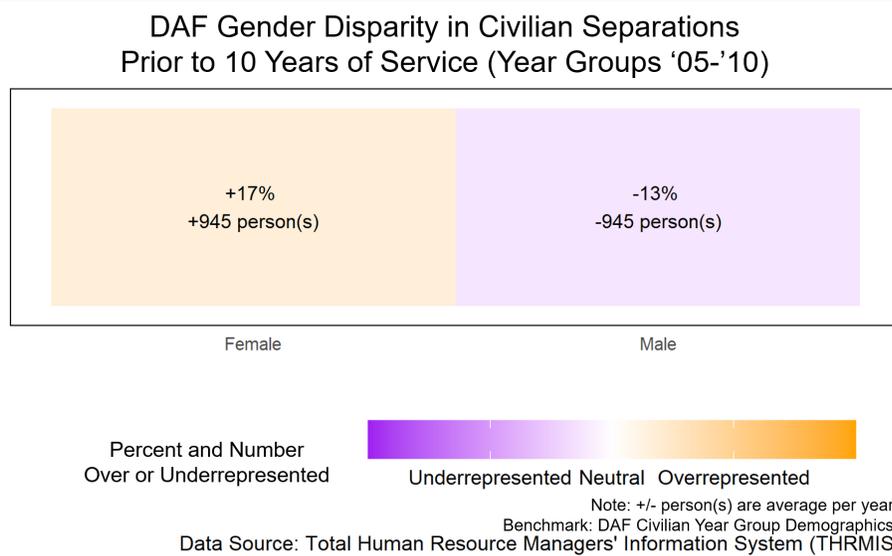
Fig 92. DAF Racial-Ethnic Disparity in Civilian Separations Prior to 20 Years of Service (Year Groups 1996-2000)



Gender

Female civilians are much more likely to separate at or before 10 YOS than male civilians. DCPDS data show 75% of female civilians who joined the DAF between 2005 and 2010 separated at or prior to 10 YOS, compared to 55% of male civilians who joined the DAF in the same years. Based on these figures, female civilians were 36% more likely to have separated prior to 10 YOS than male civilians. DAF/A9 analysis again shows a similar trend: female civilians were 17% overrepresented while male civilians were 13% underrepresented when compared to the average separation rate for civilians who joined the DAF between 2005 and 2010.

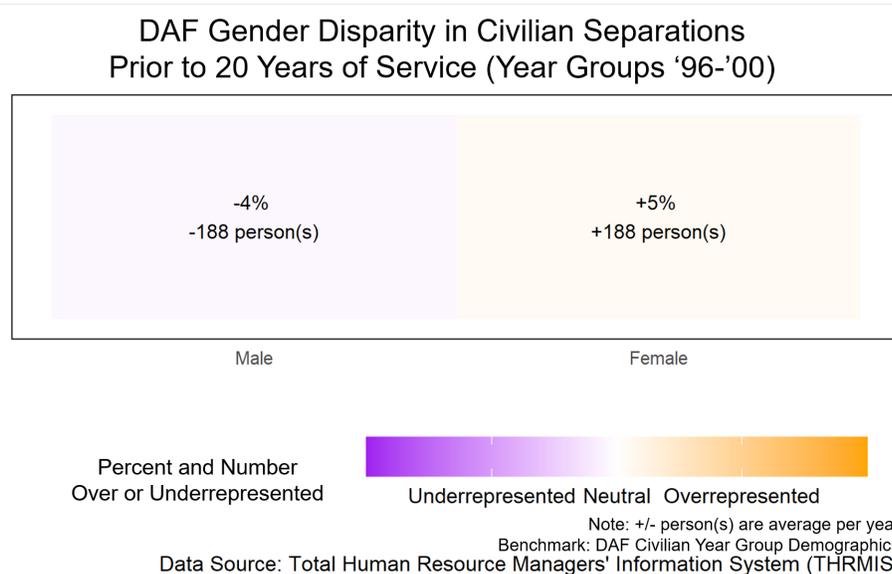
Fig 93. Gender Disparity in Civilian Separations Prior to 10 Years of Service (Year Groups 2005-2010)



Looking at civilian separations in DCPDS, based on civilians who joined the DAF between 1996 and 2000, 82% of female civilians separated prior to 20 YOS, compared to 76% of male civilians. This equates to female civilians being 4% overrepresented in separations when compared to the average rate of separations for civilians in those year groups and male civilians being 3% underrepresented.

The heat map below shows very similar numbers and confirms the trends found in DCPDS.

Fig 94. Gender Disparity in Civilian Separations Prior to 20 Years of Service (Year Groups 1996-2000)

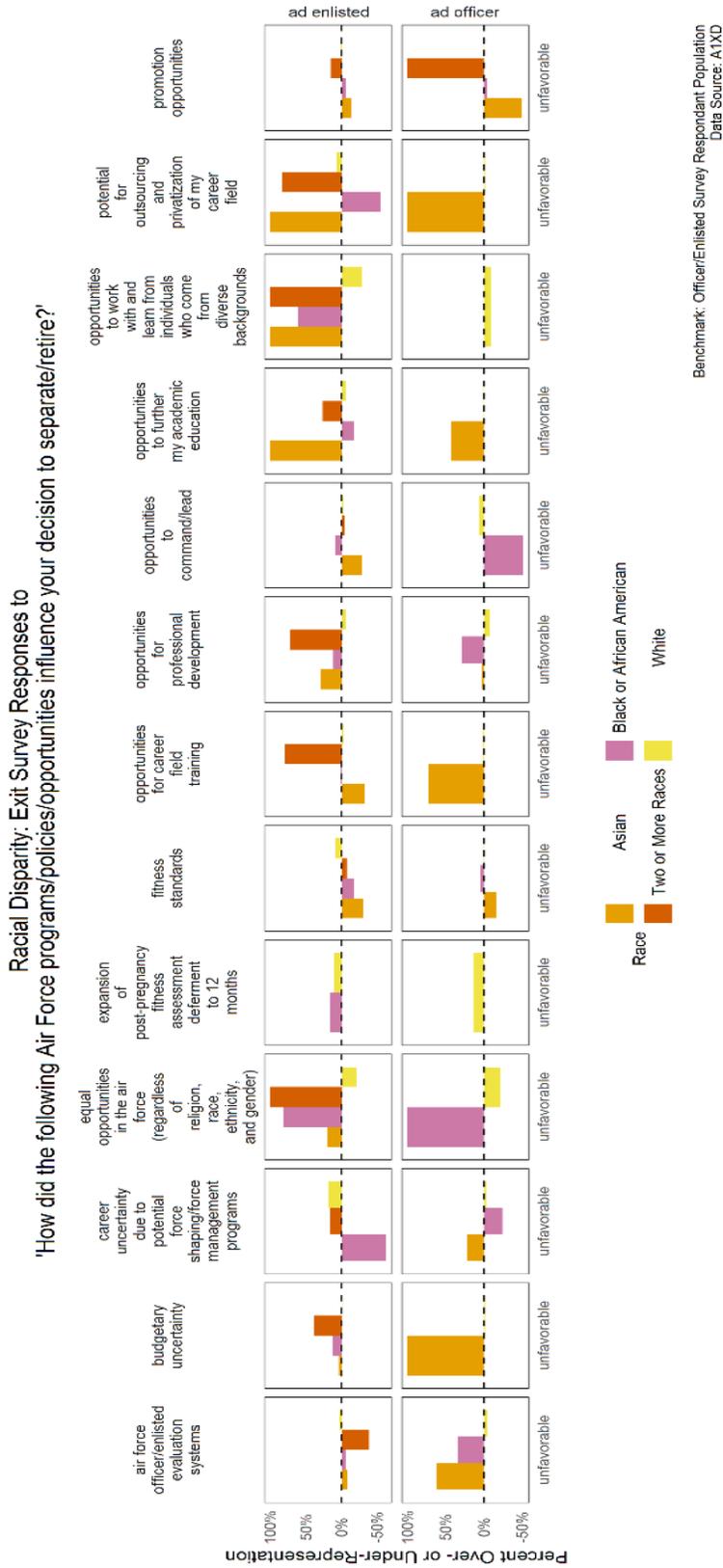


AIR FORCE EXIT SURVEY DATA FOR REGAF MILITARY MEMBERS

Air Force military members' responses to exit surveys completed during the separation process were analyzed. The figure below illustrates that the top three reasons Asian American officers separated were budgetary uncertainty, outsourcing/privatization of their career fields concerns, and the officer evaluation system. In contrast, Black officers were mainly concerned about the lack of equal opportunities, with the officer evaluation system coming in second. Multi-racial officers indicated that promotion opportunities primarily influenced their decision to leave the DAF.

On the enlisted side, both Asian American and Multi-racial members cited opportunities to work with individuals with diverse backgrounds and potential for outsourcing/privatization as reasons for leaving the DAF. Black and Multi-racial enlisted members overwhelmingly cited equal opportunities as the reason they left.

Fig 95. DAF Racial Disparity in Exit Survey Responses



PROFESSIONAL MILITARY EDUCATION (PME)

In five out of the past six Academic Years (AY) 2016 to AY 2021, racial-ethnic minorities were nominated for PME at above the average officer nomination rate but designated for PME at below the average designation rate. The disparity was greater for Senior Developmental Education (SDE). Over the six-year period, 8.4% of the eligible population were racial minorities (2,596 of 25,375), however racial minorities made up 3.6% of the officers designated to attend PME (117 of 1,448). Similarly, on the ethnic side Hispanic/Latino officers made up 5.8% of the eligible population (1,476 of 25,375), but 3.9% of the officers designated to attend (56 of 1,448).

The review found no consistent disparity for female officers for IDE or SDE. For IDE AY 2016 to AY 2021, 12.4% of eligible officers were female (3,843 of 31,025) and 17.7% of the population designated to attend IDE were female (569 of 3,212). For SDE over the same time period, female officers made up 11.4% of the officers eligible to attend SDE (2892 of 25375) and 11.9% of the officers designated to attend (176 of 1,484).

Based on the percentage of civilians who were eligible for PME in AY 2018 to AY 2021 compared to civilians who were selected to attend PME, Native American and Pacific Islander populations had the fewest participants in PME than all other groups.

REGAF OFFICER IDE/SDE

This review looked at opportunities for RegAF officers to attend in-residence PME, an accomplishment that provides an advantage for career progression and promotions compared to officers who take the classes by correspondence. Officers attend IDE and SDE after being nominated by their Senior Rater and selected by a Development Education Designation Board (DEDB). Senior Raters nominate up to 30% of their eligible IDE/SDE candidates to the board.

Based on the way Air Force data on PME is maintained, the analysis in this section separates race from ethnicity.

Intermediate Developmental Education (IDE)

For in-residence IDE, RegAF officers are nominated by their Senior Rater and meet a Central Developmental Education (DE) Board, which creates a rank-ordered list of the officer nominees based on order of merit, and provides the list to the Development Teams (DTs). The DTs vector the officers in their individual career fields and recommend school matches. The DEDB then approves the school matches.

As of 2019, wing commanders and Senior Raters also receive a percentage of their top 30% allocation to nominate officers as part of the “Definitely Attend” (DA) program, which allows Senior Raters direct input into which officers are guaranteed IDE. According to DAF/A1, the intent is to allow Senior Raters, who are closest and most familiar with the talent of their officers, to select a small number of officers to attend IDE without having to be selected by the central board. Although Senior Raters have discretion to pick whomever they want, the DA program provides Senior Raters the option to select an officer who is a strong performer now but

may not have a strong record from earlier in their career, which would lower their order of merit at the central board. Officers selected under the DA program are automatically placed on the list to receive a school match.

Race-Ethnicity

From 2016 to 2021, White officers were nominated to attend IDE at a slightly lower percentage than the average nomination rate (less than 1%) every year except AY 2018. However, White officers were designated for IDE at slightly above the average rate in all academic years except AY 2020. Over the entire period, White officers made up 81.8% of the eligible population (25,356 of 30,999) and 83.2% of the population of the officers who were designated for IDE (2,671 of 3,212). Black officers made up 4.5% of the eligible population and 4.6% of designated population. Native American officers were 0.6% of eligible officers and 0.7% of those designated. Asian American officers were underrepresented: they constituted 4.5% of the eligible population but were 3.5% of those designated; Pacific Islanders were also underrepresented, comprising 0.5% of the eligible population and 0.4% of those designated.

Looking at ethnicity, Hispanic/Latino officers were designated for IDE at lower percentages than both the Non-Hispanic/Latino officer and the average officer rates every year between AY 2016-2021. Over the whole period, Hispanic/Latino officers made up 6.2% of the eligible population (1,917 of 30,999) and 3.9% of the population that was designated to attend IDE (179 of 3,212). It important to note that over the six-year period, 21.9% of the eligible population declined to respond to the ethnicity category (6,795 of 30,999), and 22.6% of the officers designated did not have an identified ethnicity (726 of 3,212).

Fig 96. Intermediate Developmental Education Rates (AY 2016-2021)

IDE	2016									2017								
	Eligible	Nominated	Designated	Nom Rate	Des Rate	Des Delta	% of Eligible	% of Designated	Delta (%D-%E)	Eligible	Nominated	Designated	Nom Rate	Des Rate	Des Delta	% of Eligible	% of Designated	Delta (%D-%E)
White	4266	1207	449	28.3%	37.2%	1.8%	82.2%	84.6%	2.4%	4080	1190	451	29.2%	37.9%	1.2%	82.6%	84.6%	2.1%
Black	248	80	19	32.3%	23.8%	-11.6%	4.8%	3.6%	-1.2%	201	69	21	34.3%	30.4%	-6.3%	4.1%	3.9%	-0.1%
Asian American	217	69	18	32.0%	26.0%	-9.4%	4.2%	3.4%	-0.8%	228	64	14	28.1%	21.9%	-14.8%	4.6%	2.6%	-2.0%
Native American	20	9	6	34.6%	66.7%	31.3%	4.7%	1.1%	0.7%	22	6	4	27.3%	66.7%	30.0%	0.4%	0.8%	0.3%
Pacific Islander	25	8	0	40.0%	0.0%	-35.4%	0.5%	0.0%	-0.5%	20	4	1	20.0%	25.0%	-11.7%	0.4%	0.2%	-0.2%
More than One Race	91	23	9	25.3%	39.1%	3.7%	1.8%	1.7%	-0.1%	88	26	11	29.5%	42.3%	5.7%	1.8%	2.1%	0.3%
Declined to Respond	323	102	30	31.6%	29.4%	-6.0%	6.2%	5.6%	-0.6%	303	95	31	31.4%	32.6%	-4.0%	6.1%	5.8%	-0.3%
Race Total	5190	1498	531	28.9%	35.4%	0				4942	1454	533	29.4%	36.7%	0			
Not Hispanic/Latino	3394	997	356	29.4%	35.7%	0.3%	65.4%	67.0%	1.6%	3182	930	346	29.2%	37.2%	0.5%	64.4%	64.9%	0.5%
Hispanic/Latino	304	98	29	32.2%	29.6%	-5.8%	5.9%	5.5%	-0.4%	287	96	35	33.4%	36.4%	-0.3%	5.8%	6.6%	0.8%
Declined to respond	1492	403	146	27.0%	36.2%	0.8%	28.7%	27.5%	-1.3%	1473	428	152	29.1%	35.5%	-1.1%	29.8%	28.5%	-1.3%
Ethnicity Total	5190	1498	531	28.9%	35.4%	0				4942	1454	533	29.4%	36.7%	0			

IDE	2018									2019								
	Eligible	Nominated	Designated	Nom Rate	Des Rate	Des Delta	% of Eligible	% of Designated	Delta (%D-%E)	Eligible	Nominated	Designated	Nom Rate	Des Rate	Des Delta	% of Eligible	% of Designated	Delta (%D-%E)
White	4026	1324	476	32.9%	36.0%	1.4%	83.1%	87.2%	4.1%	4294	1331	466	31.0%	35.0%	1.3%	82.1%	84.7%	2.7%
Black	181	57	18	31.5%	31.6%	-3.0%	3.7%	3.3%	-0.4%	225	74	26	32.9%	35.1%	1.4%	4.3%	4.7%	0.4%
Asian American	223	60	14	26.9%	23.3%	-11.3%	4.6%	2.6%	-2.0%	229	79	21	34.5%	26.6%	-7.1%	4.4%	3.8%	-0.6%
Native American	24	7	3	29.2%	42.9%	8.3%	0.5%	0.5%	0.1%	30	10	2	33.3%	20.0%	-13.7%	0.6%	0.4%	-0.2%
Pacific Islander	25	5	0	20.0%	0.0%	-34.6%	0.5%	0.0%	-0.5%	34	13	3	39.4%	23.1%	-10.6%	0.6%	0.5%	-0.1%
More than One Race	92	32	10	34.8%	31.3%	-3.3%	1.9%	1.8%	-0.1%	126	33	8	26.2%	24.2%	-9.4%	2.4%	1.5%	-1.0%
Declined to Respond	274	94	25	34.3%	26.6%	-8.0%	5.7%	4.6%	-1.1%	295	94	24	31.9%	25.5%	-8.1%	5.6%	4.4%	-1.3%
Race Total	4845	1579	546	32.6%	34.6%	0				5233	1634	550	31.2%	33.7%	0			
Not Hispanic/Latino	3297	1004	342	30.5%	34.1%	-0.5%	68.0%	62.6%	-5.4%	3883	1178	419	30.3%	30.3%	-0.9%	74.2%	76.2%	2.0%
Hispanic/Latino	288	93	30	32.3%	32.3%	-2.3%	5.9%	5.5%	-0.4%	318	104	25	32.7%	24.0%	-7.2%	6.1%	4.5%	-1.5%
Declined to respond	1260	482	174	38.3%	36.1%	1.5%	26.0%	31.9%	5.9%	1032	352	106	34.1%	34.1%	2.9%	19.7%	19.3%	-0.4%
Ethnicity Total	4845	1579	546	32.6%	34.6%	0				5233	1634	550	31.2%	33.7%	0			

IDE	2020									2021								
	Eligible	Nominated	Designated	Nom Rate	Des Rate	Des Delta	% of Eligible	% of Designated	Delta (%D-%E)	Eligible	Nominated	Designated	Nom Rate	Des Rate	Des Delta	% of Eligible	% of Designated	Delta (%D-%E)
White	4468	1438	422	32.2%	29.3%	-0.4%	80.5%	77.7%	-2.8%	4222	1314	407	31.1%	31.0%	0.2%	80.5%	80.0%	-0.6%
Black	274	87	32	31.8%	36.8%	6.4%	4.9%	5.9%	1.0%	272	96	31	35.3%	32.3%	1.5%	5.2%	6.1%	0.9%
Asian American	255	78	26	30.6%	33.3%	3.6%	4.6%	4.8%	0.2%	242	71	19	29.3%	26.8%	-4.0%	4.6%	3.7%	-0.9%
Native American	42	13	4	31.0%	30.8%	0.4%	0.8%	0.7%	0.0%	40	10	5	25.0%	50.0%	19.2%	0.8%	1.0%	0.2%
Pacific Islander	35	15	7	42.9%	46.7%	16.3%	0.6%	1.3%	0.7%	28	13	3	46.4%	23.0%	-7.8%	0.5%	0.6%	0.1%
More than One Race	138	50	21	36.2%	42.0%	11.6%	2.5%	3.9%	1.4%	119	45	15	37.8%	37.8%	7.0%	2.3%	2.9%	0.7%
Declined to Respond	335	107	31	31.9%	29.0%	-1.4%	6.0%	5.7%	-0.3%	319	99	29	31.0%	29.3%	-1.5%	6.1%	5.7%	-0.4%
Race Total	5547	1788	543	32.2%	30.4%	0				5242	1648	509	31.3%	30.8%	0			
Not Hispanic/Latino	4276	1360	429	31.8%	31.5%	1.2%	77.1%	79.0%	1.9%	4255	1326	415	31.2%	31.3%	0.4%	81.2%	81.5%	0.4%
Hispanic/Latino	364	119	28	32.7%	23.5%	-6.2%	6.6%	5.2%	-1.4%	356	112	32	31.5%	28.6%	-2.3%	6.8%	6.3%	-0.5%
Declined to respond	907	309	86	34.1%	27.8%	-2.5%	16.4%	15.8%	-0.5%	631	210	62	33.3%	29.5%	-1.4%	12.0%	12.2%	0.1%
Ethnicity Total	5547	1788	543	32.2%	30.4%	0				5242	1648	509	31.4%	30.9%	0			

IDE	2016-2021								
	Eligible	Nominated	Designated	Nom Rate	Des Rate	Des Delta	% of Eligible	% of Designated	Delta (%D-%E)
White	25356	7804	2671	31.1%	31.0%	0.2%	81.8%	83.2%	1.4%
Black	1401	463	147	35.3%	31.7%	0.9%	4.5%	4.6%	0.1%
Asian American	1394	421	112	29.3%	26.8%	-4.0%	4.5%	3.5%	-1.0%
Native American	178	55	24	25.0%	50.0%	19.2%	0.6%	0.7%	0.2%
Pacific Islander	167	58	14	46.4%	23.0%	-7.8%	0.5%	0.4%	-0.1%
More than One Race	654	209	74	32.0%	32.0%	1.2%	2.1%	2.3%	0.2%
Declined to Respond	1849	591	170	32.0%	28.8%	-2.0%	6.0%	5.3%	-0.7%
Race Total	30999	9601	3212	31.3%	30.8%	0.0%			
Not Hispanic/Latino	22287	6795	2307	30.5%	34.0%	0.5%	71.9%	71.8%	-0.1%
Hispanic/Latino	1917	622	179	31.5%	28.6%	-#REF!	6.2%	5.6%	-0.6%
Declined to respond	6795	2184	726	32.1%	33.2%	-0.2%	21.9%	22.6%	0.7%
Ethnicity Total	30999	9601	3212	31.0%	33.5%	0			

Source: AFPC/DP2

As reflected in Figure 97 below, in the two years of the DA program, the percentage of White officers selected for guaranteed admission to in-resident IDE decreased from 84% to about 77%, largely attributable to the rise in the selection of officers in the “other” category (Multi-racial and those who declined to identify their race). Officers in all racial-ethnic groups except Asian American saw a slight increase in the percentage of being selected for IDE under the DA program. Designation rate for Asian American officers declined from 5.2% to 4.1%. A higher percentage of Black, Pacific Islander, and female officers were selected in the DA program to attend IDE than their eligible population for the two years.

Fig 97. Definitely Attend Program Demographics (AY 2020-2022)

AY 20-21 IDE DA	# DA	% DA	IDE Eligible %	AY 21-22 IDE DA	# DA	% DA	IDE Eligible %
Male	162	84.0%	88.3%	Male	207	75.3%	87.0%
Female	32	16.0%	11.7%	Female	68	24.7%	13.0%
Total	194	100.0%	100.0%	Total	275	100.0%	100.0%
AY 20-21 IDE DA	# DA	% DA	IDE Eligible %	AY 21-22 IDE DA	# DA	% DA	IDE Eligible %
White	162	83.5%	82.1%	White	211	76.7%	83.1%
Black	11	5.7%	4.2%	Black	17	6.2%	3.7%
Native American	1	0.5%	0.6%	Native American	2	0.7%	0.5%
Asian American	10	5.2%	4.5%	Asian American	11	4.1%	4.6%
Pacific Islander	2	1.0%	0.6%	Pacific Islander	5	1.8%	0.5%
Other (Declined, 2+)	8	4.1%	8.0%	Other (Declined, 2+)	29	10.5%	7.6%
Total	194	100.0%	100.0%	Total	275	100.0%	100.0%
AY 20-21 IDE DA	# DA	% DA	IDE Eligible %	AY 21-22 IDE DA	# DA	% DA	IDE Eligible %
Hispanic/Latino	10	5.2%	6.2%	Hispanic/Latino	15	5.5%	6.6%
Not Hispanic/Latino	145	74.7%	74.0%	Not Hispanic/Latino	217	78.9%	77.1%
Declined to Respond	39	20.1%	19.9%	Declined to Respond	43	15.6%	16.4%
Total	194	100.0%	100.0%	Total	275	100.0%	100.0%

Source: AFPC/DP2

Gender

As seen in the above figure, in the two years of the DA program, the number of female RegAF officers who were designated to attend IDE increased, from 16% to about 25%. A review of the overall IDE program found female officers were nominated for IDE at a higher percentage than male officers during AY 2016-2021. They were designated to attend IDE at a higher percentage than male officers as well in every year except 2017. Overall, 12.4% of the population of DAF officers who were eligible to attend IDE in AY 2018-2021 were female, and 17.7% of the officers who were designated to attend were female.

Fig 98. Intermediate Developmental Education Rates by Gender (AY 2016-2021)

IDE	2016						2017					
	Eligible	Nominated	Designee	Nom Rate	Des Rate	Des Delta	Eligible	Nominated	Designee	Nom Rate	Des Rate	Des Delta
Female	641	231	88	36.0%	38.1%	2.7%	588	209	75	36.0%	36.0%	-0.7%
Male	4575	1267	443	27.7%	35.0%	-0.4%	4354	1245	458	28.7%	36.8%	0.1%
Total	5216	1498	531	28.7%	35.4%	0	4942	1454	533	29.4%	36.7%	0

IDE	2018						2019					
	Eligible	Nominated	Designee	Nom Rate	Des Rate	Des Delta	Eligible	Nominated	Designee	Nom Rate	Des Rate	Des Delta
Female	587	242	92	41.2%	38.0%	3.0%	613	245	85	40.0%	35.0%	1.3%
Male	4258	1337	454	31.4%	34.0%	-1.0%	4620	1389	465	30.1%	33.5%	-0.2%
Total	4845	1579	546	32.6%	35.0%	0	5233	1634	550	31.2%	33.7%	0

IDE	2020						2021					
	Eligible	Nominated	Designee	Nom Rate	Des Rate	Des Delta	Eligible	Nominated	Designee	Nom Rate	Des Rate	Des Delta
Female	721	302	118	42.0%	39.1%	8.7%	693	272	111	39.2%	40.8%	9.9%
Male	4826	1486	425	31.0%	28.6%	-1.8%	4549	1376	398	30.2%	28.9%	-2.0%
Total	5547	1788	543	32.2%	30.4%	0	5242	1648	509	31.4%	30.9%	0

IDE	2016-2021								
	Eligible	Nominated	Designee	Nom Rate	Des Rate	Des Delta	% Of Eligible	% of Designated	
Female	3843	1501	569	39.1%	14.8%	4.5%	12.4%	17.7%	
Male	27182	8100	2643	29.8%	9.7%	-0.6%	87.6%	82.3%	
Total	31025	9601	3212	30.9%	10.4%				

Source: AFPC/DP2

Senior Developmental Education (SDE)

SDE does not currently have a DA program. Senior Raters nominate their top officers, and seats are determined based on DAF/A1 policy and guidance. The figure below shows the AY 2016-2021 SDE nomination and designation rates.

Race-Ethnicity

From 2016 to 2021, the White officer nomination rate was consistently at or slightly below the overall nomination rate for SDE (less than 1%); however the White officer designation rate was the highest in 4 out of the 6 years (except in AY 2018 and AY 2021). Over the entire time period, White officers comprised 82.5% of the eligible population and 87.4% of the designated population, while all other racial-ethnic groups were underrepresented with the exception of officers who identified as two or more races. Black officers were nominated to attend SDE above the average nomination rate in every year of the time period but had the largest disparity between nomination rates and designation rates and the largest disparity between the percentage eligible and the percentage designated. Over the six years, Black officers represented 5% of the eligible population, but Black officers made up 3.1% of the officers designated to attend SDE. Asian American officers were designated to attend SDE above the average designation rate for 3 of 6 of the years and above the White designation rate in AY 2018 and AY 2020. Due to the small populations the eligible, nomination, and designation numbers for Pacific Islander and Native American officers were combined for the six-year period. During this timeframe, Native American officers represented 0.6% of the eligible officer population (141 of 25,375), and Native American officers constituted 0.6% of the designated

officers (8 of 1,448). Pacific Islander officers comprised 0.3% of the eligible population (87 of 25,375) and were 0.2% of those designated to attend SDE (3 of 1,448).

On the ethnic side, Hispanic/Latino officers were designated to attend SDE below the White officer and average officer rates each year during AY 2016-2021. Hispanic officers had the second highest disparity between nomination rates and designation rates of all the racial-ethnic groups. Over the six years, 5.8% of the eligible population was Hispanic/Latino (1,476 of 25,375), and 3.8% of the designated population was Hispanic/Latino (56 of 1,448).

Fig 99. Senior Developmental Education Rates by Race-Ethnicity (AY 2016-2021)

SDE	2016									2017								
	Eligible	Nominated	Designated	Nom Rate	Des Rate	Des Delta	% of Eligible	% of Designated	Delta (%D-%E)	Eligible	Nominated	Designated	Nom Rate	Des Rate	Des Delta	% of Eligible	% of Designated	Delta (%D-%E)
White	3071	936	207	30.5%	22.1%	1.3%	83.9%	87.7%	3.8%	2966	874	209	29.5%	23.9%	1.6%	83.1%	87.1%	4.0%
Black	205	74	11	36.1%	14.9%	-5.9%	5.6%	4.7%	-0.9%	207	82	9	39.6%	11.0%	-11.3%	5.8%	3.8%	-2.0%
Asian American	73	26	3	35.6%	11.5%	-9.3%	2.0%	1.3%	-0.7%	65	22	5	33.8%	22.7%	0.4%	1.8%	2.1%	0.3%
Native American	16	6	0	37.5%	0.0%	-20.8%	0.4%	0.0%	-0.4%	18	5	1	27.8%	20.0%	-2.3%	0.5%	0.4%	-0.1%
Pacific Islander	8	2	0	25.0%	0.0%	-20.8%	0.2%	0.0%	-0.2%	8	3	0	37.5%	0.0%	-22.3%	0.2%	0.0%	-0.2%
More than One Race	52	21	3	40.4%	14.3%	-6.5%	1.4%	1.3%	-0.1%	52	16	5	30.8%	31.3%	8.9%	1.5%	2.1%	0.6%
Declined to respond	234	69	12	29.5%	17.4%	-3.4%	6.4%	5.1%	-1.3%	255	74	11	29.0%	14.9%	-7.4%	7.1%	4.6%	-2.6%
Race Total	3659	1134	236	31.0%	20.8%	0				3571	1076	240	30.1%	22.3%	0			
Not Hispanic/Latino	3376	1052	221	31.2%	21.0%	0.2%	92.3%	93.6%	1.4%	3275	992	223	30.3%	22.5%	0.2%	91.7%	92.9%	1.2%
Hispanic/Latino	215	65	9	32.2%	13.8%	-7.0%	5.9%	3.8%	-2.1%	221	66	11	33.4%	16.7%	-5.6%	6.2%	4.6%	-1.6%
Declined to respond	68	17	6	25.0%	35.3%	14.5%	1.9%	2.5%	0.7%	75	18	6	24.0%	33.3%	11.0%	2.1%	2.5%	0.4%
Ethnicity Total	3659	1134	236	31.0%	20.8%	0				3571	1076	240	30.1%	22.3%	0			

SDE	2018									2019								
	Eligible	Nominated	Designated	Nom Rate	Des Rate	Des Delta	% of Eligible	% of Designated	Delta (%D-%E)	Eligible	Nominated	Designated	Nom Rate	Des Rate	Des Delta	% of Eligible	% of Designated	Delta (%D-%E)
White	3032	936	217	30.9%	23.2%	1.4%	82.8%	87.9%	5.1%	4031	1171	221	29.0%	18.9%	1.5%	82.1%	89.5%	7.4%
Black	196	69	9	35.2%	13.0%	-8.7%	5.3%	3.6%	-1.7%	232	84	5	36.2%	6.0%	-11.4%	4.7%	2.0%	-2.7%
Asian American	74	19	5	25.7%	26.3%	4.5%	2.0%	2.0%	0.0%	130	33	3	25.4%	9.1%	-8.3%	2.6%	1.2%	-1.4%
Native American	23	3	0	13.0%	0.0%	-21.8%	0.6%	0.0%	-0.6%	28	12	4	42.9%	33.3%	16.0%	0.6%	1.6%	1.0%
Pacific Islander	11	3	0	27.3%	0.0%	-21.8%	0.3%	0.0%	-0.3%	21	3	0	14.3%	0.0%	-17.4%	0.4%	0.0%	-0.4%
More than One Race	57	21	4	36.8%	19.0%	-2.7%	1.6%	1.6%	0.1%	104	28	4	26.9%	14.3%	-3.1%	2.1%	1.6%	-0.5%
Declined to respond	271	83	12	30.6%	14.5%	-7.3%	7.4%	4.9%	-2.5%	364	91	10	25.0%	11.0%	-6.4%	7.4%	4.0%	-3.4%
Race Total	3664	1134	247	30.9%	21.8%	0				4910	1422	247	29.0%	17.4%	0			
Not Hispanic/Latino	3342	1038	236	31.1%	22.7%	1.0%	91.2%	95.5%	4.3%	4196	1293	222	30.8%	17.2%	-0.2%	85.5%	89.9%	4.4%
Hispanic/Latino	219	70	6	32.0%	8.6%	-13.2%	6.0%	2.4%	-3.5%	279	74	12	26.5%	16.2%	-1.2%	5.7%	4.9%	-0.8%
Declined to respond	103	26	5	25.2%	19.2%	-2.6%	2.8%	2.0%	-0.8%	435	55	13	12.6%	23.6%	6.3%	8.9%	5.3%	-3.6%
Ethnicity Total	3664	1134	247	30.9%	21.8%	0				4910	1422	247	29.0%	17.4%	0			

SDE	2020									2021								
	Eligible	Nominated	Designated	Nom Rate	Des Rate	Des Delta	% of Eligible	% of Designated	Delta (%D-%E)	Eligible	Nominated	Designated	Nom Rate	Des Rate	Des Delta	% of Eligible	% of Designated	Delta (%D-%E)
White	4031	1155	218	28.7%	18.9%	1.1%	82.1%	87.2%	5.1%	3801	1082	194	28.5%	17.9%	1.1%	81.5%	85.1%	3.6%
Black	231	76	4	32.9%	5.3%	-12.5%	4.7%	1.6%	-3.1%	210	82	7	39.0%	8.5%	-8.3%	4.5%	3.1%	-1.4%
Asian American	133	34	7	25.6%	20.6%	2.9%	2.7%	2.8%	0.1%	151	37	6	24.5%	16.2%	-0.6%	3.2%	2.6%	-0.6%
Native American	28	8	3	28.6%	37.5%	19.8%	0.6%	1.2%	0.6%	28	7	0	25.0%	0.0%	-16.8%	0.2%	0.0%	-0.6%
Pacific Islander	20	6	1	30.0%	16.7%	-1.1%	0.4%	0.4%	0.0%	19	5	2	26.3%	40.0%	23.2%	0.4%	0.9%	0.5%
More than One Race	102	30	10	29.4%	33.3%	15.6%	2.1%	4.0%	1.9%	94	33	6	35.1%	18.2%	1.4%	2.0%	2.6%	0.6%
Declined to respond	363	101	7	27.8%	6.9%	-10.8%	7.4%	2.8%	-4.6%	360	109	13	30.3%	11.9%	-4.9%	7.7%	5.7%	-2.0%
Race Total	4908	1410	250	28.7%	17.7%	0				4663	1355	228	29.1%	16.8%	0			
Not Hispanic/Latino	4191	1237	219	29.5%	17.7%	0.0%	85.4%	87.6%	2.2%	3692	1088	181	29.5%	16.6%	-0.2%	79.2%	79.4%	0.2%
Hispanic/Latino	273	70	9	25.6%	12.9%	-4.9%	5.6%	3.6%	-2.0%	269	78	9	29.0%	11.5%	-5.3%	5.8%	3.9%	-1.8%
Declined to respond	444	103	22	23.2%	21.4%	3.6%	9.0%	8.8%	-0.2%	702	189	38	26.9%	20.1%	3.3%	15.1%	16.7%	1.6%
Ethnicity Total	4908	1410	250	28.7%	17.7%	0				4663	1355	228	29.1%	16.8%	0			

SDE	2016-2021								
	Eligible	Nominated	Designated	Nom Rate	Des Rate	Des Delta	% of Eligible	% of Designated	Delta (%D-%E)
White	20932	6154	1266	29.4%	20.6%	1.3%	82.5%	87.4%	4.9%
Black	1281	467	45	36.5%	9.6%	-9.6%	5.0%	3.1%	-1.9%
Asian American	626	171	29	27.3%	17.0%	-2.3%	2.5%	2.0%	-0.5%
Native American	141	41	8	29.1%	19.5%	0.3%	0.6%	0.6%	0.0%
Pacific Islander	87	22	3	25.3%	13.6%	-5.6%	0.3%	0.2%	-0.1%
More than One Race	461	149	32	32.3%	21.5%	2.2%	1.8%	2.2%	0.4%
Declined to respond	1847	527	65	28.5%	12.3%	-6.9%	7.3%	4.5%	-2.8%
Race Total	25375	7531	1448	29.7%	19.2%	0.0%			
Not Hispanic/Latino	22072	6700	1302	30.4%	19.4%	0.2%	87.0%	89.9%	2.9%
Hispanic/Latino	1476	423	56	28.7%	13.2%	-6.0%	5.8%	3.9%	-1.9%
Declined to respond	1827	408	90	22.3%	22.1%	2.8%	7.2%	6.2%	-1.0%
Ethnicity Total	25375	7531	1448	29.7%	19.2%	0			

Source: AFPC/DP2

Gender

Female officers were nominated at the same or higher percentage rate than their male counterparts each year in AY 2016-2021. However, female officers were designated to attend SDE at a lower percentage in four of the six years. Overall, 11.4% of the population of DAF officers who were eligible to attend SDE were female, and females comprised 11.9% of the officers who were designated to attend.

Fig 100. Senior Developmental Education Rates by Gender (AY 2016-2021)

SDE	2016						2017					
	Eligible	Nominated	Designee	Nom Rate	Des Rate	Des Delta	Eligible	Nominated	Designee	Nom Rate	Des Rate	Des Delta
Female	376	147	23	39.1%	16.0%	-4.8%	374	132	28	35.3%	21.2%	-1.1%
Male	3283	987	213	30.1%	21.6%	0.8%	3197	944	212	29.5%	22.5%	0.2%
Total	3659	1134	236	31.0%	20.8%	0	3571	1076	240	30.1%	22.3%	0

SDE	2018						2019					
	Eligible	Nominated	Designee	Nom Rate	Des Rate	Des Delta	Eligible	Nominated	Designee	Nom Rate	Des Rate	Des Delta
Female	399	122	25	30.6%	20.5%	-1.3%	585	169	34	28.9%	20.1%	2.7%
Male	3265	1012	222	31.0%	21.9%	0.1%	4325	1253	213	29.0%	17.0%	-0.4%
Total	3664	1134	247	30.9%	21.8%	0	4910	1422	247	29.0%	17.4%	0

SDE	2020						2021					
	Eligible	Nominated	Designee	Nom Rate	Des Rate	Des Delta	Eligible	Nominated	Designee	Nom Rate	Des Rate	Des Delta
Female	591	182	26	31.0%	14.3%	-3.4%	567	182	40	32.1%	22.0%	2.4%
Male	4317	1228	224	28.4%	18.2%	0.5%	4096	1165	224	28.4%	19.2%	-0.4%
Total	4908	1410	250	28.7%	17.7%	0	4663	1347	264	28.9%	19.6%	0

SDE	2016-2021								
	Eligible	Nominated	Designee	Nom Rate	Des Rate	Des Delta	% Of Eligible	% of Designated	
Female	2892	934	176	32.3%	6.1%	0.2%	11.4%	11.9%	
Male	22483	6589	1308	29.3%	5.8%	0.0%	88.6%	88.1%	
Total	25375	7523	1484	29.6%	5.8%				

Source: AFPC/DP2

The DAF is reviewing processes, to include analysis of nomination and designation rates. In addition, RAND is conducting a study on the diversity of the order of merit lists produced by the central board to provide feedback to DAF.

REGAF ENLISTED PROFESSIONAL MILITARY EDUCATION (PME)

Enlisted PME is composed of Airman Leadership School (ALS), Noncommissioned Officer Academy (NCOA), Senior Noncommissioned Officer Academy (SNCOA), and the Chief Leadership Course. All programs are “must attend” courses based on rank and promotion date. For example, ALS is a primary level in-residence force development opportunity that meets all enlisted professional military education requirements for the service’s most junior service members. Airmen and Guardians participate beginning at the three-year time-in-service mark. Completion of ALS is required for senior airmen selected for staff sergeant before their promotion increment month.

Approximately 75-80 SNCOs attend sister service Joint Professional Military Education (JPME) per year. These SNCOs are nominated by their respective MAJCOMs. Each MAJCOM is allowed to nominate SNCOs based on the number of slots allocated. For example, if the DAF

were offered two slots at the U.S. Army Sergeants Major Academy, each MAJCOM would be allowed to nominate two SNCOs. The nominees are then sent to the MAJCOM command chiefs, sanitized of demographics, to score.

Except for the small number of JPME courses that use a nomination process, attendance at enlisted PME is required for all Airmen and Guardians based on rank and promotion dates. Because all enlisted members attend PME, this Review found no racial disparities for the enlisted PME courses. As for the JPME courses, DAF/A1 does not keep a database or analyze for racial disparities in nominees or selectees. DAF/A1 was able to produce some data for FY19 JPME courses. DAF/A1 filled 83 JPME slots with 54% White service members, 13% Black service members, and 22% other races. DAF/A1 did not have any data on the number and demographics of nominees. This Review notes the potential for racial bias in both the nomination and scoring processes. The diversity of the chiefs scoring the packages depends on the diversity of the MAJCOM command chiefs. Since DAF/A1 does not track the demographic data needed to allow analysis for potential racial disparity, there is no way to know if there is a disparity in the selection of JPME candidates.

DAF CIVILIAN IDE/SDE

Application to civilian IDE/SDE is a self-nominative process, and not all those who were eligible to attend in AY 2018-2021 chose to self-nominate. The basic process involves the applicant applying, a supervisor approval/disapproval, Senior Rater endorsement, a DE Preliminary Review, the Development Team (DT) Board, and then the CDE Board. The CDE Board uses a measures of merit matrix which includes the DT vector as a weighted input.

Overall, only slight racial-ethnic disparities were noted in the civilian IDE and SDE data.

The percentage of White, Black, Native American, and Non-Hispanic civilians who were selected for IDE were below the respective percentage of eligible civilians in all of those groups. White civilians represented 77.1% of the eligible population, but they accounted for 74.1% of the civilians selected to attend IDE between AY 2018-2021. Black civilians were 11.9% of the population eligible for IDE, and they comprised 10.6% of those selected. For these two groups, the differences equate to less than two members per year over the four-year period. No Native American civilians were selected to attend IDE during AY 2018-2021, while they made up 0.8% of the eligible population. This difference equates to less than 2 selects over the four-years. On the ethnic side, Hispanic civilians were overrepresented in IDE selections when considering the percentage of population that was eligible to attend. Over the four year time period, Hispanic civilians made up 6.6% of the eligible population and 10.1% of the selected population. On the other hand non-Hispanic civilians were 93.4% of the eligible population was Non-Hispanic, while 89.9% of those selected to attend were Non-Hispanic. This difference also equates to less than two individuals per year over the four years.

Black, Native American, and Non-Hispanic civilians were slightly underrepresented in selection for SDE when compared to the eligible populations for each group. 6.6% of the eligible population was Black civilians, and 6.4% of the selected population was Black civilians. Native American civilians made up 0.5% of the eligible population and 0.4% of the selected population. Non-Hispanic civilians accounted for 95.1% of the population eligible to attend

SDE and 94.5% of the population that was selected to attend. All other racial/ethnic groups were equally represented or overrepresented.

With regard to gender, female civilians were overrepresented in selection to both IDE and SDE. For IDE in AY 2018-2021, female civilians made up 30.1% of the eligible population and 32.2% of those selected. For SDE, females were 22.2% of the eligible population and 33.0% of selectees. Interestingly, female civilians met the CDEB at lower rates than males in IDE, but in SDE, females met the CDEB at higher rates than males. Of note, the percentage of female civilians who met the CDEB who were selected for IDE has steadily declined from about 67% in AY 2018 to 42% in AY 2021. For SDE, the percentage of females who met the CDEB who were selected for SDE has also declined, from a high of 85% in AY 2019 to 64% in AY 2021.

Fig 101. DAF Civilian IDE Selection Rates (AY 2018-2021)

IDE AY 18	Inventory	Eligible	# Met DT	# Met CDEB	# Selected	% of Eligible	% of Selected
All	48307	45207	262	88	50		
Black	5452	5133	36	11	6	11.4%	12.0%
White	37740	35239	187	64	34	78.0%	68.0%
Native American	367	349	2	0	0	0.8%	0.0%
Asian American	2008	1892	19	8	5	4.2%	10.0%
Pacific Islander	208	194	3	2	2	0.4%	4.0%
Declined Response	1469	1417	4	2	2	3.1%	4.0%
Identified more than one race	1063	983	11	1	1	2.2%	2.0%
Hispanic or Latino	2971	2788	14	4	4	6.2%	8.0%
Not Hispanic/Latino	45336	42419	248	84	46	93.8%	92.0%
Female	14154	13498	89	27	18	29.9%	36.0%
Male	34153	31709	173	61	32	70.1%	64.0%

IDE AY 19	Inventory	Eligible	# Met DT	# Met CDEB	# Selected	% of Eligible	% of Selected
All	48701	45947	195	72	48		
Black	5659	5369	28	7	4	11.7%	8.3%
White	37785	35570	140	57	37	77.4%	77.1%
Native American	381	364	0	0	0	0.8%	0.0%
Asian American	2023	1913	5	2	2	4.2%	4.2%
Pacific Islander	214	210	0	0	0	0.5%	0.0%
Declined Response	1444	1399	12	2	2	3.0%	4.2%
Identified more than one race	1195	1122	10	4	3	2.4%	6.3%
Hispanic or Latino	3151	2968	20	5	5	6.5%	10.4%
Not Hispanic/Latino	45550	42979	175	67	43	93.5%	89.6%
Female	14322	13707	67	18	11	29.8%	22.9%
Male	34379	32240	128	54	37	70.2%	77.1%

IDE AY 20	Inventory	Eligible	# Met DT	# Met CDEB	# Selected	% of Eligible	% of Selected
All	50979	47477	225	88	48		
Black	6066	5738	30	7	4	12.1%	8.3%
White	39259	36471	161	68	38	76.8%	79.2%
Native American	430	398	3	1	0	0.8%	0.0%
Asian American	2123	1984	8	6	3	4.2%	6.3%
Pacific Islander	242	230	1	1	1	0.5%	2.1%
Declined Response	1489	1416	9	4	1	3.0%	2.1%
Identified more than one race	1370	1240	13	1	1	2.6%	2.1%
Hispanic or Latino	3465	3214	27	13	6	6.8%	12.5%
Not Hispanic/Latino	47514	44263	198	75	42	93.2%	87.5%
Female	15117	14274	93	35	20	30.1%	41.7%
Male	35862	33203	132	53	28	69.9%	58.3%

IDE AY 21	Inventory	Eligible	# Met DT	# Met CDEB	# Selected	% of Eligible	% of Selected
All	53232	48559	257	85	43		
Black	6437	6020	46	12	6	12.4%	14.0%
White	40586	37021	172	62	31	76.2%	72.1%
Native American	445	402	5	1	0	0.8%	0.0%
Asian American	2235	2055	8	3	3	4.2%	7.0%
Pacific Islander	270	233	1	0	0	0.5%	0.0%
Declined Response	1676	1477	10	4	1	3.0%	2.3%
Identified more than one race	1583	1351	15	3	2	2.8%	4.7%
Hispanic or Latino	3770	3417	30	13	4	7.0%	9.3%
Not Hispanic/Latino	49462	45142	227	72	39	93.0%	90.7%
Female	16044	14857	95	31	13	30.6%	30.2%
Male	37188	33702	162	54	30	69.4%	69.8%

Fig 102. DAF Civilian IDE Selection Rates (Combined AY 2018-2021)

IDE: AY 18 to AY 21	Ave Inventory	Ave Eligible	# Met DT	# Met CDEB	# Selected	% of Eligible	% of Selected
All	50304.75	46797.5	939	333	189		
Black	5903.5	5565	140	37	20	11.9%	10.6%
White	38842.5	36075.25	660	251	140	77.1%	74.1%
Native American	405.75	378.25	10	2	0	0.8%	0.0%
Asian American	2097.25	1961	40	19	13	4.2%	6.9%
Pacific Islander	233.5	216.75	5	3	3	0.5%	1.6%
Declined Response	1519.5	1427.25	35	12	6	3.0%	3.2%
Identified more than one race	1302.75	1174	49	9	7	2.5%	3.7%
Hispanic or Latino	3339.25	3096.75	91	35	19	6.6%	10.1%
Not Hispanic/Latino	46965.5	43700.75	848	298	170	93.4%	89.9%
Female	14909.25	14084	344	111	62	30.1%	32.8%
Male	35395.5	32713.5	595	222	127	69.9%	67.2%

Fig 103. DAF Civilian SDE Selection Rates (AY 2018-2021)

SDE AY 18	Inventory	Eligible	# Met DT	# Met CDEB	# Selected	% of Eligible	% of Selected
All	10570	10229	248	154	133		
Black	663	648	18	9	9	6.3%	6.8%
White	9077	8783	201	129	113	85.9%	85.0%
Native American	59	56	1	0	0	0.5%	0.0%
Asian American	337	317	12	6	4	3.1%	3.0%
Pacific Islander	20	19	0	0	0	0.2%	0.0%
Declined Response	254	252	7	4	4	2.5%	3.0%
Identified more than one race	160	154	9	6	3	1.5%	2.3%
Hispanic or Latino	504	498	13	8	7	4.9%	5.3%
Not Hispanic/Latino	10066	9731	235	146	126	95.1%	94.7%
Female	2255	2207	86	55	46	21.6%	34.6%
Male	8315	8022	162	99	87	78.4%	65.4%

SDE AY 19	Inventory	Eligible	# Met DT	# Met CDEB	# Selected	% of Eligible	% of Selected
All	11013	10715	294	162	135		
Black	707	690	19	10	4	6.4%	3.0%
White	9450	9185	248	133	118	85.7%	87.4%
Native American	58	57	2	2	1	0.5%	0.7%
Asian American	345	335	11	5	3	3.1%	2.2%
Pacific Islander	22	21	2	2	2	0.2%	1.5%
Declined Response	248	247	8	7	5	2.3%	3.7%
Identified more than one race	183	180	4	3	2	1.7%	1.5%
Hispanic or Latino	520	507	19	11	10	4.7%	7.4%
Not Hispanic/Latino	10493	10208	275	151	125	95.3%	92.6%
Female	2386	2346	95	54	46	21.9%	34.1%
Male	8627	8369	199	108	89	78.1%	65.9%

SDE AY 20	Inventory	Eligible	# Met DT	# Met CDEB	# Selected	% of Eligible	% of Selected
All	11605	11261	338	195	126		
Black	767	740	31	11	6	6.6%	4.8%
White	9902	9612	276	166	109	85.4%	86.5%
Native American	59	59	3	1	0	0.5%	0.0%
Asian American	365	353	11	4	2	3.1%	1.6%
Pacific Islander	25	25	1	1	1	0.2%	0.8%
Declined Response	256	254	6	5	4	2.3%	3.2%
Identified more than one race	231	218	10	7	4	1.9%	3.2%
Hispanic or Latino	568	549	19	9	7	4.9%	5.6%
Not Hispanic/Latino	11037	10712	319	186	119	95.1%	94.4%
Female	2567	2513	108	59	38	22.3%	30.2%
Male	9038	8748	230	136	88	77.7%	69.8%

SDE AY 21	Inventory	Eligible	# Met DT	# Met CDEB	# Selected	% of Eligible	% of Selected
All	12647	12176	362	220	134		
Black	883	850	35	13	9	7.0%	6.7%
White	10685	10311	295	184	111	84.7%	82.8%
Native American	63	60	2	2	1	0.5%	0.7%
Asian American	419	401	12	8	5	3.3%	3.7%
Pacific Islander	28	28	3	2	1	0.2%	0.7%
Declined Response	279	263	10	7	4	2.2%	3.0%
Identified more than one race	290	263	5	4	3	2.2%	2.2%
Hispanic or Latino	652	619	14	9	5	5.1%	3.7%
Not Hispanic/Latino	11995	11557	348	211	129	94.9%	96.3%
Female	2892	2804	113	69	44	23.0%	32.8%
Male	9755	9372	249	151	90	77.0%	67.2%

Source: DAF/A1

Fig 104. DAF Civilian SDE Selection Rates (AY 2018-2021)

SDE: AY 18 to AY 21	Ave Inventory	Ave Eligible	# Met DT	# Met CDEB	# Selected	% of Eligible	% of Selected
All	11458.75	11095.25	1242	731	528		
Black	755	732	103	43	34	6.6%	6.4%
White	9778.5	9472.75	1020	612	451	85.4%	85.4%
Native American	59.75	58	8	5	2	0.5%	0.4%
Asian American	366.5	351.5	46	23	14	3.2%	2.7%
Pacific Islander	23.75	23.25	6	5	4	0.2%	0.8%
Declined Response	259.25	254	31	23	17	2.3%	3.2%
Identified more than one race	216	203.75	28	20	12	1.8%	2.3%
Hispanic or Latino	561	543.25	65	37	29	4.9%	5.5%
Not Hispanic/Latino	10897.75	10552	1177	694	499	95.1%	94.5%
Female	2525	2467.5	402	237	174	22.2%	33.0%
Male	8933.75	8627.75	840	494	354	77.8%	67.0%

Based on the findings of the December 2020 Racial Disparity Review Report, DAF/A1 established a 14-member working group with an action plan to continue root cause analysis and assessment of PME results in AY 2022-2023.

MILITARY PROMOTIONS

The DR looked at RegAF Active Duty officer O4-O7 promotions and enlisted E5-E9 promotions.⁵⁵ Regarding enlisted members, the most notable underrepresentation are Black E5 and E6 promotions, Asian American E8-E9 promotions, and Native American E5-E7 promotions; these groups are promoted below the average rate for their respective grades. Also, female E7s are promoted above the average rate, resulting in a notable overrepresentation for E7 promotions.⁵⁶

Regarding officers, there is a notable underrepresentation of Black, Hispanic/Latino, and Asian Americans for O5 and O6 promotions. These groups are promoting below the average rate for their respective grades. Hispanic/Latino and Native American officers are promoted below the average rate to O7. Finally, female officers are notably overrepresented in promotions to O5, O6, and O7, promoting at a rate above the average compared to their eligible peers. Higher promotion rates for females in all ranks and some minority groups to O7 do not result in higher representation in FGO and GO ranks due to their low representation in operations, the largest career field.

ENLISTED PROMOTIONS

Analysis of average enlisted promotion rates for E5-E9 from CY15-CY19 reveals disparity in promotion rates.

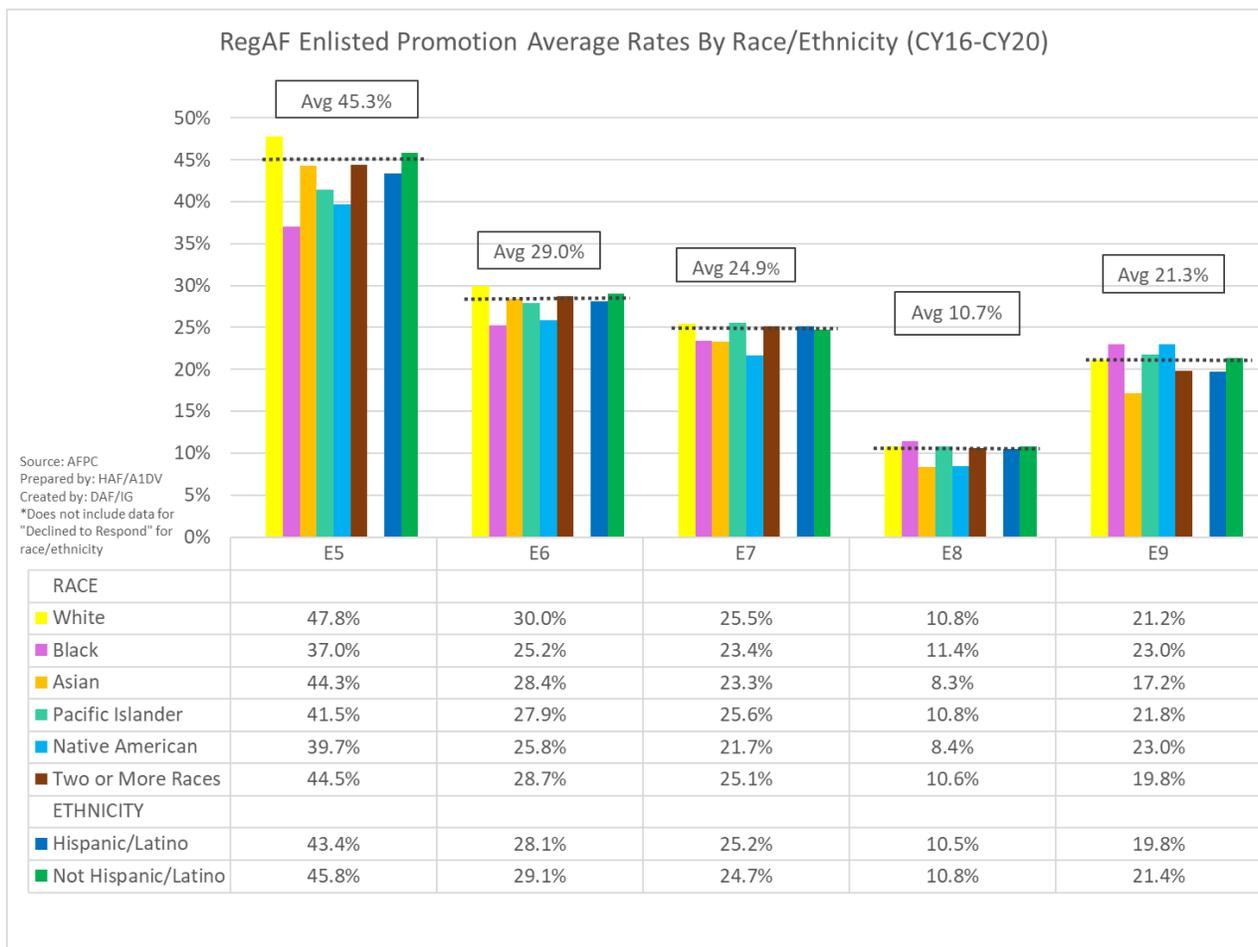
⁵⁵ The DR looked at promotion rates of RegAF members. Based on the findings of this report, it is recommended that the ANG and AFR conduct a review of their respective promotion procedures and rates to determine if racial, ethnic, or gender disparities exist.

⁵⁶ For the promotions section of this report, disparity exists if there is an overrepresentation greater than 2% or an underrepresentation less than -2% on the 5-year heat map. A notable disparity is underrepresentation is less than or equal to -10% or overrepresentation is greater or equal to 10% on the five-year heat map.

Looking at the average promotion rates to E5-E9 from 2016 to 2020, Asian American enlisted members were promoted below the average rate to all ranks. Black enlisted members were promoted below the average rate to E5-E7, but above the average for E8-E9. Hispanic/Latino enlisted members were promoted below the average to all ranks except E7. Pacific Islander enlisted members were promoted below the average to E5-E6. Native American enlisted members were promoted below the average rate to E5-E8 and above the average rate to E9. Multi-racial enlisted members were promoted below the average rate to all ranks except E7. It is important to note the relatively small population of Native American, Pacific Islander, and Multi-racial enlisted members creates large fluctuations in E8-E9 data and magnifies the disparity.

Race and Ethnicity

Fig 105. RegAF Enlisted Promotion Average Rates by Race-Ethnicity (CY16-CY20)



The two figures below show the percent over/underrepresentation by racial-ethnic groups for enlisted promotions for 2016-2020, compared to the eligible population, and the

accompanying disparity heat map (magnitude calculation).⁵⁷ As discussed previously in the report, the heat map includes two numbers: the percent relative disparity and the number of people impacted by that disparity per year.

The most notable underrepresentation in enlisted promotions are in Black E5 and E6 promotions, Asian American E8 and E9 promotions, and Native American E5, E6, and E7 promotions.⁵⁸ It is important to note that small sample sizes introduce more variability in the higher ranks and smaller race/ethnic groups.

When compared with the eligible RegAF population for each promotion, the following disparities were identified:

- White enlisted members are overrepresented in E5 through E7 promotions.
- Black enlisted members are notably underrepresented in E5 and E6 promotions and underrepresented in E7 promotions, with a trend toward equal representation in E6 and E7 promotions. They are overrepresented in E8 and E9 promotions, trending toward equal representation in E8 promotions.
- Hispanic/Latino enlisted members are slightly underrepresented in promotions to E5, E6, and E9.
- Asian American enlisted members are notably underrepresented in E8 and E9 promotions and underrepresented in E7 promotions, with an increasing trend of underrepresentation in E8 promotions.
- Multi-Racial enlisted members do not have a disparity in promotions. The overrepresentation of Multi-racial members in E9 promotions is not practically significant due to the small numerical difference in representation.
- Pacific Islander enlisted members are underrepresented in E5, E8, and E9 promotions and overrepresented in E7 promotions. In all ranks except E9, there was increasing trend in promotion representation between 2019 and 2020.
- Native American enlisted members are notably underrepresented in promotions to E5, E6, E7, and E8. Promotions to E5 and E6 have a downward trend. The overrepresentation of Native Americans in promotion to E8 and E9 is not practically significant due to the small numerical difference in representation.

Enlisted promotion data from 2016 to 2020 was analyzed using logistic regression models for E5-E7 and E8-E9. The logistic regression model indicates all RegAF race/ethnicities are less likely to promote to within the combined group of E5-E7 when compared to their White

⁵⁷ The heat map indicates the number of person(s) under/overrepresentation per year. Where the heat map shows 0 person(s), approximately 0.49 or less is rounded down to 0.

⁵⁸ For the purposes of the section, overrepresentation is defined as greater than 2% on the five-year heat map, and underrepresentation is less than -2% on the heat map. A notable underrepresentation is less than or equal to -10% on the heat map, while a notable overrepresentation is greater or equal to 10% on the heat map.

peers while holding *gender, career field, promotion recommendation, and rank constant*; Multi-racial members had about 10% lower odds, Asian American members had about 15% lower odds, Hispanic/Latino members had about 24% lower odds, Pacific Islander members had about 29% lower odds, Native American members had about 34% lower odds, and Black members had about 43% lower odds. Finally, within the E8-E9 combined group, Hispanic/Latino members have 9% lower promotion odds than their White counterparts.

Fig 106. RegAF Racial-Ethnic Disparity in Enlisted Promotion Rates (CY16-CY20)

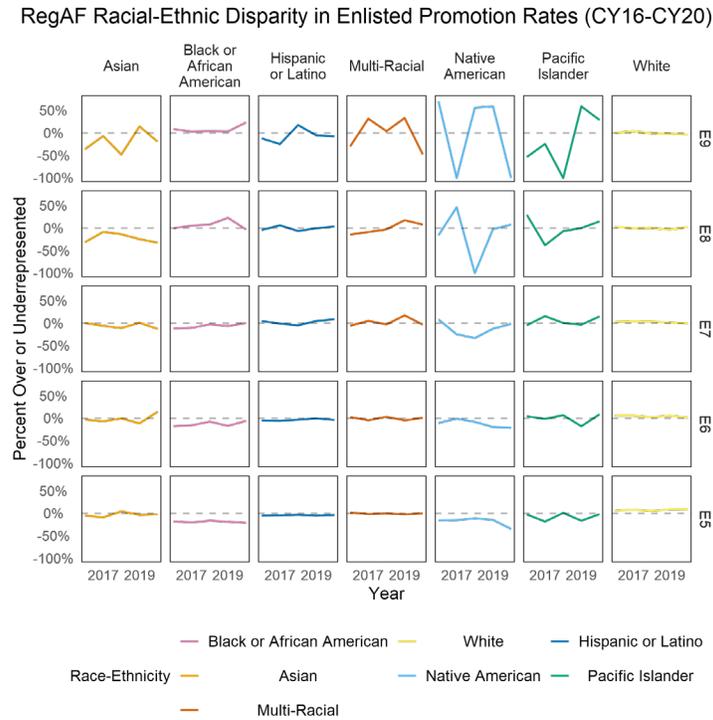
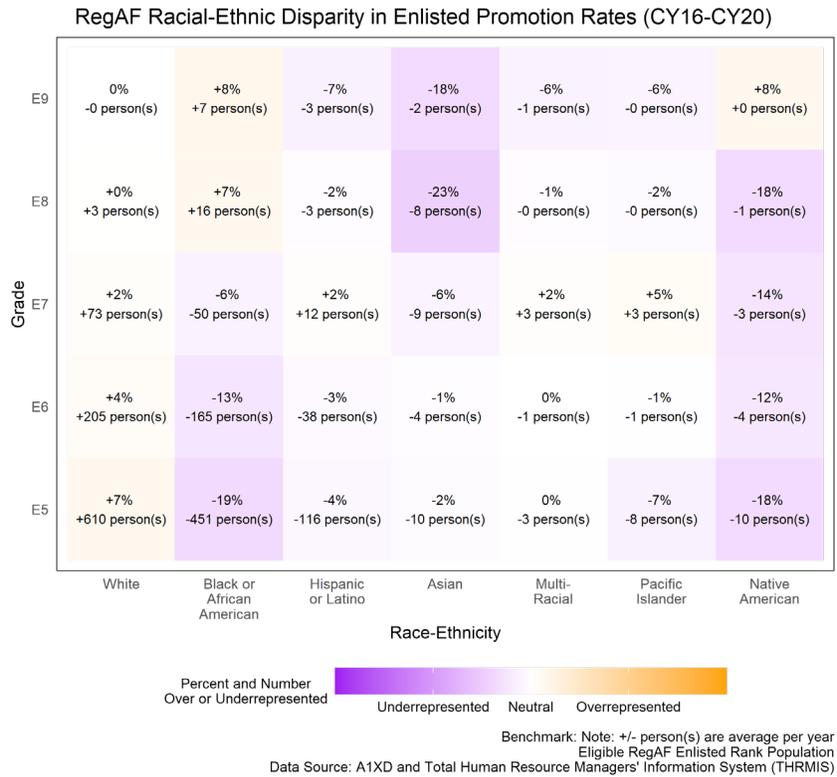


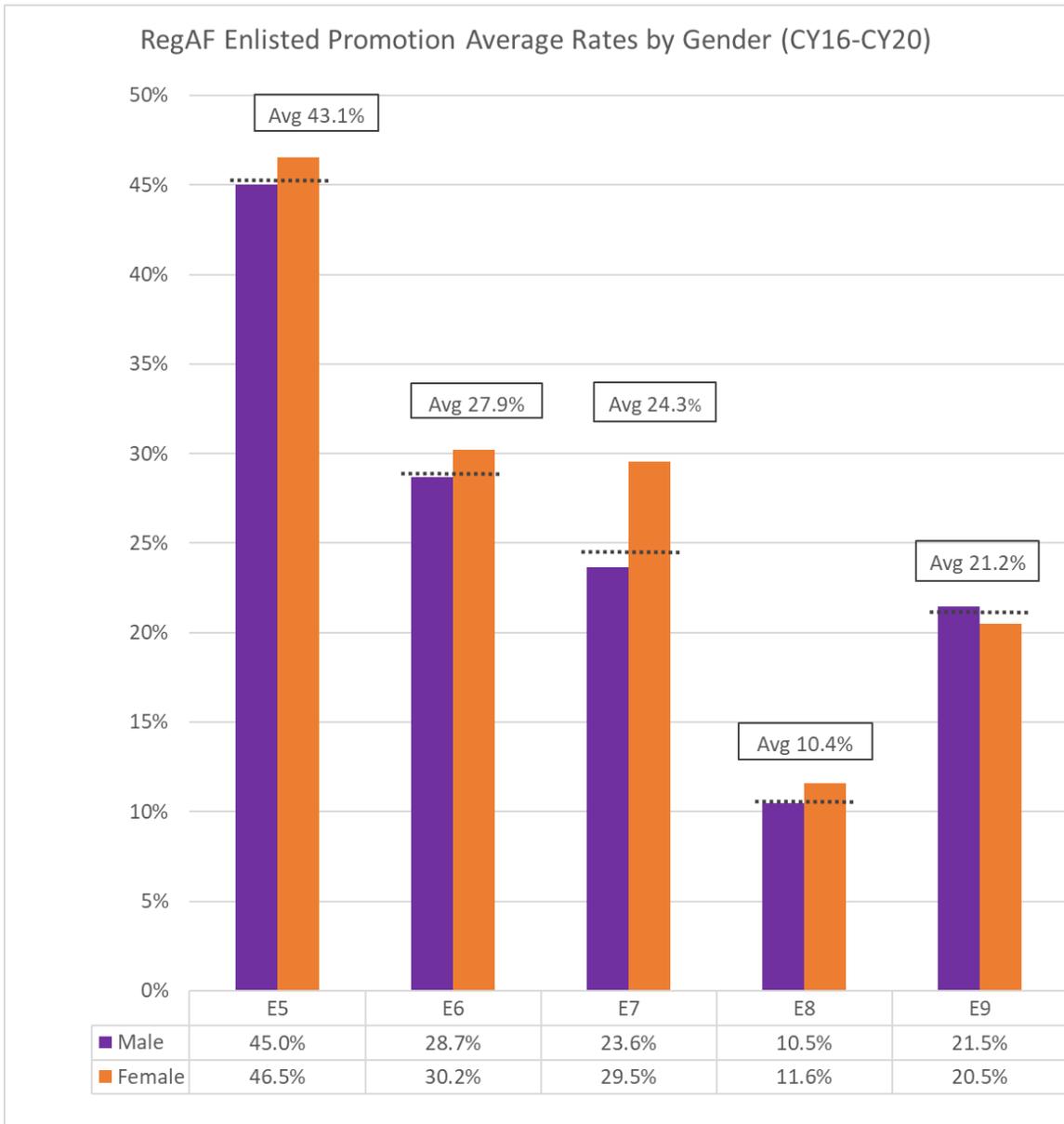
Fig 107. RegAF Racial-Ethnic Disparity in Enlisted Promotion Rates, Heat Map (CY16-CY20)



Gender

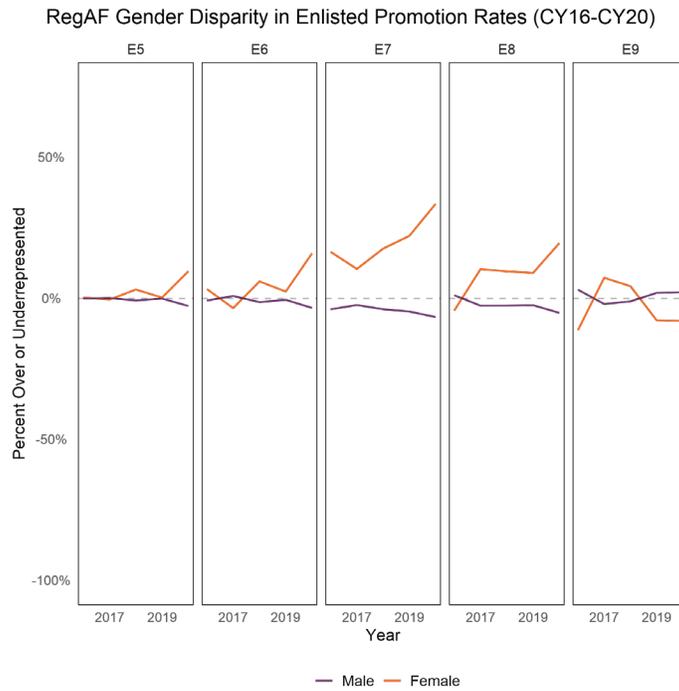
From CY16-CY20, female enlisted members were promoted above the average to E5-E8, but they fall short at the highest enlisted rank. At E9, the female promotion rate was 20.1%, under the average rate of 21.2% and the male rate of 21.5%. Conversely, male enlisted members consistently were at or below the average enlisted promotion rate until E9.

Fig 108. RegAF Enlisted Promotion Average Rates by Gender (CY16-CY20)



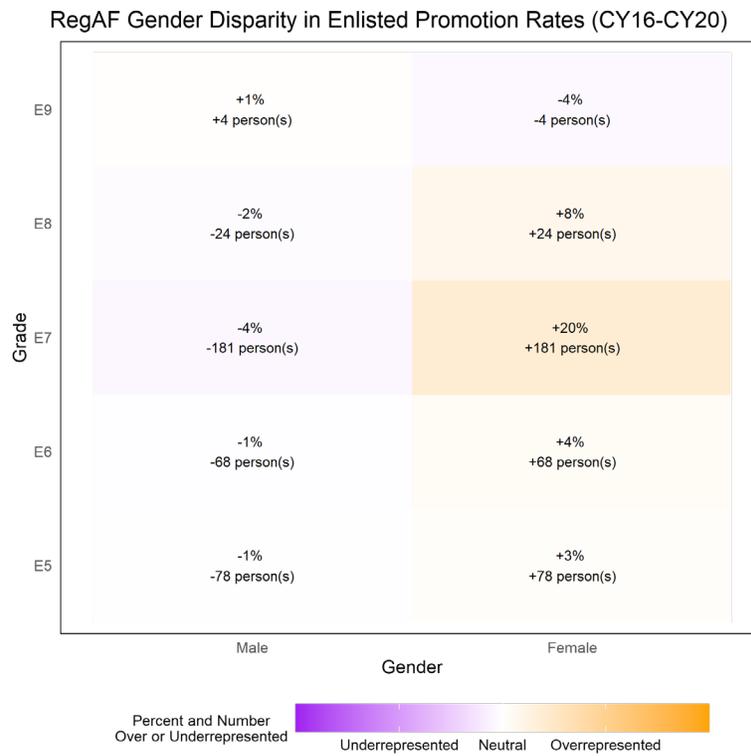
The figures below display an overrepresentation of female E5 through E8 promotions compared to the eligible population, with a notable overrepresentation of females for E7 promotion. Between 2016 and 2020, females’ promotion rates to E5 through E8 had an increasing trend. However, females are underrepresented in E9 promotions, affecting approximately four members per year.

Fig 109. RegAF Gender Disparity in RegAF Enlisted Promotion Rates (CY16-CY20)



Benchmark: Eligible RegAF Enlisted Grade Population
Data Source: A1XD and Total Human Resource Managers' Information System (THRMIS)

Fig 110. RegAF Gender Disparity in RegAF Enlisted Promotion Rates, Heat Map (CY16-CY20)



Benchmark: Note: +/- person(s) are average per year
Eligible RegAF Enlisted Grade Population
Data Source: A1XD and Total Human Resource Managers' Information System (THRMIS)

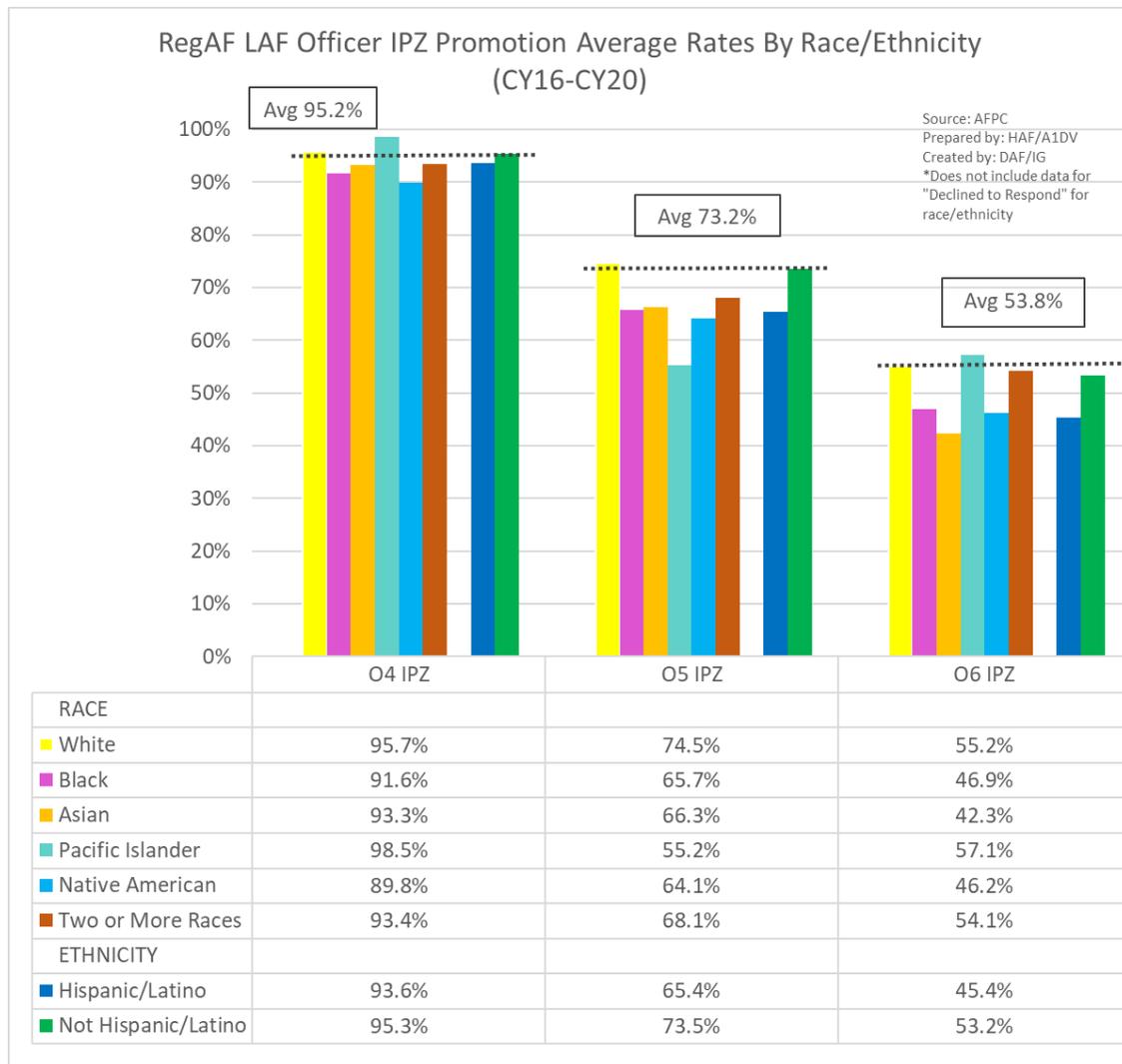
OFFICER PROMOTIONS

Analysis of average promotion rates for the Line of the Air Force (LAF) In-the-Promotion-Zone (IPZ) board to Maj (O4), Lt Col (O5), and Col (O6) between CY16-CY20 reveals disparity.

Race and Ethnicity

Across all ranks, White officers were promoted above the average rate from 2016 to 2020. Conversely, Hispanic/Latino, Black, Asian American, and Native American officers were promoted below the average rate. It is important to note the relatively small population of Native American, Pacific Islander, and Multi-racial officers creates large fluctuations in O5 and O6 data and magnifies the disparity.

Fig 111. RegAF LAF IPZ O4-O6 Avg Promotion Rates by Race-Ethnicity (CY16-CY20)



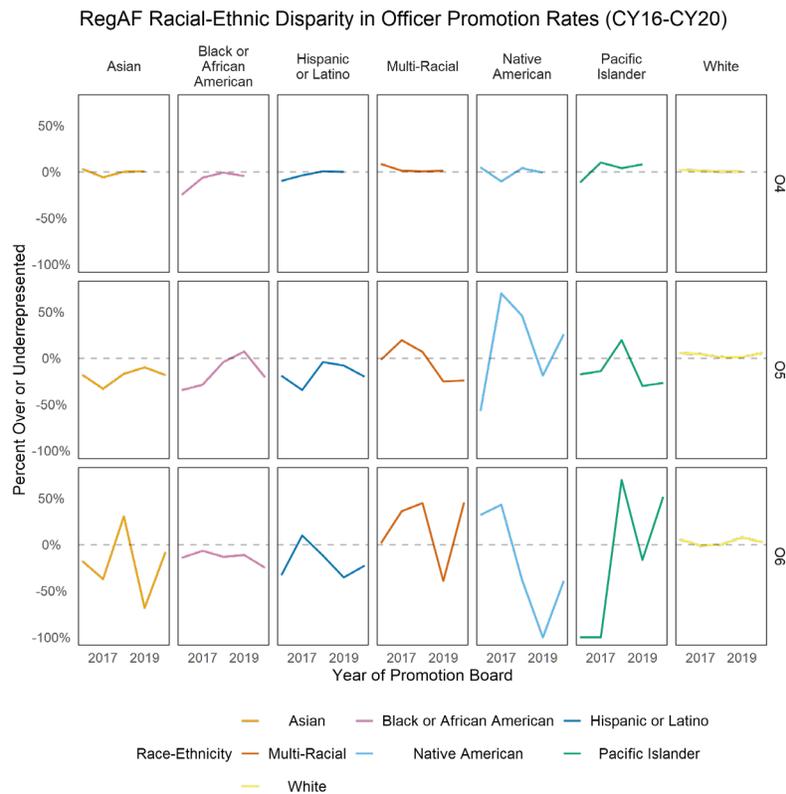
Looking at the below figures, compared with the eligible population, White officers are slightly overrepresented in O5 and O6 promotions. Promotions to O5 had the highest magnitude

of disparity impacting 14 Hispanic/Latino officers, 10 Black officers, and 8 Asian American officers underrepresented each year. Small sample sizes introduce more variability in the higher ranks and smaller racial-ethnic groups. As such, Native American and Pacific Islander under/overrepresentation in officer promotions were not practically significant due to the small numerical difference in representation.

Officer promotion data for RegAF O4 – O6 from 2016-2020 was analyzed using logistic regression models. As previously stated, regression models for promotion and leadership positions include only the data from pertinent ranks. The regression model for officer promotions includes *promotion zone* and *promotion recommendation* as factors along with *race-ethnicity*, *gender*, and *rank* but does not include career field since this was non-significant in the model.

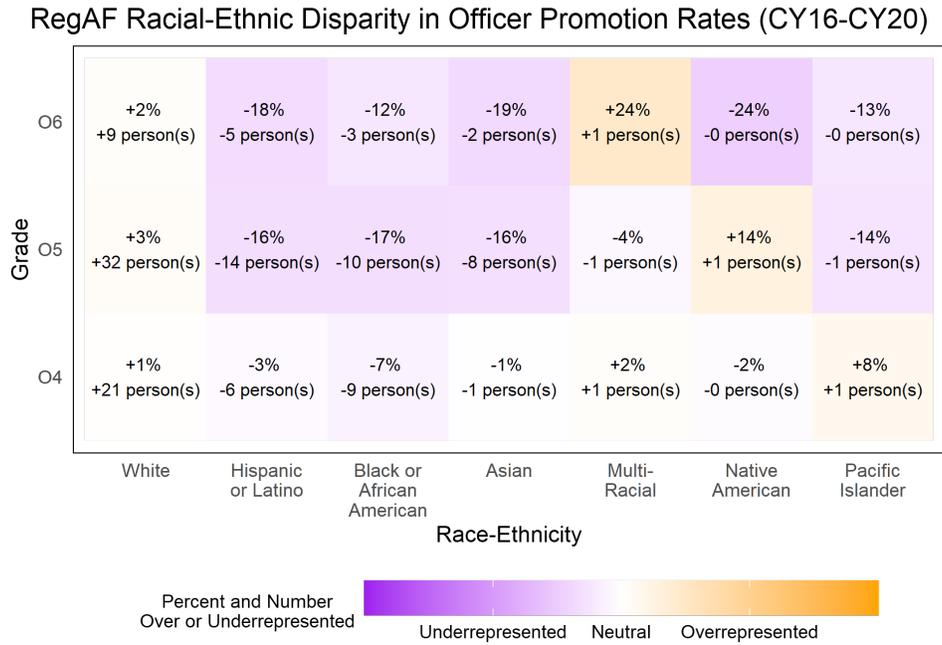
The logistic regression model indicates all RegAF race/ethnicities were less likely to promote to O4 – O6 when compared to their White peers while holding *gender*, *promotion zone*, *promotion recommendation*, and *rank constant*; Asian American members had about 23% lower odds, Black members had about 36% lower odds, Hispanic/Latino members had about 42% lower odds, and Native American members had about 70% lower odds of promotion, compared to their White peers.

Fig 112. RegAF Racial-Ethnic Disparity in Officer Promotion Rates (CY16-CY20)



Benchmark: Eligible RegAF Officer Grade Population
 Data Source: Total Human Resource Managers' Information System (THRIMS)

Fig 113. RegAF Racial-Ethnic Disparity in Officer Promotion Rates, Heat Map (CY16-CY20)



Note: +/- person(s) are average per year
 Benchmark: Eligible RegAF Officer Grade Population
 Data Source: A1XD and Total Human Resource Managers' Information System (THRMIS)

Promotion recommendations largely explain promotion rates. Officers eligible for promotion receive a recommendation of Promote (P), Definitely Promote (DP), or Do Not Promote (DNP). Between 2016 and 2020, DP recommendations resulted in an average 99.9% IPZ selection rate to O4, while a P produced an average of 94.4% promotion rate to O4, compared to the average promotion rate of 95.2%. With a DP, the IPZ selection rate to O5 averaged 99.5%, while with a P, the rate was 47.6%, with an average promotion rate of 73.2%. O6s who had a DP were promoted at an average rate of 97.1%, while those with a P were promoted at a rate of 36.5%. The average promotion rate to O6 was 73.2%.⁵⁹

From 2016 to 2018, a DP recommendation increased the Below Primary Zone (BPZ) promotion rate for O5 from an average of .2% with a P to 28.7% with a DP.⁶⁰ In the same timeframe, BPZ selection rate for O6 with a DP was an average of 11.7%, while the P selection rate BPZ was 0.0%.⁶¹

⁵⁹ See AFPC Officer promotions data, accessed at <https://starsdemog.a1vdc.us.af.mil>.

⁶⁰ There was no BPZ to O5 and O6 in 2020, as will be discussed later in this section.

⁶¹ The RegAF eliminated the opportunity for BPZ in 2020, as will be discussed later in this section.

Fig 114. RegAF Officer Average Promotion Rates by Zone (CY16-CY20)

RegAF Officer Average Promotion Rates by Zone (CY16-CY20)								
	O4		O5			O6		
	IPZ	APZ	IPZ	APZ	BPZ*	IPZ	APZ	BPZ*
Overall Rate	95.2%	32.5%	73.2%	7.0%	3.8%	53.8%	2.3%	1.7%
Definitely Promote	99.9%	100.0%	99.5%	92.1%	28.7%	97.1%	63.6%	11.7%
Promote (P) Rate	94.4%	37.0%	47.6%	4.1%	0.2%	36.5%	1.5%	0.0%

Source: AFPC

Created by: DAF/IG

Prepared by: HAF/A1DV

*No BPZ in 2020

When considering the promotion recommendations for O5 and O6 boards from 2016-2020, White officers are overrepresented in DP selections to O5 and O6, affecting 193 and 118 DP selections, respectively, each year compared to the eligible population. Hispanic/Latino, Black, Asian American, and Pacific Islander officers are notably underrepresented in DP selections for O5 and O6. Multi-racial officers are underrepresented in DP selections for O5 and O6, but less so than the other minority groups. Native American officers are notably overrepresented in DP selections for promotion to O5 but are underrepresented in DP selections to O6. Small sample sizes such as the Native American officer population introduce more variability. Multi-racial and Pacific Islander underrepresentation in promotion recommendations for O6 are not practically significant due to the small numerical difference in representation.

It is important to look at officer promotions broken out by Above Primary Zone (APZ), BPZ, and IPZ because historically, BPZ promotion has traditionally been a strong indicator of an officer’s potential to make General Officer rank.⁶²

⁶² In 2020, the RegAF transitioned away from the BPZ promotion opportunity while retaining IPZ and APZ categories. <https://www.airforcetimes.com/news/your-air-force/2019/12/09/air-force-to-drop-below-the-zone-promotions-for-officers/>, accessed 1 July 21, and <https://www.af.mil/News/Article-Display/Article/2372030/department-of-the-air-force-completes-first-officer-promotion-board-using-new-c/>, accessed 1 July 21.

Fig 115. RegAF Racial-Ethnic Disparity in Officer “Definitely Promote” Selection Rates (CY16-CY20)

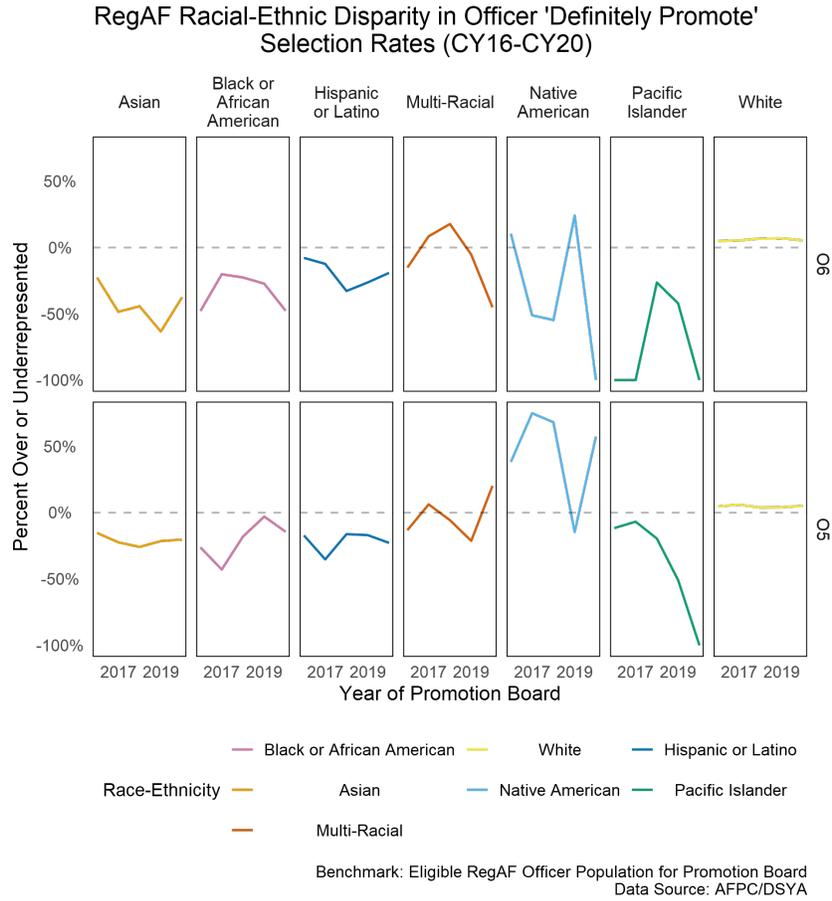
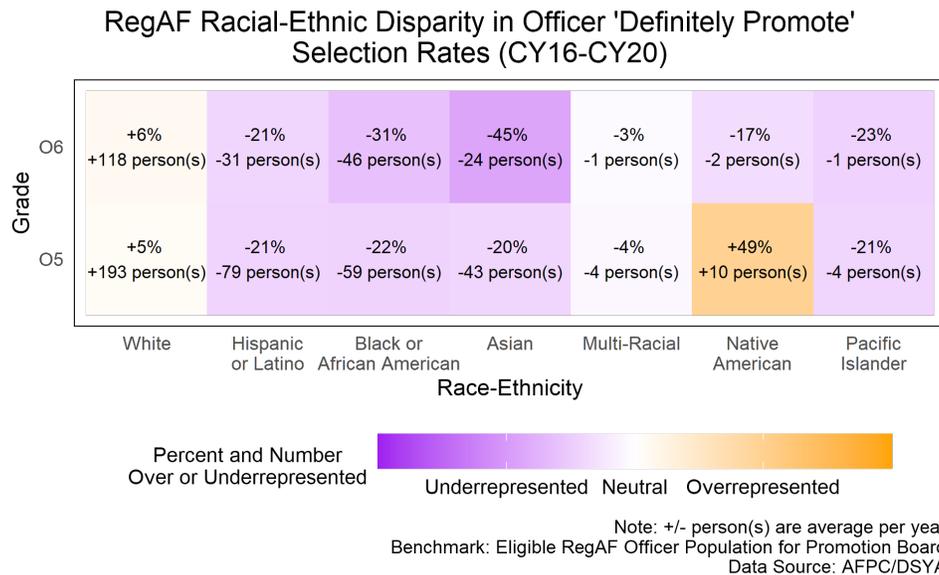
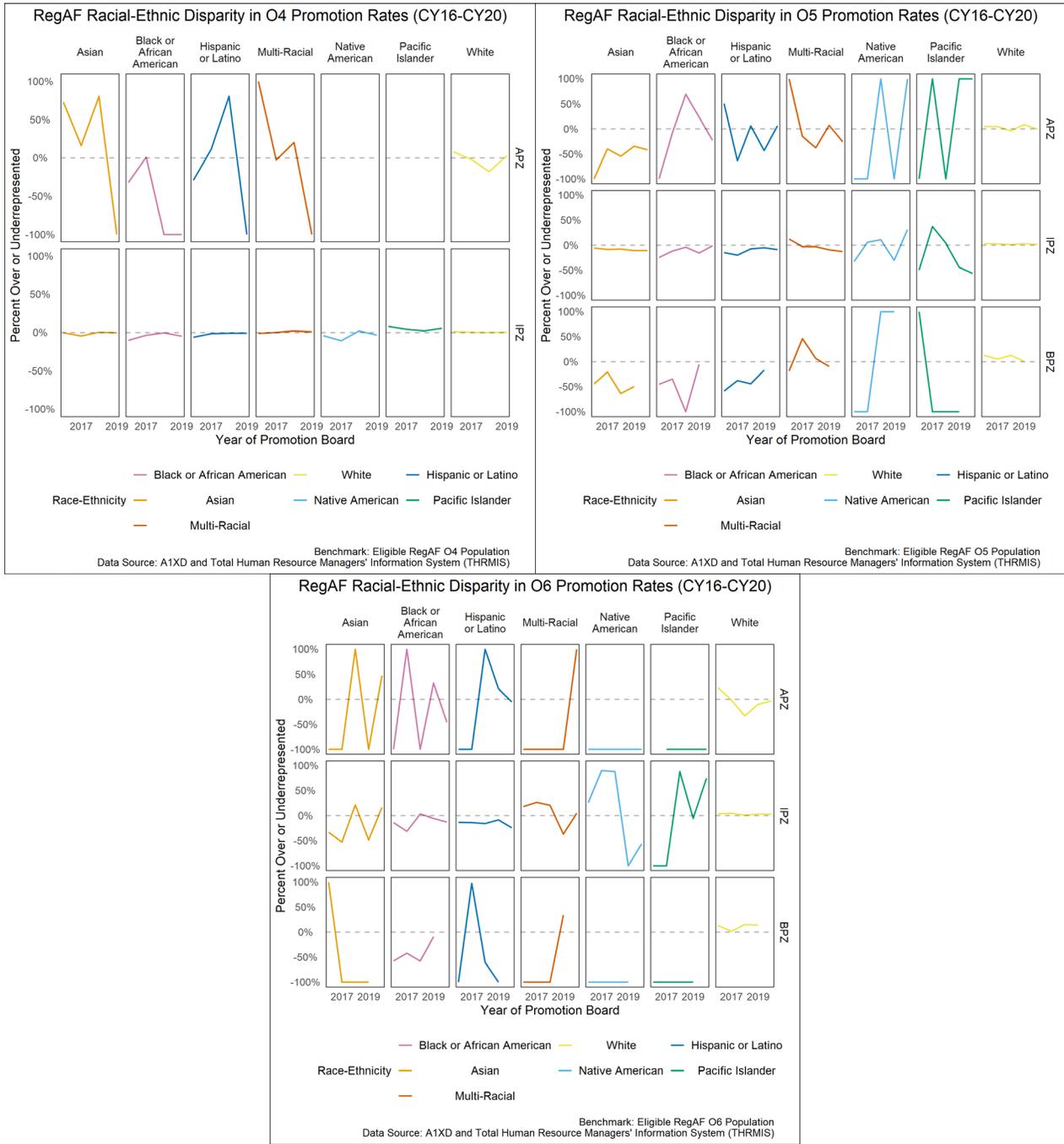


Fig 116. RegAF Racial-Ethnic Disparity in Officer “Definitely Promote” Selection Rates, Heat Map (CY16-CY20)



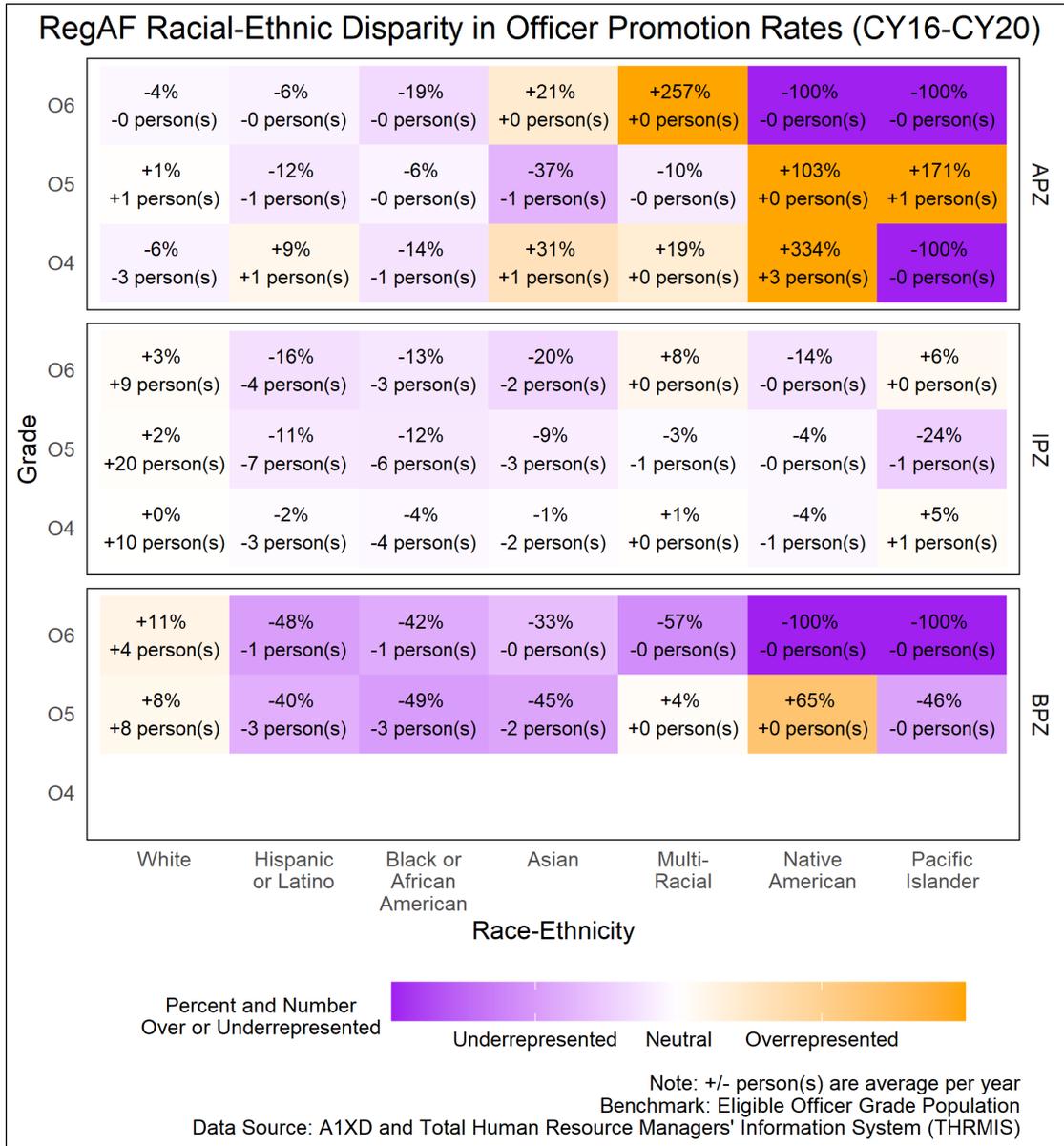
Compared with the total RegAF eligible population, between 2016 and 2020, there was a notable underrepresentation of minority officers in BPZ promotions to O5 and O6 for all racial-ethnic groups, except Native American and Multi-racial O5 promotions. However, small sample sizes introduce more variability in the higher ranks and smaller racial-ethnic groups. Multi-racial, Pacific Islander, Native American, and Asian American over/underrepresentation for BPZ promotions are not practically significant due to the small numerical difference in representation. White officers were overrepresented in BPZ to O5 and O6.

Fig 117. RegAF Racial-Ethnic Disparity in Officer Promotions Rates by Zone (CY16-CY20) ⁶³



⁶³ The RegAF discontinued the opportunity for BPZ to O5 and O6 in starting in 2020.

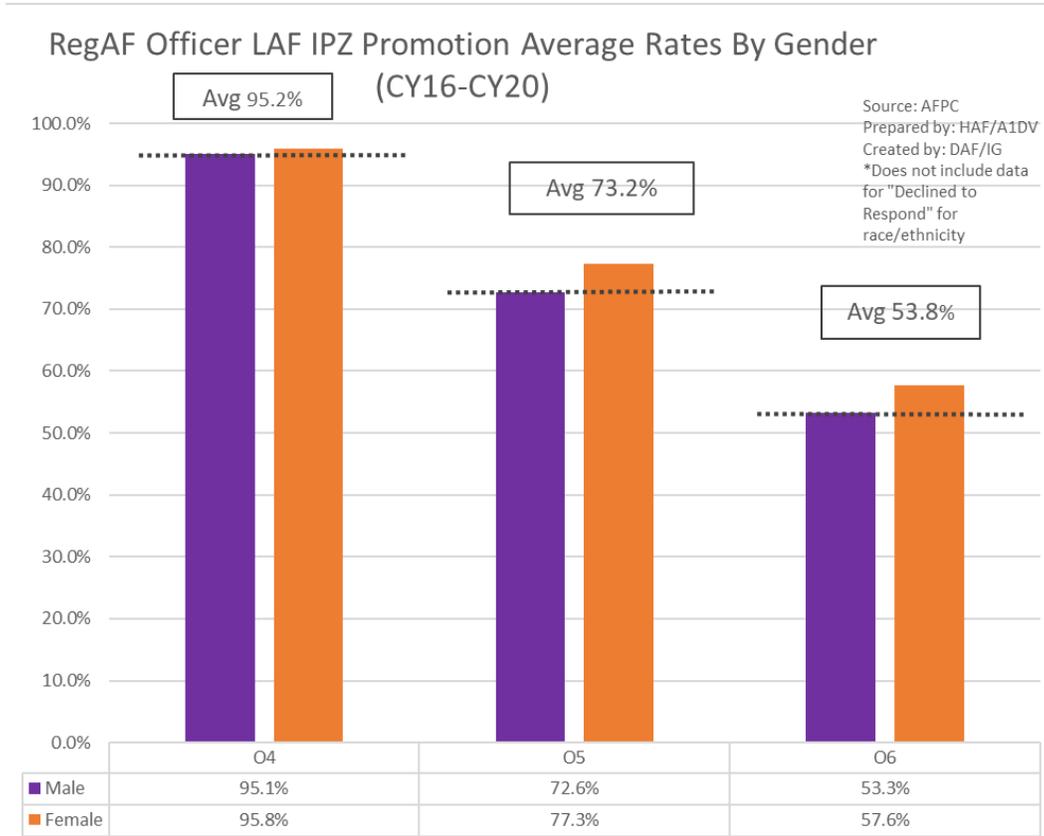
Fig 118. RegAF Racial-Ethnic Disparity in Officer Promotion Rates by Zone (CY16-CY20)



Gender

From 2016-2020, across O4-O6 ranks, females were promoted above the average rate, while males were promoted slightly below the average rate. Females were promoted above the average rate to O5 and O6. The female selection rate to O5 was 77.3%, compared with the average rate of 73.2%; and the female selection rate to O6 was 57.6%, almost 3% above the average rate.

Fig 119. RegAF Line of the Air Force (LAF) IPZ O4-O6 Avg Promotion Rates by Gender (CY16-CY20)



Analysis of officer promotions from 2016-2020 reveals female officers are promoted at higher rates than males compared to the eligible officer rank population to O4, O5, and O6. It is important to note that the higher separation rates for female officers earlier in their careers affect the eligible officer rank population for females at the ranks of O4 and above.

The results from the officer promotion logistic regression model show that female officers have 19% higher odds of promoting from O4 – O6 than their male peers. While there has been growth in the proportion of female officers moving up through the ranks, there is still a disparity in the female officers holding leadership positions compared to male officers, as shown in the officer leadership models. Low representation could partially be attributed to lower retention of female officers compared to male officers. In 2020, in the O4 – O6 ranks, females made up approximately 20% of RegAF officers. However, moving to O5 and up, this drops to about 10% of female officers. Additionally, about 2% of male officers are retained from FGO to

GO (due to personal choice, promotions, leadership positions, etc.) compared to about 0.5% of female officers. As explained previously in this report, female officers from 2005 – 2010 year groups are overrepresented in separations, which further supports the regression analysis results.

Fig 120. RegAF Gender Disparity in Officer Promotion Rates (CY16-CY20)

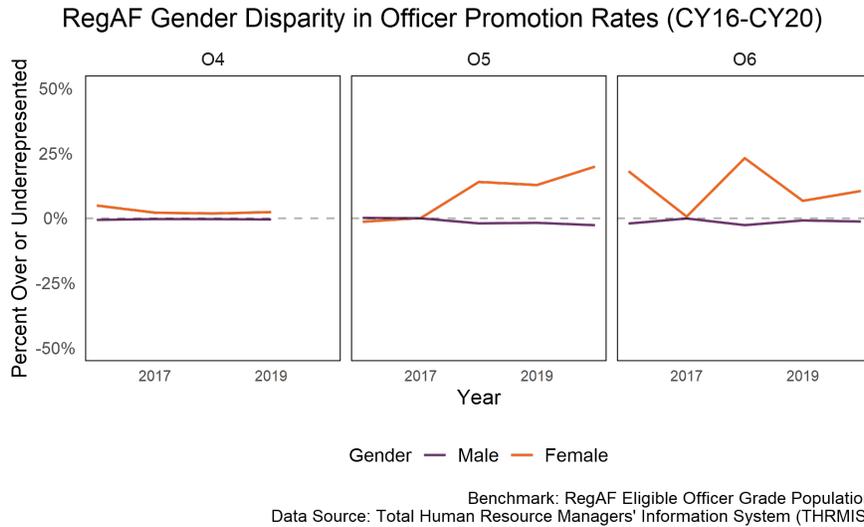
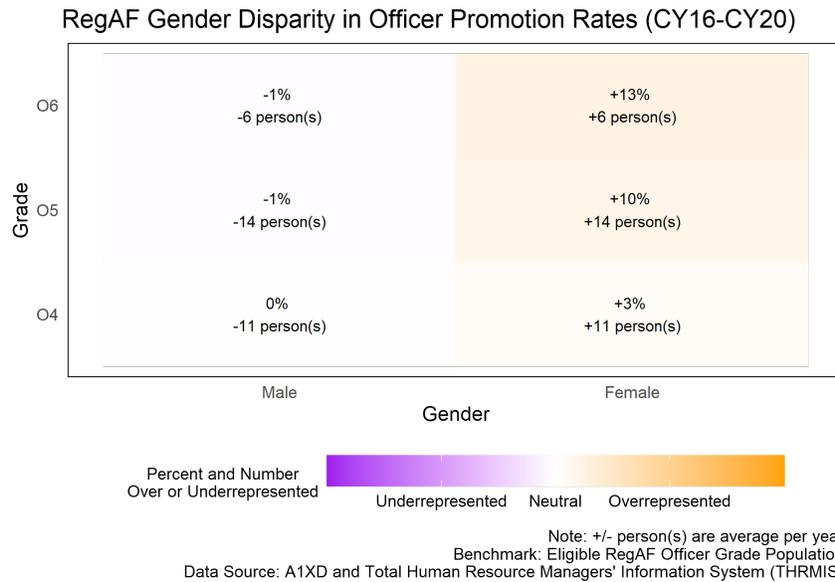


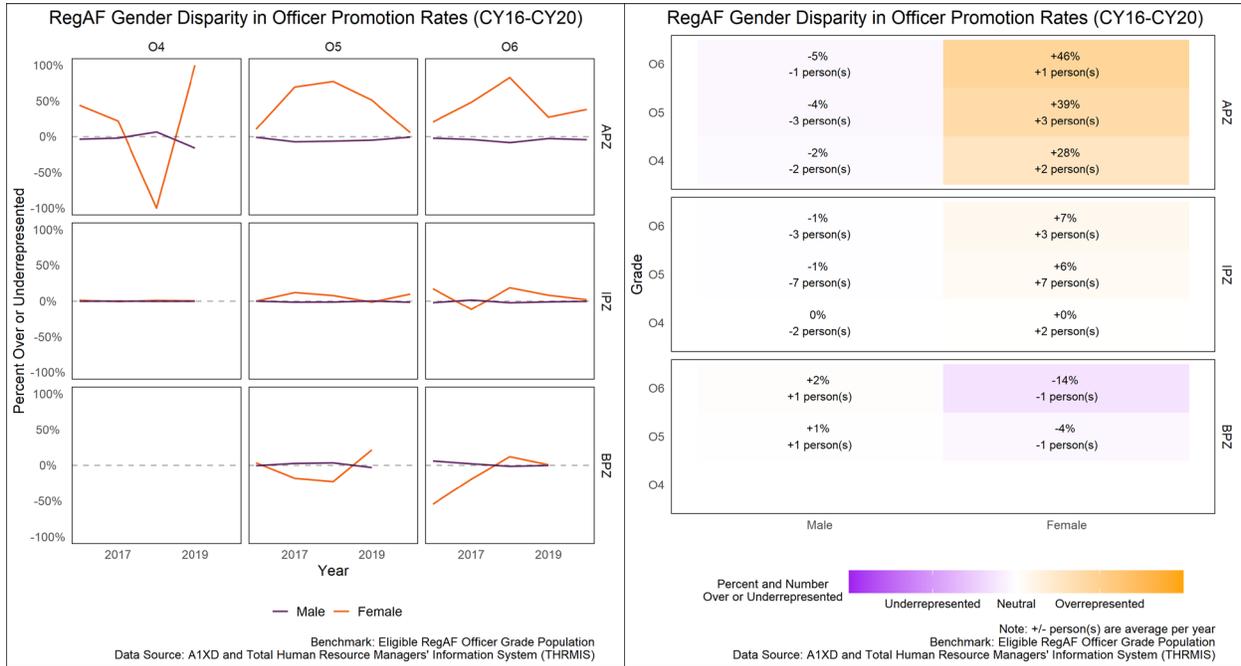
Fig 121. RegAF Gender Disparity in Officer Promotion Rates, Heat Map (CY16-CY20)



Between 2016 and 2020, female officers were underrepresented for BPZ O6 promotions by 14%. However, the underrepresentation of female O6 and O5 BPZ promotions is not practically significant due to the small numerical difference, affecting approximately one person for each rank per year. Females were overrepresented in IPZ O5 and O6 promotions and APZ promotions compared to the eligible population. Although the APZ overrepresentations range

from 28% to 46%, they affect, at most, three individuals yearly. Unlike BPZ promotions, APZ promotions are not strong indicators of future promotion potential.

Fig 122. RegAF Gender Disparity in Officer Promotion Rates by Rank and Zone (CY16-CY20)



A look at DP selection rates between 2016 and 2020 shows female officers are notably overrepresented in DP selections for promotion to O5 and O6 compared to the eligible population, by 13% and 11% respectively. As previously shown, a higher rate of DP selection for females drives an overall higher promotion rate for females.

Fig 123. RegAF Gender Disparity in Officer “Definitely Promote” Selection Rates (CY16-CY20)

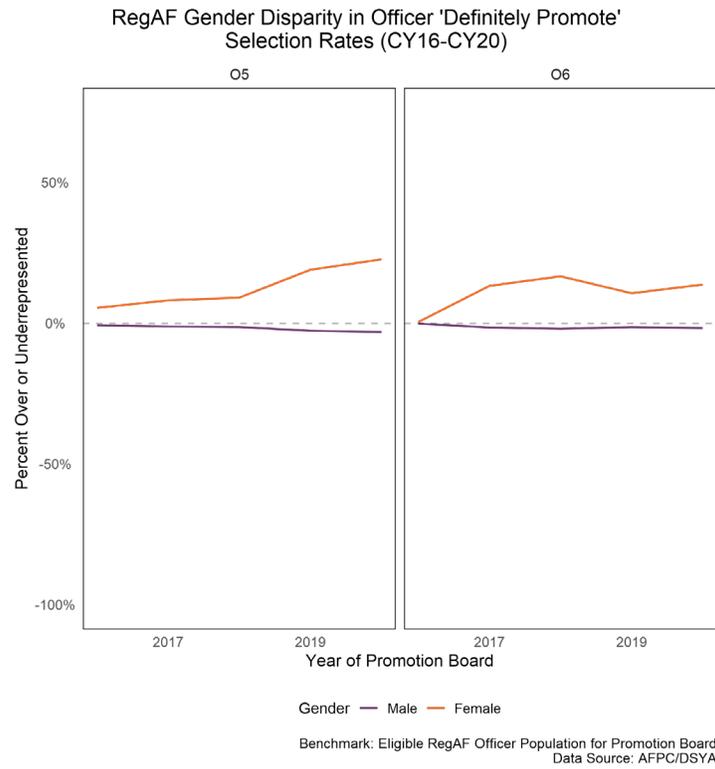
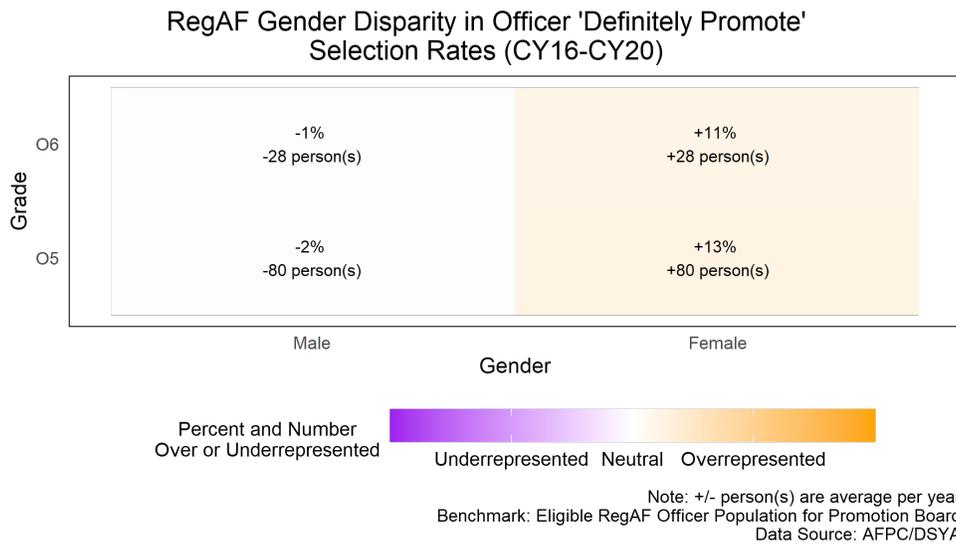


Fig 124. RegAF Gender Disparity in Officer “Definitely Promote” Selection Rates, Heat Map (CY16-CY20)



Promotion Rates and Career Fields

It is important to look at the impact of the career fields on promotion rate. AFPC tracks promotion by “occupation,” which includes the categories: pilot (11X), navigator or CSO (12X), ABM (13X), non-rated operations (all other 1-series AFSCs), and mission support (3-series AFSCs). From 2016 to 2020, the pilot and mission support occupations promoted at or above the average rate IPZ to O4-O6 and higher than the other tracked AFSCs. Pilots were selected for BPZ to O4-O6 at a higher rate than the other occupations and well above the average.

Fig 125. RegAF Officer Average Promotion Rates by Occupation (CY16-CY19)

	O4		O5			O6		
	IPZ	APZ	IPZ	APZ	BPZ*	IPZ	APZ	BPZ*
Overall Rate	95.2%	32.5%	73.2%	7.0%	3.8%	53.8%	2.3%	1.7%
Pilot	96.4%	32.6%	74.3%	4.0%	5.3%	55.6%	1.3%	2.8%
Navigator	95.5%	36.2%	66.7%	3.4%	2.6%	48.3%	1.0%	0.7%
Air Battle Manager	93.7%	20.0%	67.6%	2.6%	3.6%	45.6%	0.0%	0.3%
Non-Rated Ops	94.9%	38.4%	70.5%	5.0%	3.2%	49.5%	1.2%	1.9%
Mission Support	95.2%	36.2%	74.5%	8.5%	2.3%	55.0%	1.5%	1.4%

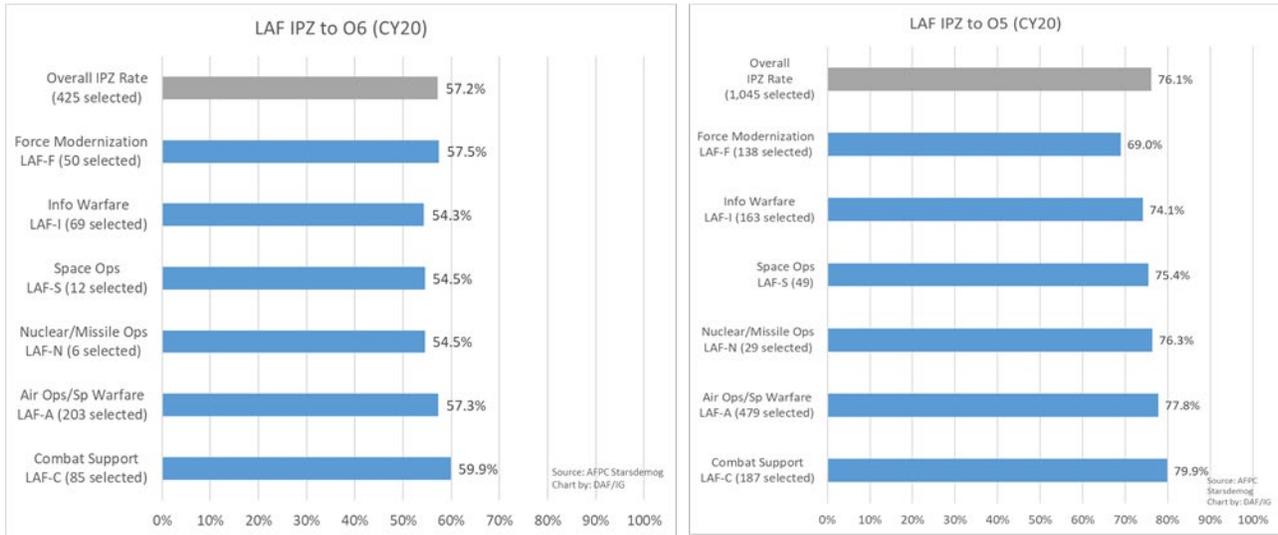
Source: AFPC
Created by: DAF/IG
Prepared by: HAF/A1DV
*No BPZ in 2020

In 2020, the DAF made significant changes to LAF officer promotion boards. 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). Within the promotion categories the table above shows the promotion rates. According to DAF/A1, promotion opportunities vary between categories, and the number of officers selected APZ impacts the IPZ rate. With that in mind, the figure below shows Combat Support had the highest promotion rates for O5 and O6. The category with the most number of officers, Air Operations and Special Warfare, also promoted above the average rate to O5 and slightly above the average rate to O6. Information Warfare and Space Operations categories had below average promotion rates.

BPZ opportunities were also eliminated in 2020, which drove an overall higher IPZ rate in 2020. For instance, O5 IPZ rate was around 71% in 2018 and 72% in 2019, but increased to over 76% in 2020.⁶⁴ All racial-ethnic groups and gender saw increased promotion rates between 2019 and 2020. Since there is only one year of data under the new promotion system, racial-ethnic and gender disparity within the new categories could not be determined.

⁶⁴ <https://www.af.mil/News/Article-Display/Article/2372030/department-of-the-air-force-completes-first-officer-promotion-board-using-new-c/>, accessed 14 Aug 21.

Fig 126. Line of the Air Force (LAF) IPZ to O5 and O6 (CY20)

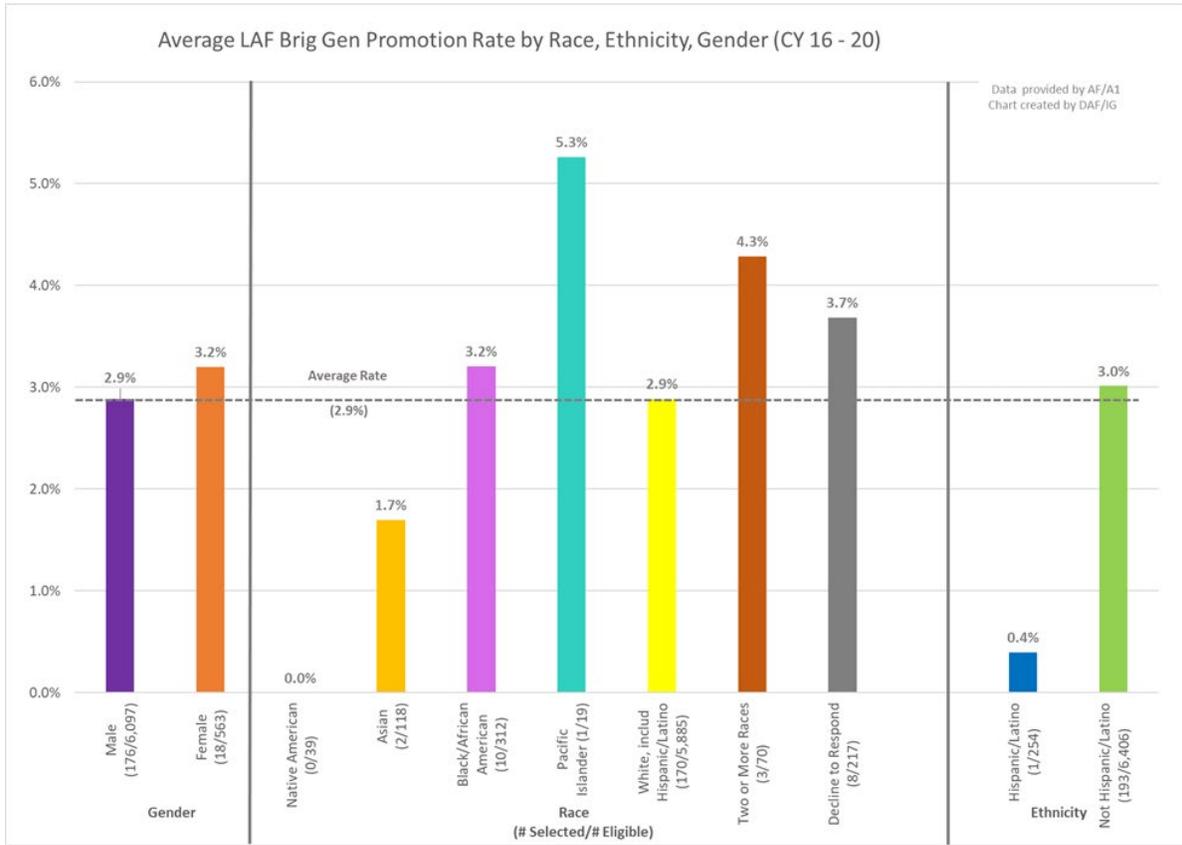


BRIGADIER GENERAL (O7) PROMOTION

The figure below reveals LAF Brigadier General (O7) promotion rates between 2016-2020 for Hispanic/Latino and Native American (American Indian/Alaska Native) eligible officers were well below the average, which was 2.9%.⁶⁵ Native American officers had the lowest five-year promotion rate to O7 at 0.0%, followed by Hispanic/Latino officers at 0.4% and Asian American officers at 1.7%. In 2016-2020, LAF female, Black, Pacific Islander, Non-Hispanic, and Multi-racial eligible O6s were promoted above the average rate to O7. Although the chart below shows an overrepresentation of Multi-racial and Pacific Islanders for selection to O7, it is important to note that only three Multi-racial and one Pacific Islander officer were selected for promotion to O7 in five years. The promotion rate to O7 does paint the whole picture of GO representation. Even though females and some minority groups are promoted above the average rate, these groups are still underrepresented in GO ranks due to the low representation of females and minorities in operations career fields and particularly among pilots, as discussed below and in the Leadership section of this report.

⁶⁵ Data provided did not break out White, Hispanic/Latino from White, Non-Hispanic Latino. As such, each race-ethnic group is broken out separately for this chart.

Fig 127. Line Air Force (LAF) Brig Gen (O7) Promotion Rate by Rac, -Ethnicity and Gender (CY16-CY20)



Career Field and AFSC Impact on Promotion to Brigadier General (O7)

There are two influencing factors for the disparity in minority promotion rates to O7: promotion rates by career field and racial-ethnic representation in those career fields. The figure below shows that during the 2015-2020 timeframe, O6s in the operations career fields (1XX) were promoted at rate of 3.6%, compared with the average Line of the Air Force (LAF) promotion rate of 2.9%. Within the operations career fields, pilots (11X) are promoted at a rate of 5.7% to O7, approximately 3% above the LAF average and notably overrepresented in promotions to O7. All other operations AFSC are generally promoted below the overall LAF rate and below the average rate for the operations career fields. The figure below also shows that OSI is promoted above the LAF average rate to O7; however, it is important to note that this equates to three OSI promotions out of 72 eligible O6s over five years.

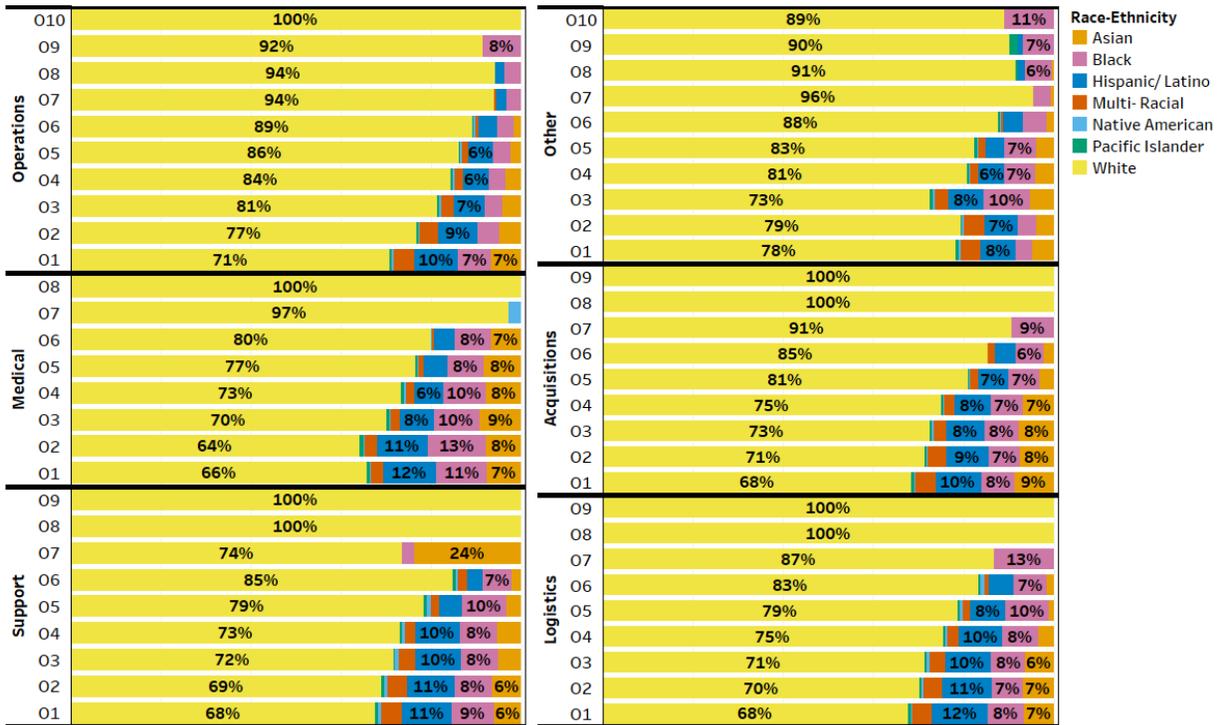
Fig 128. RegAF Average Line Air Force (LAF) Brigadier General (O7) Promotion Rate by Career Field and AFSC (2015-2020)



As the figures below show, among all career fields, the operations career fields have the lowest percentage of females and minorities at O6, at 11% minority and 7% female. Operations career fields have the highest promotion rates, with pilots having the highest promotion rate of all operations career fields. The low representation of females and minorities in operations career fields, particularly in the pilot AFSC, widens the gap between White and minority representation in GO ranks, even though some of these groups are promoted at or above the average rate to O7. The higher than average promotion rates for females and some minority groups do not overcome the disparity in representation of these groups in operations. The disparity becomes even more pronounced for minority groups with low promotion rates to O7 (Asian American, Hispanic/Latino, and Native American). The Leadership section of this report will take a deeper look at the representation of females and minorities in all GO ranks.

Fig 129. Racial-Ethnic/Gender Distribution for RegAF Officers by Career Field (2015-2020)

Racial-Ethnic Distribution: RegAF Officers by Career Fields (2015-2020)



Note(s): Race-Ethnicity designated "Declined to Respond" is excluded from analysis (<1.5% of dataset). Population percents greater than 5% shown.
Data Source: Total Human Resource Managers' Information System (THRMSIS)

Gender Distribution: RegAF Officers by Career Field (2015-2020)



Note(s): Population percents greater than 2% shown.
Data Source: Total Human Resource Managers' Information System (THRMSIS)

OFFICER ASSIGNMENTS

OFFICER AND CIVILIAN DEVELOPMENT TEAMS

A critical component of officer and civilian development is Development Teams (DT). Under AFI 36-2670, *Total Force Management*,⁶⁶ DTs are expected to ensure all career field members are provided with appropriate development opportunities. Although the AFI does not specifically state DTs must be diverse, additional DAF/A1 guidance states it is incumbent upon the DT Chair to ensure the DT has diversity among voting and non-voting members. AFI 36-7001, *Diversity and Inclusion*,⁶⁷ defines diversity as personal life experiences, cultural knowledge, philosophical/spiritual perspectives, geographic, socioeconomic, educational, and work background, language and physical abilities, age, race, ethnicity, and gender.

The overall responsibility of the DT is to identify education, training, and experiences appropriate for officers and civilians within each functional community based on current and 79 future requirements. AFI 36-2670 lists over 40 DT responsibilities, but for the purpose of this Review, the following related responsibilities are highlighted:⁶⁸

- DTs provide developmental vectors to officers at five mandatory trigger points starting at promotion to major (O4): IDE outplacement, squadron commander outplacement, promotion to lieutenant colonel (O5), and SDE outplacement. DTs validate and endorse self-nominated GS 14/15 candidates for the Civilian Strategic Leadership Program, and they determine Developmental Education Designation Board nominations (civilian) and vectors (military), squadron command and squadron director candidate lists, Advanced Studies Group nominations, and DAF/A1-approved, functionally-sponsored development programs.
- In addition, DTs are responsible for identifying and providing special attention to high-potential officers (HPO). Senior rater inputs are given primary consideration in making HPO determinations. HPOs demonstrate depth and expertise through exceptional performance in functional skills, and they excel in managing resources, leading people, improving the unit, and executing the mission. The AFI adds specific guidance regarding HPOs. To prevent unintended effects to both those identified and not identified, the specific outcomes of HPO decision processes/tracking (e.g., names and targeted high-potential officer positions) will not be publicly shared or released.
- Lastly, DTs are responsible for reviewing the functional community's demographic makeup and identifying potential barriers to all Airmen and Guardians reaching their highest potential. DTs conduct gap and barrier analyses to address any negative trends. DAF/A1 provides DTs with diversity statistics by career field, and DTs analyze the data to determine if the career field lacks diversity. If a lack of diversity is found due to barriers identified, then DTs conduct barrier analyses, provide action plans, and/or recommended diversity discussion topics.

⁶⁶ https://static.e-publishing.af.mil/production/1/af_a1/publication/afi36-2670/afi36-2670.pdf, 7 Dec 20.

⁶⁷ <https://www.af.mil/Portals/1/documents/diversity/1/afi36-7001.pdf>, 19 Feb 19.

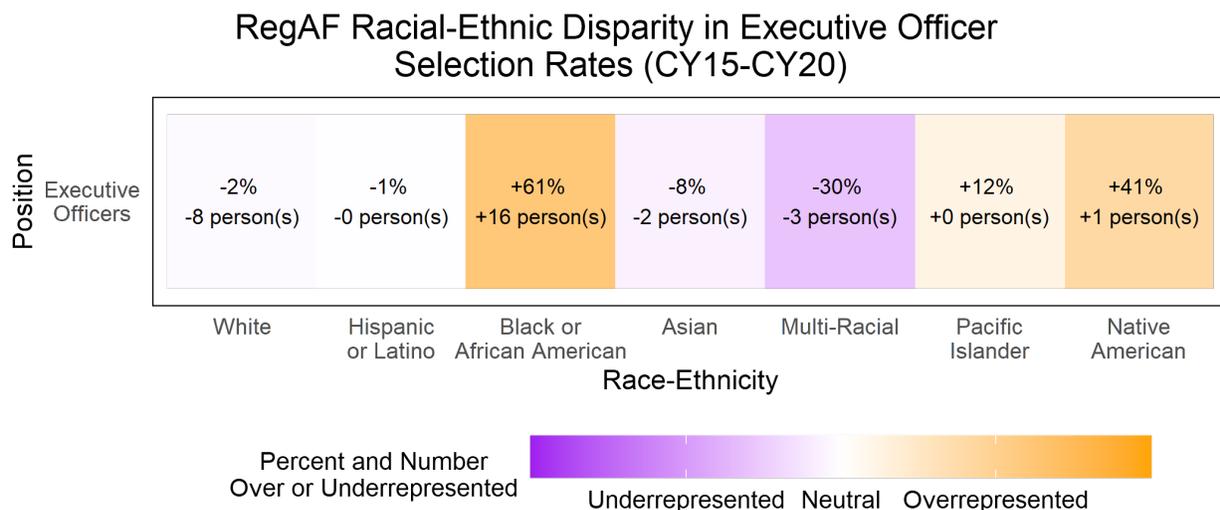
⁶⁸ https://static.e-publishing.af.mil/production/1/af_a1/publication/afi36-2670/afi36-2670.pdf, 7 Dec 20, 21-25.

Under DAF/A1 guidance, it is critical that DTs identify potential barriers that inhibit any group of Airmen and Guardians from key developmental milestones, and the Office of the General Counsel (SAF/GC) provides DTs with specific guidance and support on conducting the Barrier Analysis process.

EXECUTIVE OFFICER POSITIONS

Executive Officer positions are key officer development opportunities, and officers selected over their peers for executive officer positions, particularly at the group and wing level, are typically considered high performers. In addition, officers whose performance reports are rated by a group or wing commander rather than a squadron commander could be a differentiator among officers with otherwise similar records. The following figure shows Multi-racial and Asian American officers were underrepresented in executive officer positions, while Black officers were 61% overrepresented (or by 16 officers per year) in those positions.

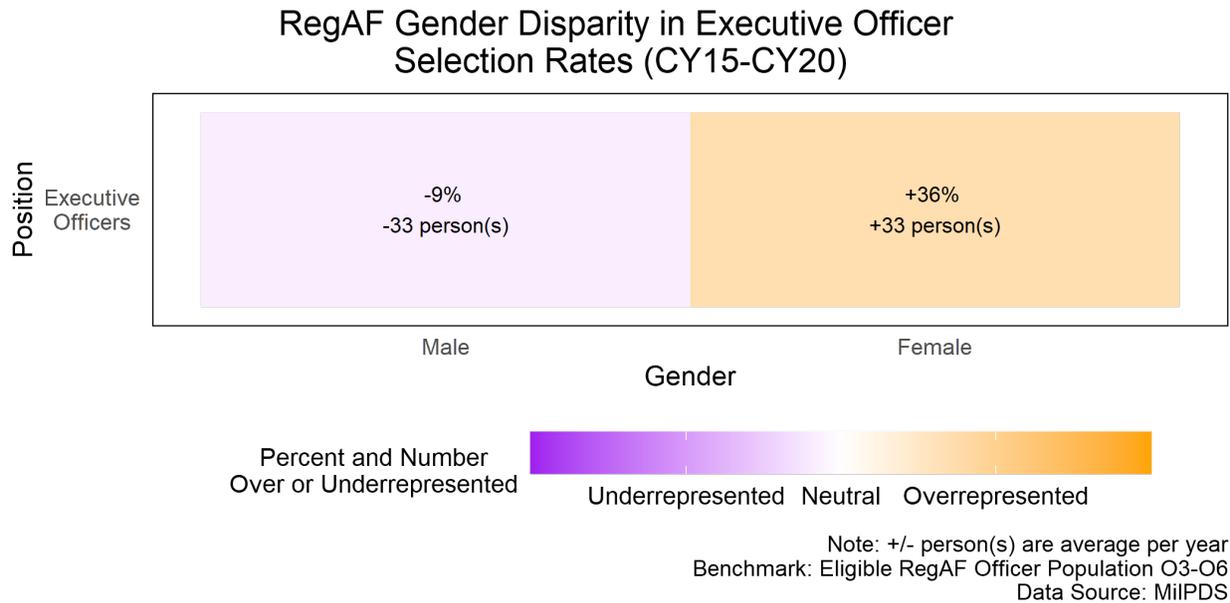
Fig 130. RegAF Racial-Ethnic Disparity in Executive Officer Selection Rates (CY15-CY20)



Note: +/- person(s) are average per year
 Benchmark: Eligible RegAF Officer Population O3-O6
 Data Source: MiIPDS

Female officers were also overrepresented in those positions by 36%, while male officers were underrepresented by 9% in filling those positions.

Fig 131. RegAF Gender Disparity in Executive Officer Selection Rates (CY15-CY20)



LEADERSHIP

ENLISTED LEADERSHIP

In the RegAF, Asian American enlisted members have 153% lower odds of holding an enlisted leadership position, the most significant underrepresentation among racial-ethnic groups. Further, across components Asian Americans were underrepresented in first sergeant positions, and they were underrepresented in the group and command chief positions in the RegAF and ANG. Across components females in the RegAF were equally represented in enlisted leadership positions, while females in the AFR and ANG were overrepresented.

RegAF Enlisted Leadership

Race-Ethnicity

For the enlisted leadership analysis, the first sergeant positions are compared to the aggregate E7 and E8 population, the group superintendent positions are compared to the E9 population, and the command chief positions are also compared to the E9 population. Compared to eligible population, from CY15-CY20 RegAF females were somewhat equally represented in enlisted leadership positions.

From CY15-CY20, Asian Americans had the most significant and notable underrepresentation across all RegAF enlisted leadership positions. Using regression analysis, Asian Americans have 153% lower odds of being a first sergeant, group superintendent, or command chief, when compared to White enlisted peers. Following Asian Americans are enlisted Pacific Islanders, who have 40% lower odds in comparison to White members.

Hispanic/Latino enlisted members have 21% lower odds, and Black enlisted members have 14% lower odds, using the same measure.

In the first sergeant positions, Asian American, Pacific Islander, and Native American members were most underrepresented among racial-ethnic groups, with Asian Americans particularly underrepresented by almost 50%, a difference of 15 individuals per year. In the group superintendent slots, Black enlisted members were notably underrepresented by eight individuals. In command chief positions, Asian American and Hispanic/Latino members had underrepresentation for filling the job; however, Black members had a 13% (or four individuals) overrepresentation in command chief positions. The relatively small population of Native American and Pacific Islander E9s introduces high variability, but the data indicated they are overrepresented by 0 to 1 individual per year in group superintendent and command chief positions.

Based on the eligible population for each enlisted leadership position, White enlisted members were overrepresented in first sergeant and group superintendent positions and evenly represented in command chief positions.

Data using logistic regression analysis was analyzed to determine how career fields affect enlisted leadership positions when compared to the operations career fields, the largest one. The regression analysis revealed certain career fields have higher odds for holding leadership positions. When compared to the operations career fields, enlisted members in the “other” career field (such as OSI, Honor Guard, recruiters, and instructors) have 212% higher odds of holding leadership positions, followed by those in medical (118% higher odds), support (61% higher odds), and logistics (22% higher odds).

Fig 132. RegAF Racial-Ethnic Disparity in Enlisted Leadership (CY15-CY20)

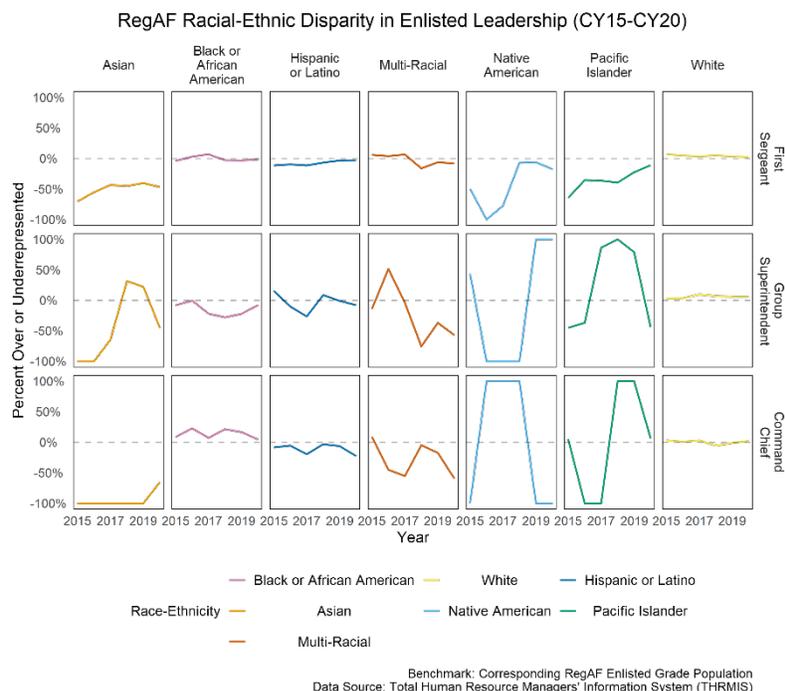
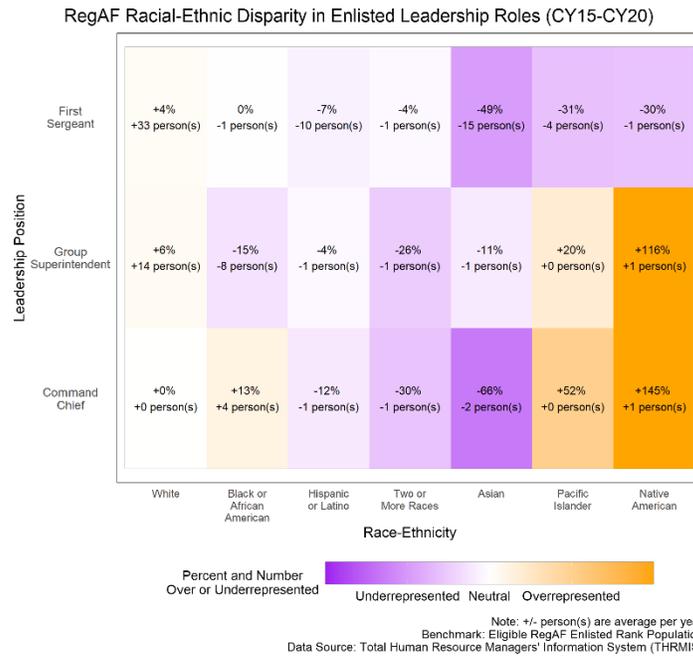


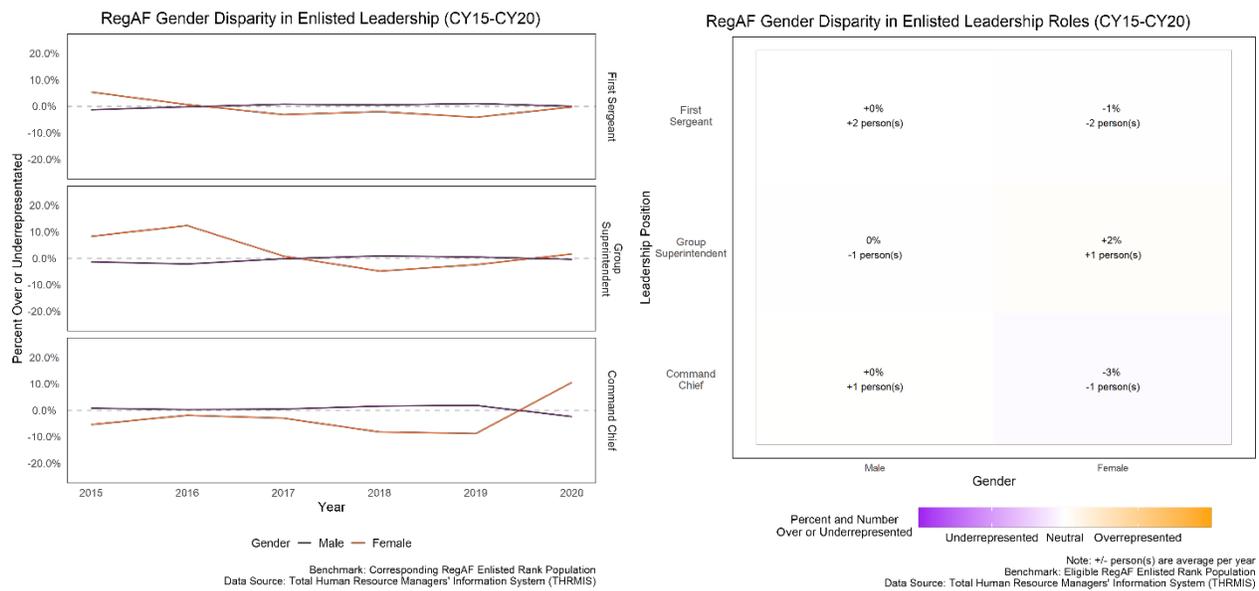
Fig 133. RegAF Racial-Ethnic Disparity in Enlisted Leadership, Heat Map (CY15-CY20)



Gender

It is important to consider that RegAF female representation is stable from E1 to E8 and then decreases from 21% at E8 to 16% at E9. As such, the eligible population for E9 leadership positions is less gender diverse. Taking this into consideration, regression analysis produces a different picture. Regression analysis for enlisted leadership positions includes *gender, race-ethnicity, rank, and career field* as factors. When considering E7-E9s, at a 90% level of confidence and holding all other factors constant, females have 12% lower odds of receiving the leadership positions of command chief, group superintendent, or first sergeant compared to their male counterparts. Further analysis is also needed within career fields to determine why disparity exists when career is considered. Although females were equally represented at the aggregate level, overall, they have lower odds of attaining leadership positions because of their decreasing representation in the enlisted force as rank increases.

Fig 134. RegAF Gender Disparity in Enlisted Leadership Roles (CY15-CY20)

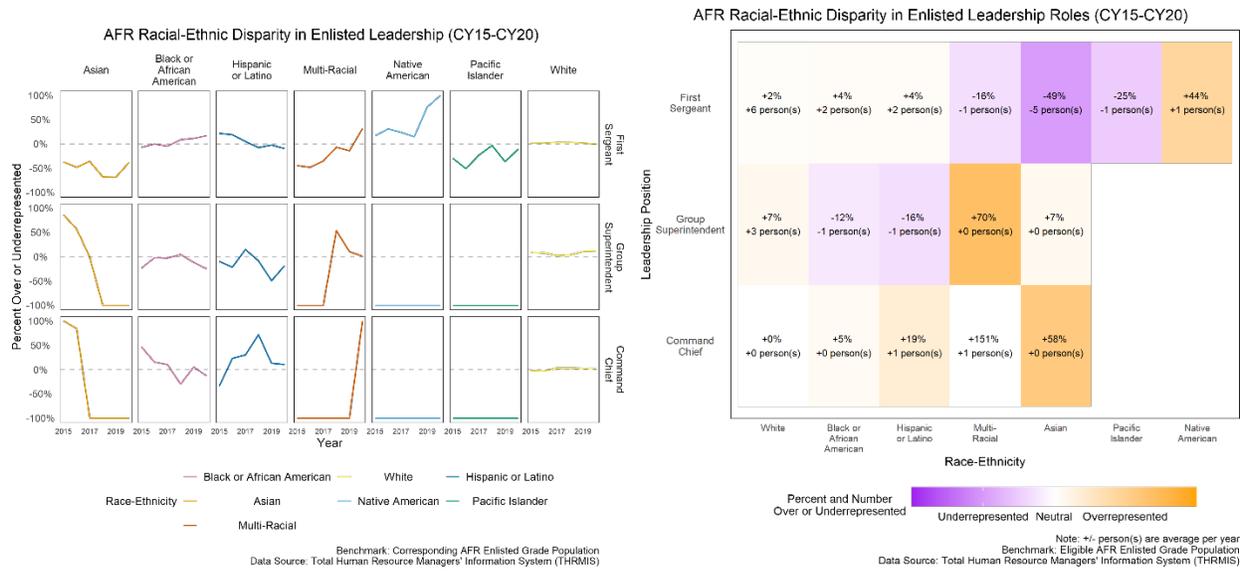


AFR Enlisted Leadership

Race-Ethnicity

Between 2015 and 2020, White AFR enlisted members were slightly overrepresented in first sergeant positions and overrepresented in group superintendent positions. Black and Hispanic/Latinos E9s were notably underrepresented in group superintendent positions, affecting one person per year. Asian Americans in first sergeant positions had the greatest disparity of all races and positions. The relatively small population of Native American and Pacific Islander E9s introduces high variability, but the data indicated Pacific Islander were overrepresented and Native Americans were underrepresented in first sergeant positions, each by one person per year. It is worth noting that no Native American or Pacific Islander enlisted members attained group superintendent or command chief leadership positions in the six years covered by this analysis.

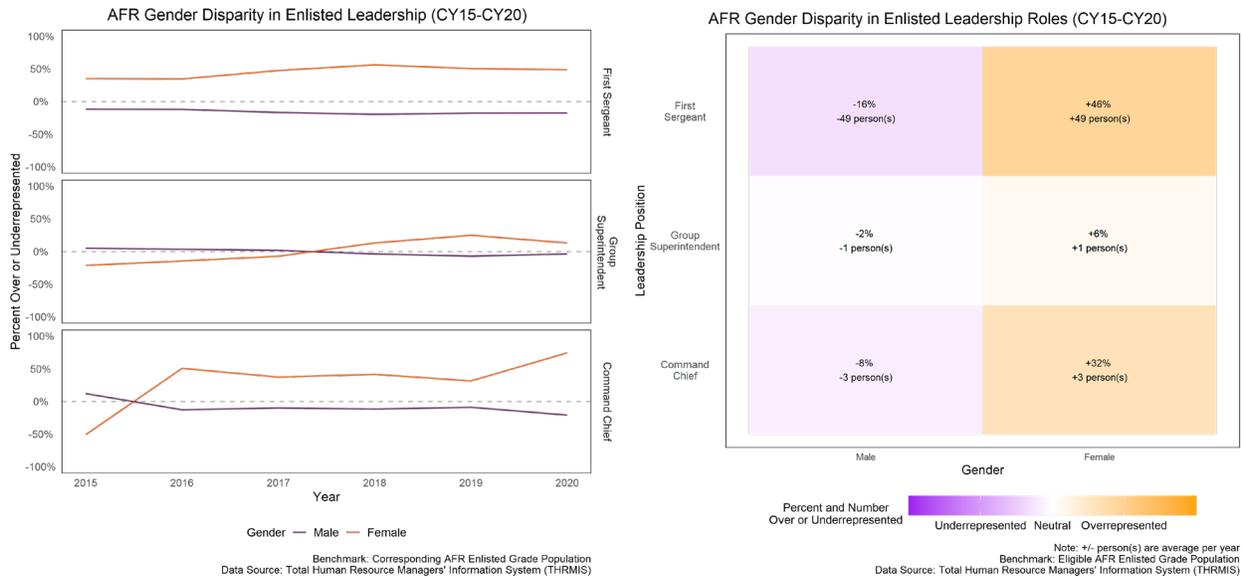
Fig 135. AFR Racial-Ethnic Disparity in Enlisted Leadership Roles (CY15-CY20)



Gender

Compared to the gender demographics in the corresponding rank groups, females in the AFR were notably overrepresented in first sergeant and command chief positions, affecting approximately 49 members and three members on average per year, respectively. They were also overrepresented in group superintendent positions, but to a lesser extent than the other positions.

Fig 136. AFR Gender Disparity in Enlisted Leadership Roles (CY15-CY20)

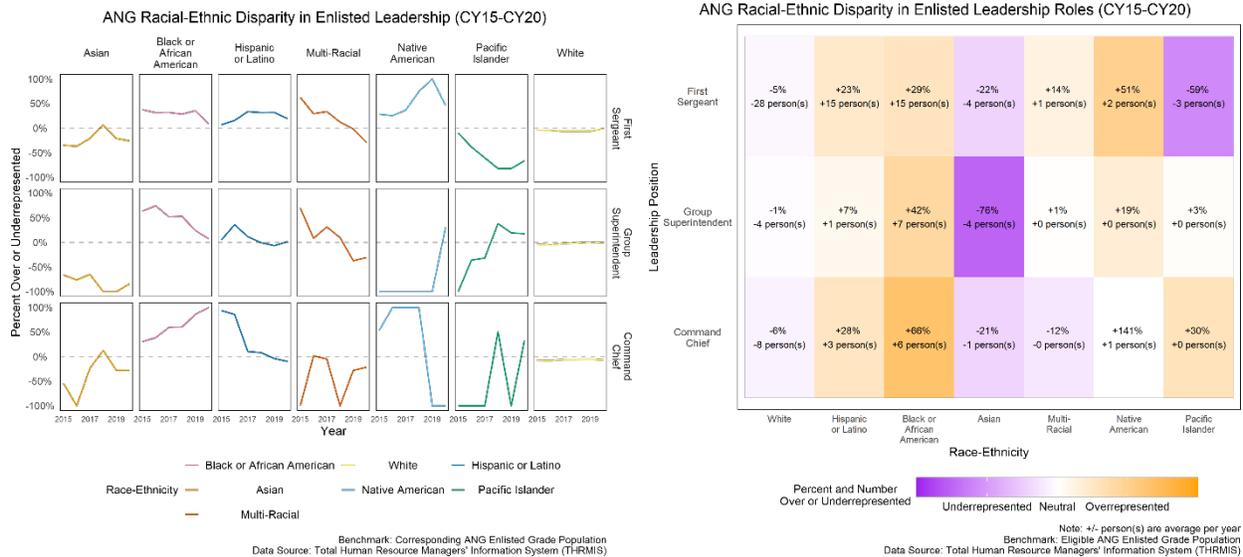


ANG Enlisted Leadership

Race-Ethnicity

Between 2015 and 2020, Asian Americans in the ANG were notably underrepresented in all enlisted leadership positions, and Pacific Islanders were notably underrepresented in first sergeant positions compared to the eligible population. White members were underrepresented in first sergeant positions and command chief positions. Black and Multi-racial enlisted were overrepresented in all enlisted leadership positions. Hispanic/Latino enlisted members were overrepresented in first sergeant and command chief positions, and slightly in group superintendent positions. The relatively small population of Native American and Pacific Islander E9s introduces high variability, but the data indicated Pacific Islanders were underrepresented in first sergeant positions. They were overrepresented in group superintendent and command chief positions, while Native Americans were overrepresented in all enlisted leadership positions, affecting 0 to 2 members per year.

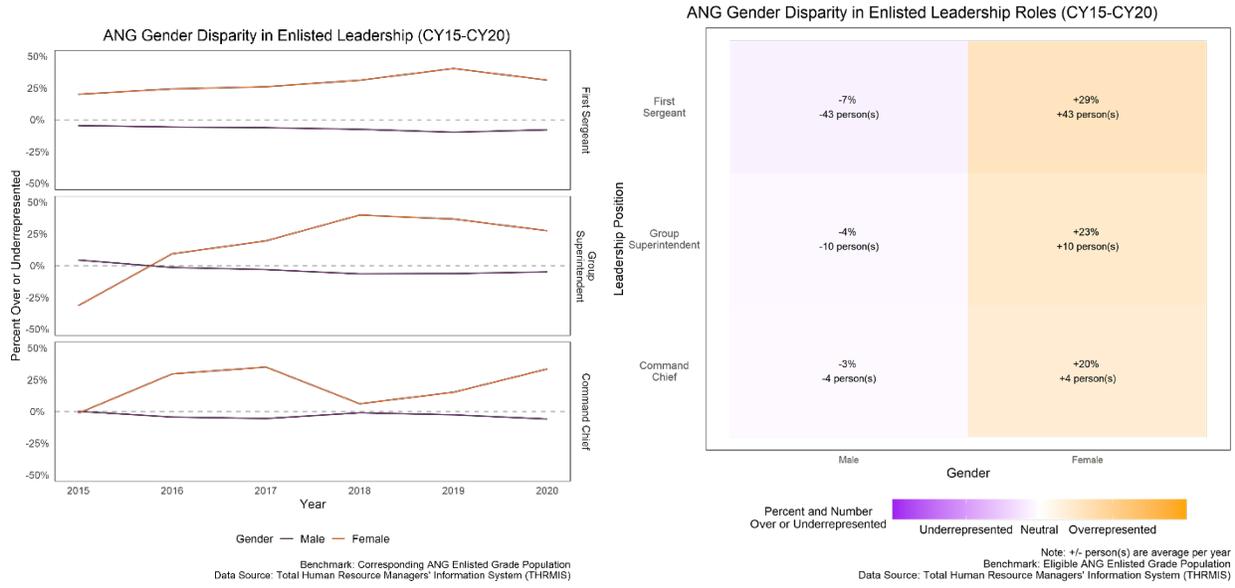
Fig 137. ANG Race-Ethnicity Disparity in ANG Enlisted Leadership Roles (CY15-CY20)



Gender

Between 2015 and 2020, compared to the gender demographics in the corresponding rank groups, ANG female enlisted members were notably overrepresented in all enlisted leadership positions.

Fig 138. ANG Gender Disparity in Enlisted Leadership Roles (CY15-CY20)



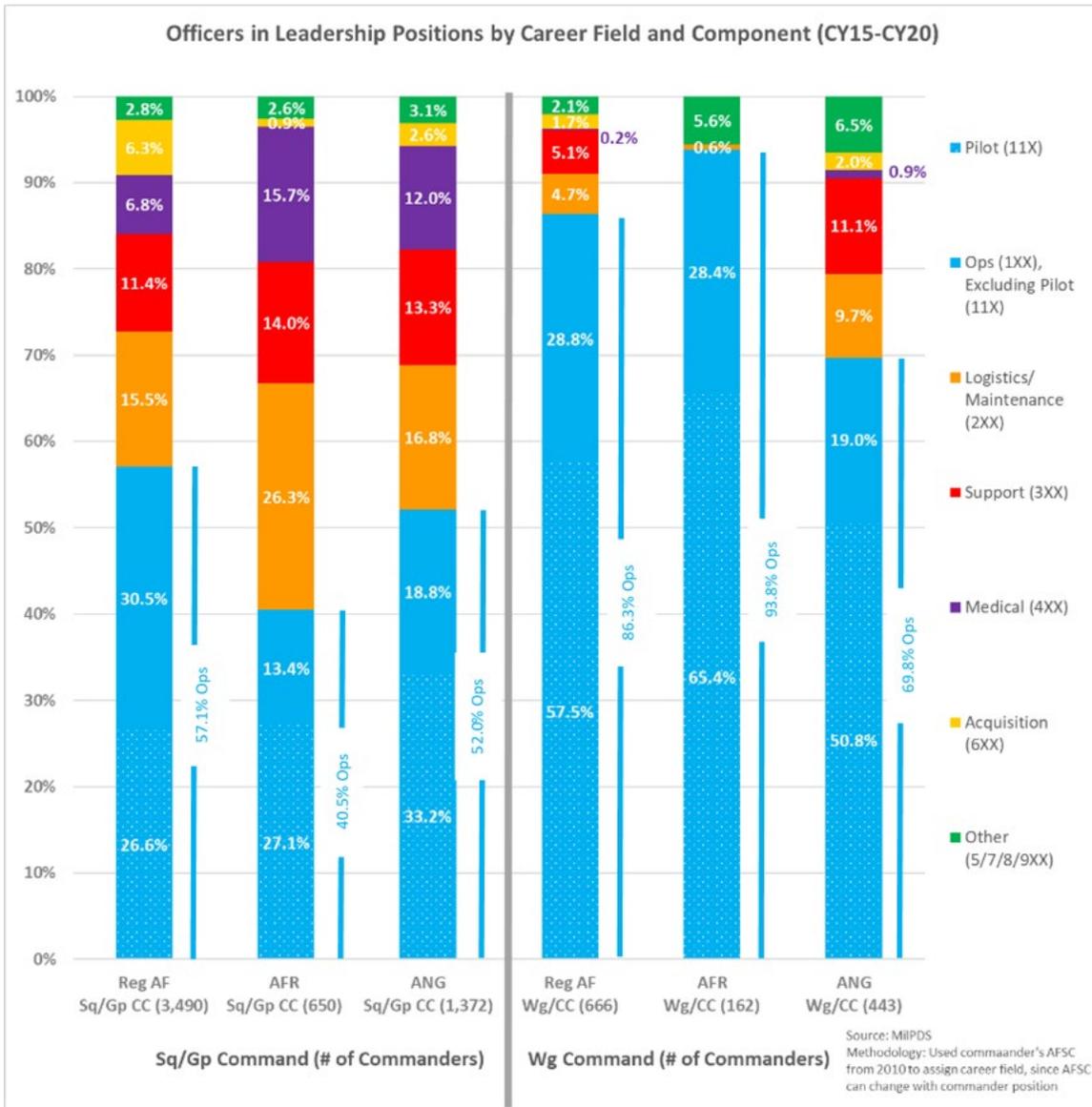
OFFICER LEADERSHIP

The DAF-IG Review found female officers are underrepresented in squadron, group, and wing leadership positions in the RegAF, AFR, and ANG compared to the eligible rank populations. Members in minority racial-ethnic groups are also generally underrepresented in squadron, group, and wing command, with a few exceptions. Asian American officers have the lowest representation in RegAF command positions: Asian American O6s have 280% lower odds of being wing commanders than their White peers under logistic regression analysis. The low representation of females and racial-ethnic minorities in officer leadership positions is directly related to the low percentage of these populations in the operations career fields, specifically the pilot AFSC, and the high percentage of officers from the operations career fields in command positions.

DAF Officer Leadership by Career Field

Before discussing the representation of minorities and females in squadron/group and wing command positions, it is important to first look at the career fields that are most likely to fill command positions. As the figure below shows, between 2015 and 2020, O5/O6s in operations career fields from the RegAF, AFR, and ANG held 40%-57% of squadron/group command positions. O6s in the operations career fields held between 69%-94% of wing command positions across the three components. Narrowing the operations career fields to pilots, they 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.

Fig 139. Officer Leadership Positions by Career Field and Component (CY15-CY20)



The following officer leadership analysis look at disparity in each component's command positions by race, ethnicity, and gender, using O6 as the reference population for wing commander and O5/O6 as the reference population for squadron/group commander.⁶⁹ Also, an analysis was conducted on the over/underrepresentation of females and minorities in command positions within their career fields for each component. This analysis is important because the low representation of females and minorities within the operations career fields, particularly in the pilot AFSC, drives overall underrepresentation in squadron/group, and wing command positions.

⁶⁹ The personnel database used for this analysis could not distinguish between group and squadron commanders by AFSC. Wing commanders have a specific AFSC designation for wing command. As such, squadron and group commander data was combined and compared the component's respective O5-O6 populations. Wing commanders were compared against the component's respective O6 population.

RegAF Command Screening Board (CSB) Process

Asian American and Hispanic/Latino officers were selected below average selection rates for commander positions, with very few selections.

The Air Force has a command selection process to identify the most qualified O6 for the limited number of group, vice, and wing commander positions. Approximately 24% of all O6 positions are command billets. About half of the approximately 780 group, vice wing, wing command, and equivalent positions become vacant each year.

DAF/A1 identifies all O6 and O6-selects who meet the published CSB eligibility criteria. The CSB is not a promotion board. All O6s have access to their Senior Officer Personnel Briefs (SOPBs) that will be reviewed by the board electronically at any time. The Memorandum of Instruction provided to the board members includes a statement on the importance of diversity and inclusion and directs the board members to afford fair and equitable consideration for all potential command candidates. A board consisting of a panel of GOs, chaired by a 4-Star General, reviews the Master Selection Folder (e-Record) consisting of performance reports, decorations, promotion recommendations, and the SOPB for each eligible officer; board members score the record. When the board is completed, a cut line is established, and the board conducts a diversity review for each category, according to DAF/A1. The board president has the option to adjust the candidate cut line and increase the number of candidates on the list if it would increase diversity without compromising the quality level of the list. CSAF approves the list of candidates, and DAF/A1 publishes the Command Candidate List (CCL).

Hiring authorities (typically MAJCOM/CCs) bid for candidates from the CCL for their projected command vacancies. The CSB is complete after DAF/A1 deconflicts all bids, CSAF approves the projected matches, and the Command Selection List (CSL) is released. The remaining CCL candidates who are not matched with an assignment could be matched to un-projected command vacancies that may occur during the following year.

In addition to the diversity review during the board, DAF/A1 also reviews the demographics of the officers on the CCL and provides an outbrief to the CSAF. DAF/A1 provided the CCL data below. The CSL data, which is not presently tracked, would be useful to analyze if there were any racial disparities in the demographics of officers who were actually matched to valid command positions.

Fig 140. CCL Select Rates for CY17-CY22

2017 CCL Select Rates								
	Overall	White	Black	Asian American	Pacific Islander	Native American	Hispanic/Latino	Female
Wing/CC	19%	19%	15%	13%	40%	0%	14%	23%
SML	48%	45%	71%	NA	NA	NA	50%	56%
Group/CC	52%	54%	41%	28%	0%	50%	48%	41%
HP	12%	13%	12%	8%	NA	33%	6%	19%
2018 CCL Select Rates								
	Overall	White	Black	Asian American	Pacific Islander	Native American	Hispanic/Latino	Female
Wing/CC	19%	20%	17%	13%	50%	0%	8%	20%
SML	78%	76%	88%	67%	NA	NA	60%	78%
Group/CC	57%	59%	45%	23%	NA	60%	50%	56%
HP	13%	13%	16%	8%	NA	0%	7%	16%
2019 CCL Select Rates								
	Overall	White	Black	Asian American	Pacific Islander	Native American	Hispanic/Latino	Female
Wing/CC	32%	33%	25%	25%	NA	50%	18%	30%
SML	89%	89%	86%	100%	NA	NA	100%	100%
Group/CC	64%	66%	67%	14%	NA	0%	63%	71%
HP	12%	12%	12%	15%	NA	0%	8%	13%
2020 CSB CCL Select Rates								
	Overall	White	Black	Asian American	Pacific Islander	Native American	Hispanic/Latino	Female
Wing/CC	46%	46%	36%	33%	NA	NA	13%	56%
SML	84%	84%	100%	50%	0%	0%	75%	100%
Group/CC	77%	78%	74%	59%	100%	100%	83%	86%
HP	16%	17%	13%	11%	0%	50%	5%	19%
2021 CSB CCL Select Rates								
	Overall	White	Black	Asian American	Pacific Islander	Native American	Hispanic/Latino	Female
Wing/CC	36%	37%	29%	20%	NA	NA	46%	30%
SML	84%	84%	100%	50%	NA	NA	75%	100%
Group/CC	69%	71%	65%	75%	100%	NA	67%	66%
HP	31%	32%	29%	40%	NA	NA	1%	31%
2022 CSB CCL Select Rates								
	Overall	White	Black	Asian American	Pacific Islander	Native American	Hispanic/Latino	Female
Wing/CC	39%	39%	38%	50%	NA	0%	47%	35%
SML	93%	92%	100%	NA	NA	NA	88%	100%
Group/CC	72%	72%	87%	67%	100%	100%	64%	73%
HP	33%	35%	20%	42%	0%	50%	44%	38%

Source: DAF/A1

This review covered CY17-CY22 data, comparing race-ethnicity and gender to an overall select rate for all officers meeting the CSB. The average selection rate varied from year to year, from command position to command position. However, White officers exceeded the overall average rate in all categories of command positions: Wing Commander, Senior Materiel Leader (SML), Group Commander, and Health Profession (HP), with the exception of the SML category in 2017 and 2022.

Race-Ethnicity

During the six-year period, officers in all racial-ethnic groups under review were selected for the leadership list below the overall average rate with a few exceptions. Thus, the DR found there was disparity, in that overall, minority officers were selected for command positions at a lower rate, as compared to their White peers.

There was only one category in one year when the selection rate for minority candidates surpassed White candidates. In 2017, the SML category had a 48% average select rate. The

selection rate for White candidates was 45%, compared with 71% for Black officers and 50% for Hispanic/Latino officers. There were no other minority candidates.

With respect to the wing commander list, Black officers were selected between 1% and 10% below the average rate every year during the time period. Asian American officers were selected between 6% and 16% below the average rate, only exceeding the average rate in CY22, when their selection rate was 50%. Similarly, Hispanic/Latino officers were selected between 5% and 33% below average rate until CY22, when their selection rate was 47%. The population of Pacific Islander and Native American officers is small, so there is higher variability. In the two years there were Pacific Islander candidates for wing command positions, the selection rate was 40% and 50%. No Native American officer was selected for wing command in the three years there were candidates, and the selection rate was 50% for the fourth year there were candidates.

In review of the group commander list, Asian American and Hispanic/Latino officers had lower select rates in five of the six years. Black officers had lower select rates in four of the years. Pacific Islander officers either did not have any candidates or had zero officers selected the first three years, but were selected at a rate of 100% the last three years. There was no discernible pattern for Native American officers, who had from a 0% to 100% select rate.

The cumulative effect of the lower minority candidacy and/or selection rate result in lower minority representation in leadership positions. With small numbers of Native American and Pacific Islander officers meeting the CSB, it only takes a difference of one or two officers to affect the select rate for those populations.

Gender

Female officers fared much better than minority officers as a whole in besting the average selection rates. The only categories in which female officers did not meet average select rates were in wing command and group command. Female officers missed the average rate for wing command in three years. In 2019, female officers had a 30% selection rate, compared with the 32% average rate. Similarly, in 2021, female officers had a 30% selection rate, compared with the 36% average rate. In 2022, female officers had a 35% select rate, compared with a 39% average rate.

For group command, females were below the average officer rate for two years. In 2017, females had a 41% select rate, compared with the 52% average rate. In 2021, female officers had a 66% select rate, compared with 69% average select rate.

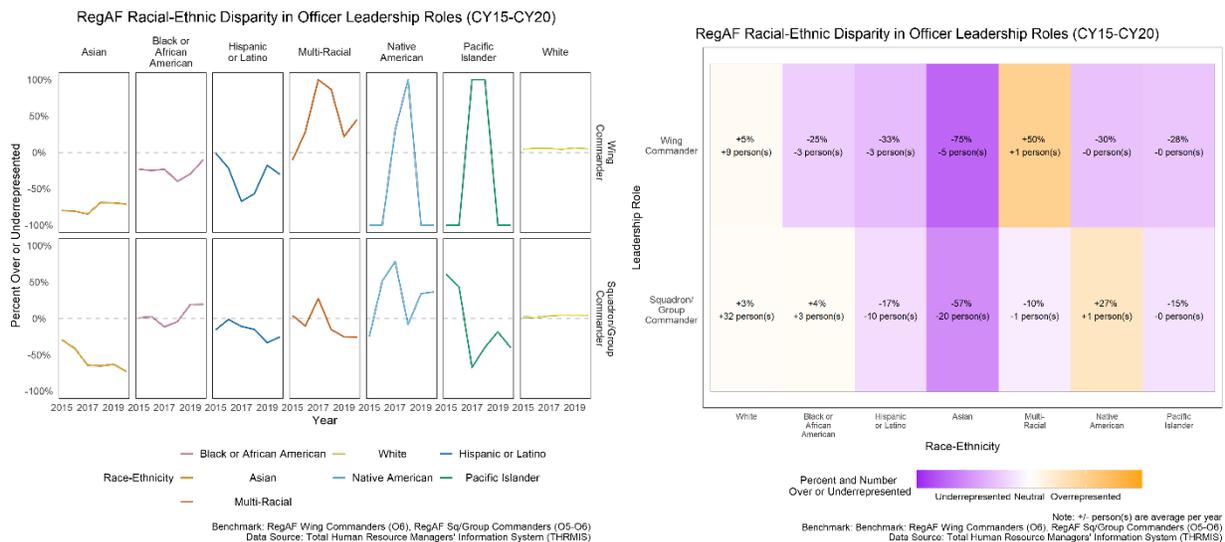
RegAF Officer Leadership

Race-Ethnicity

Like Asian American enlisted members, Asian American officers are the most underrepresented group for command positions. They are 75% underrepresented as wing commanders (a deficit of five members per year) and 57% underrepresented as squadron/group commanders (a deficit of 20 members per year), compared to their representation in the benchmark rank for those positions. Following the Asian American group, Hispanic/Latino and Pacific Islander officers are also underrepresented in those positions, based on the same measure. Additionally, Black and Native American officers are notably underrepresented in wing commander positions, while White officers were overrepresented in squadron/group and wing commander positions.

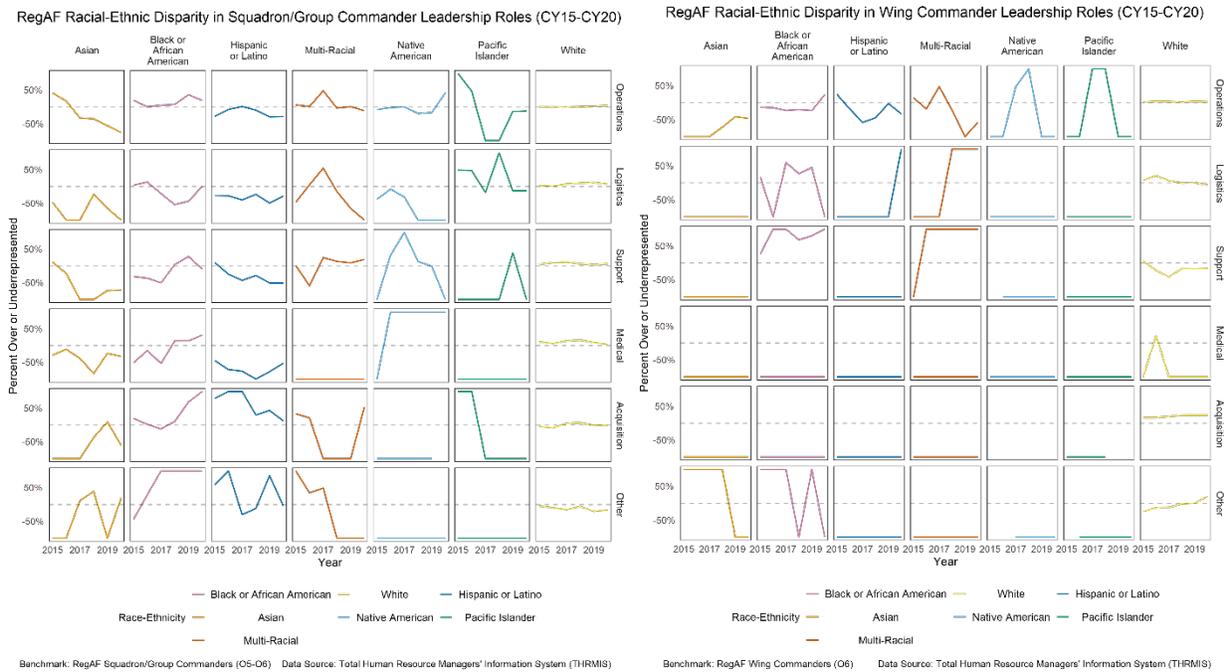
Using regression analysis, Asian American O6s have 280% lower odds of being wing commanders than their White peers, holding gender, rank, and career field constant. Under the same analysis, Asian American officers vying to become squadron and group commanders have 65% lower odds of getting selected, compared to White peers. The only other racial-ethnic group with low odds of getting selected for squadron/group command positions, when measured against White peers, was Hispanic/Latino (34% lower odds).

Fig 141. RegAF Racial-Ethnic Disparity in Officer Leadership Roles (CY15-CY20)



The small racial-ethnic group representation in O5 and O6 ranks and the relatively small number of command positions make disparity analysis generally inconclusive for squadron/group and wing commanders positions by career field. However, a look at the operations career fields, which account for the highest percent of command positions, reveals some disparities. Asian American and Hispanic/Latino officers are underrepresented in operations squadron/group and wing command positions compared to the benchmark rank population.

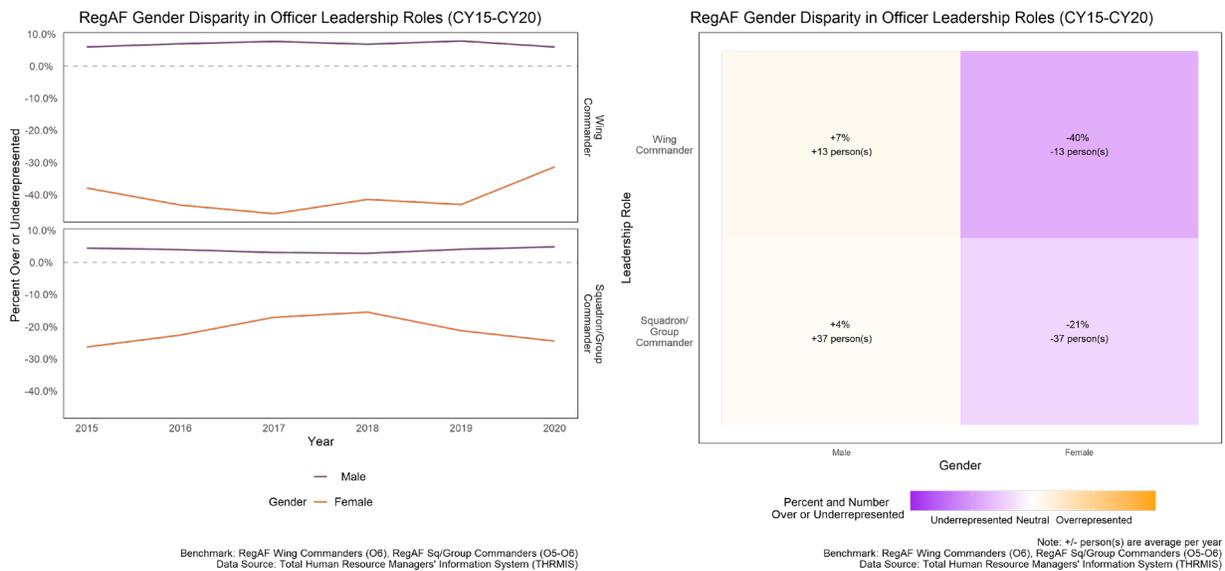
Fig 142. RegAF Racial-Ethnic Disparity in Officer Leadership Roles by Career Fields (CY15-CY20)



Gender

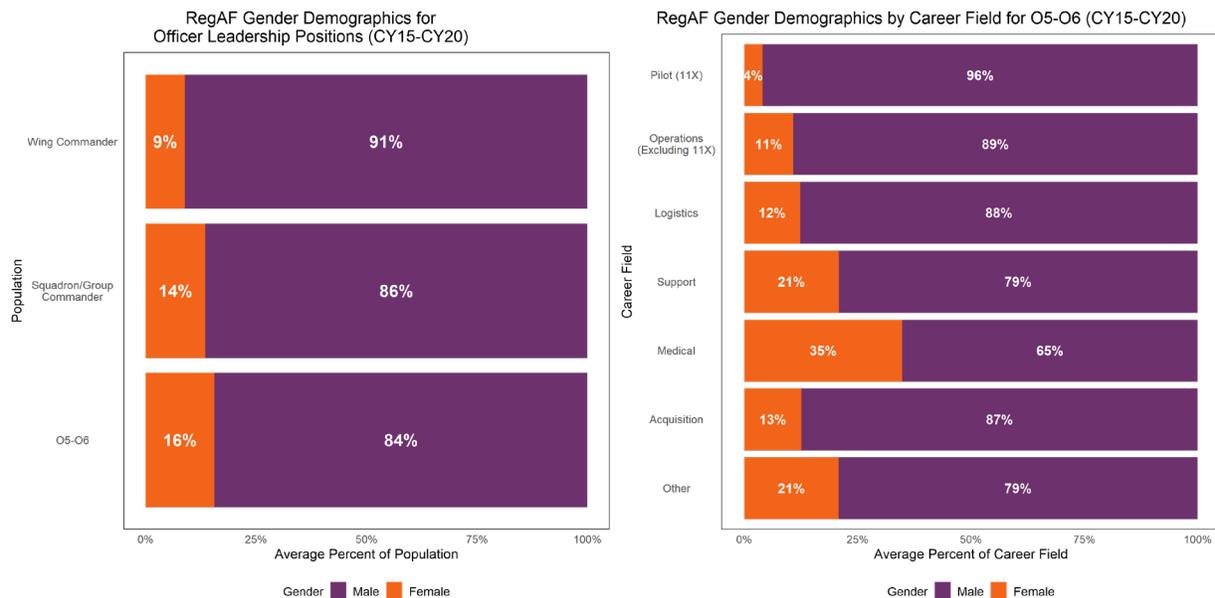
This Review determined a gender disparity existed with regard to females in command positions. Between 2015 and 2020, female officers were notably underrepresented in wing commander and squadron/group commander positions relative to the respective female O5/O6 and O6 populations. Although females comprised 15% of the RegAF O6 population, they constituted 9% of wing commanders (see Figure 144 below). They were underrepresented as wing commanders by 40%, or 13 individuals (Figure 143). Approximately 14% of squadron/group commanders were female, slightly below the 16% of the combined O5 and O6 female RegAF population. Female officers were 21% underrepresented as squadron/group commanders (or 37 individuals), as shown in the figures below.

Fig 143. RegAF Gender Disparity in Officer Leadership Roles (CY15-CY20)



As illustrated in the figure above, titled *Officer Leadership Positions by Career Field and Component (CY15-CY20)*, about 57% of RegAF squadron/group commanders and roughly 86% of wing commanders were from operations career fields. Female officers accounted for 16% of combined O5s/O6s but only represented 11% of O5/O6s in operations career fields (excluding pilots). Furthermore, pilots accounted for roughly 27% of RegAF squadron/group commanders and about 58% of wing commanders, while only 4% of female O5/O6s are pilots. To fully understand whether RegAF females have a decreased chance of becoming a squadron/group or wing commander, it is important to look at over/underrepresentation in command positions by career field compared to the benchmark population within each career field.

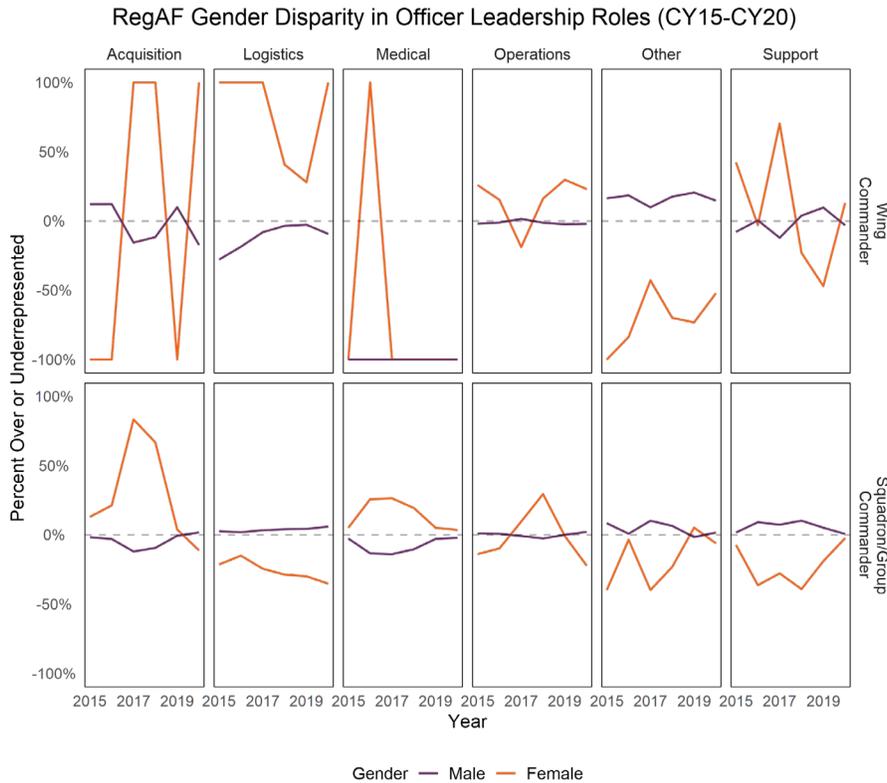
Fig 144. RegAF Gender Demographics for Officer Leadership (CY15-CY20)



The figure below illustrates that RegAF female O6s are generally equally or overrepresented as commanders of wings affiliated with their career field, except in the “other” career fields (5/7/8/9XX). Although the female over/under representation percentages are large the “real” numbers equate to one and two wing commanders per year because the actual numbers of wing command positions is relatively small and the percentage of female O6s is also relatively small.

Female leadership in squadron/group command positions varies by career field: in the acquisition and medical fields, females are overrepresented as commanders. In the logistics/maintenance, support, and “other” career fields, female are underrepresented as squadron/group commanders.

Fig 145. RegAF Gender Disparity in Officer Leadership Roles by Career Fields (CY15-CY20)⁷⁰



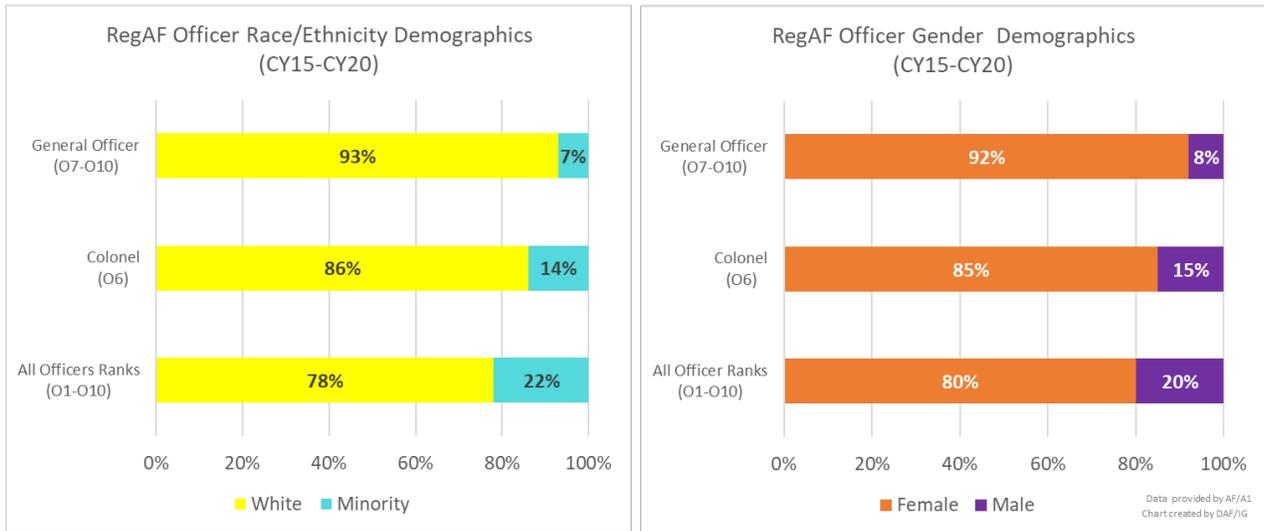
Benchmark: RegAF Wing Commanders (O6), RegAF Sq/Group Commanders (O5-O6)
 Data Source: Total Human Resource Managers' Information System (THRMS)

RegAF General Officers

From CY15-CY20, female and minority populations decreased as rank increased, with the lowest representation in GO ranks. As shown in the figure below, among all RegAF officers, an average of 78% were White, and 80% were male. Among RegAF O6s, 86% were White, and 85% were male. Among RegAF GOs, 93% were White, and 92% were male.

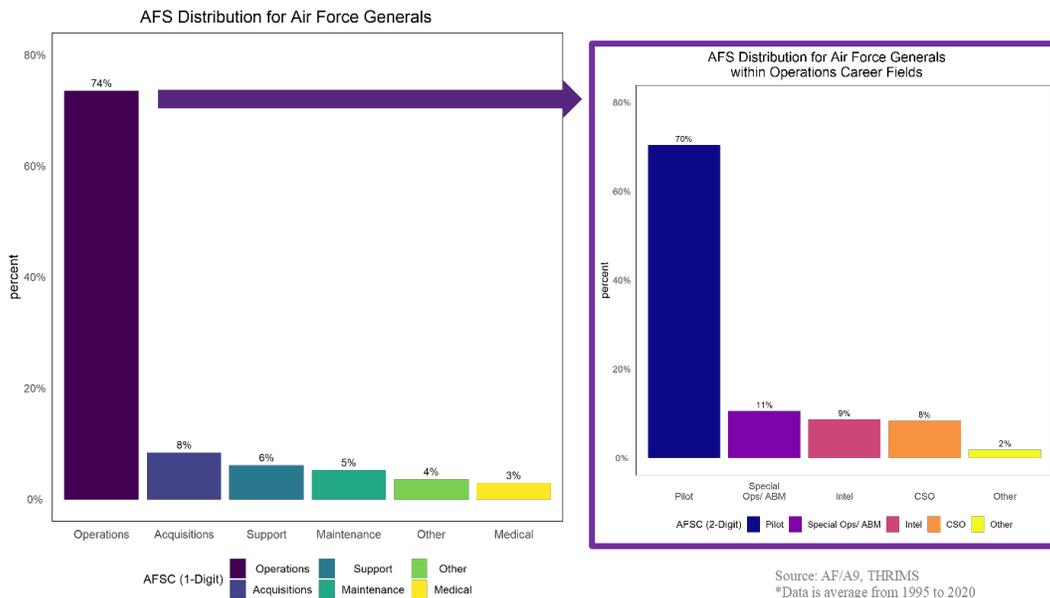
⁷⁰ The relatively small population of officers in medical career fields who attain Wing command positions introduces high variability, so disparity could not be determined.

Fig 146. RegAF Officer Demographics by Race-Ethnicity and Gender



The figures below show approximately 74% of GOs come from the operations Air Force Specialty (AFS). Within the operations AFS, 70% of GOs come from the pilot AFSC. Cumulatively, this equates to roughly 52% of GOs coming from the pilot community. Given the racial and gender disparities seen within operations and pilot AFSCs, the result is a lower percentage of females and minorities advancing to GO ranks, even if they are promoted and selected for squadron/group and wing command on par with their male and White peers.

Fig 147. Air Force Specialty (AFS) Distribution for RegAF General Officers

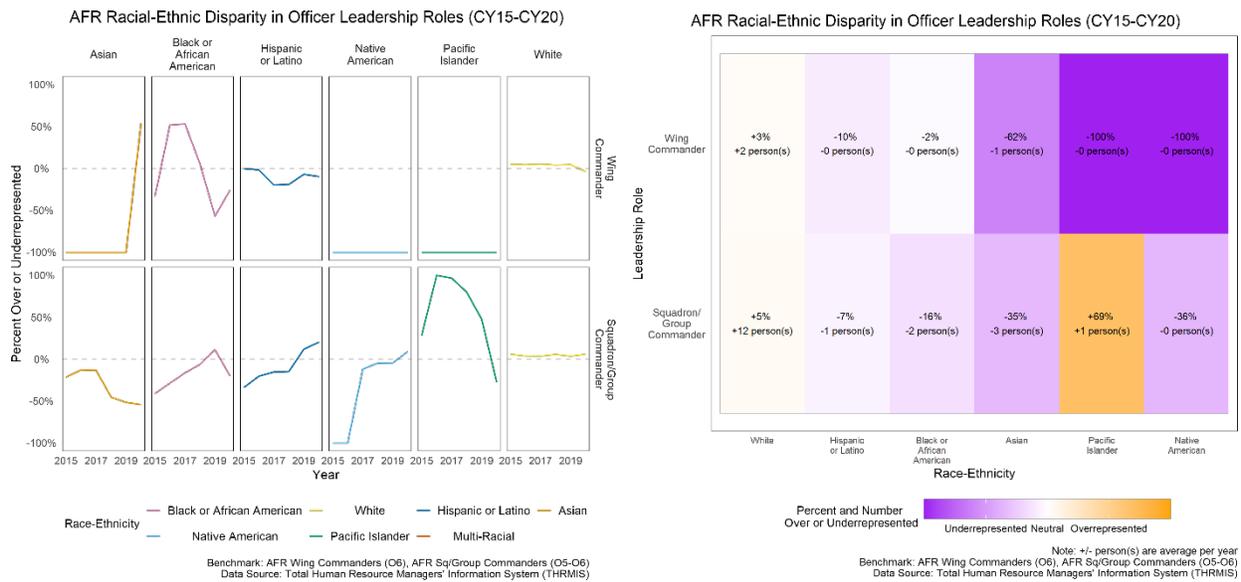


AFR Officer Leadership

Race-Ethnicity

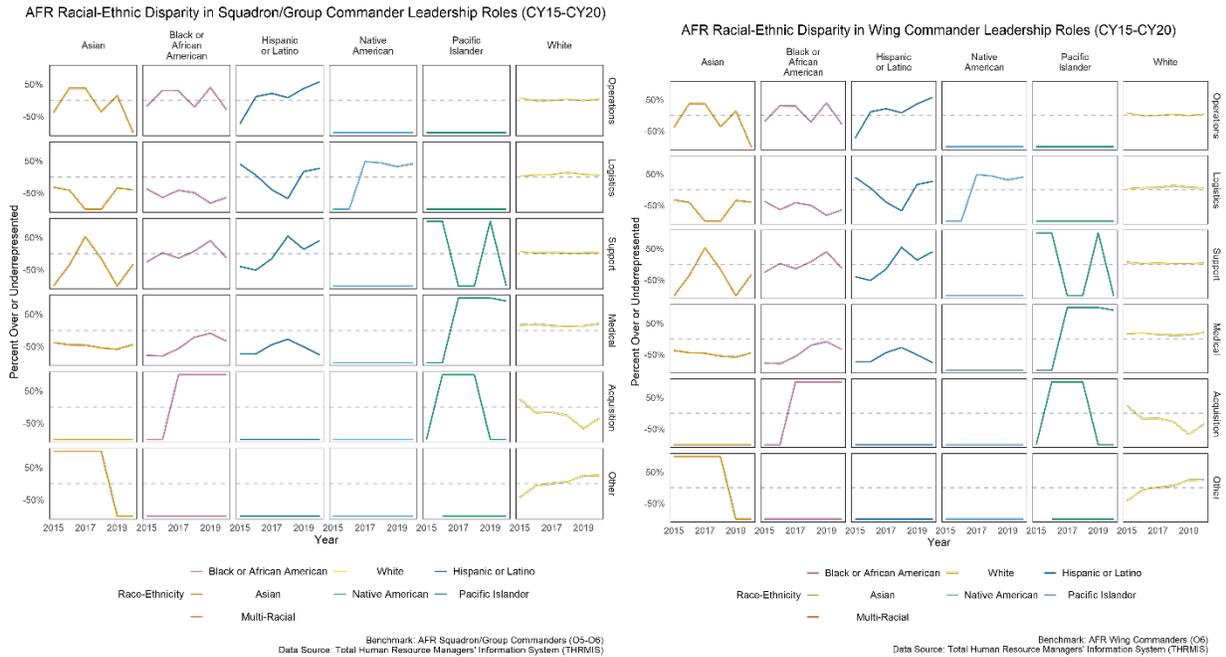
Compared to the proportion of racial-ethnic groups in the combined O5/O6 populations, all minority groups except Pacific Islanders are notably underrepresented in AFR squadron/group command positions. All racial-ethnic groups in the O6 population, except Multi-racial, were underrepresented in wing command positions. White officers were overrepresented in squadron/group and wing commander positions.

Fig 148. AFR Racial-Ethnic Disparity in Officer Leadership Roles (CY15-CY20)



The small racial-ethnic group representation in AFR O5 and O6 ranks and the relatively small number of command positions make determining under/overrepresentation generally inconclusive for squadron/group and wing commanders positions by career field. However, the data show White O5/O6s in operations career fields are equally represented in wing command positions and slightly overrepresented in squadron/group command positions.

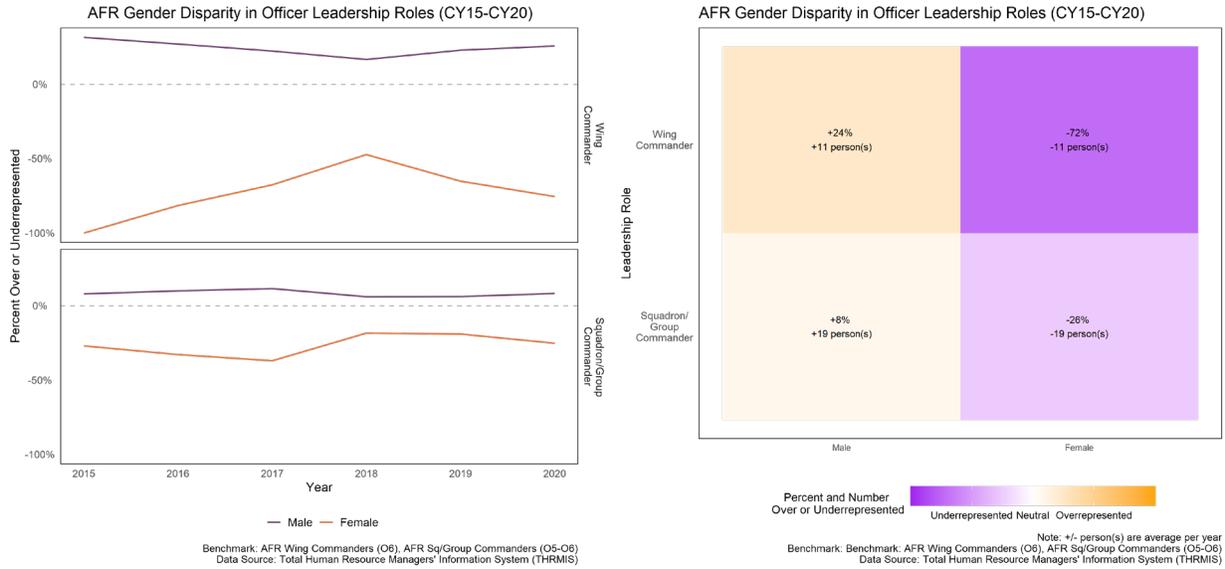
Fig 149. AFR Racial-Ethnicity Disparity in Officer Leadership Roles by Career Fields (CY15-CY20)



Gender

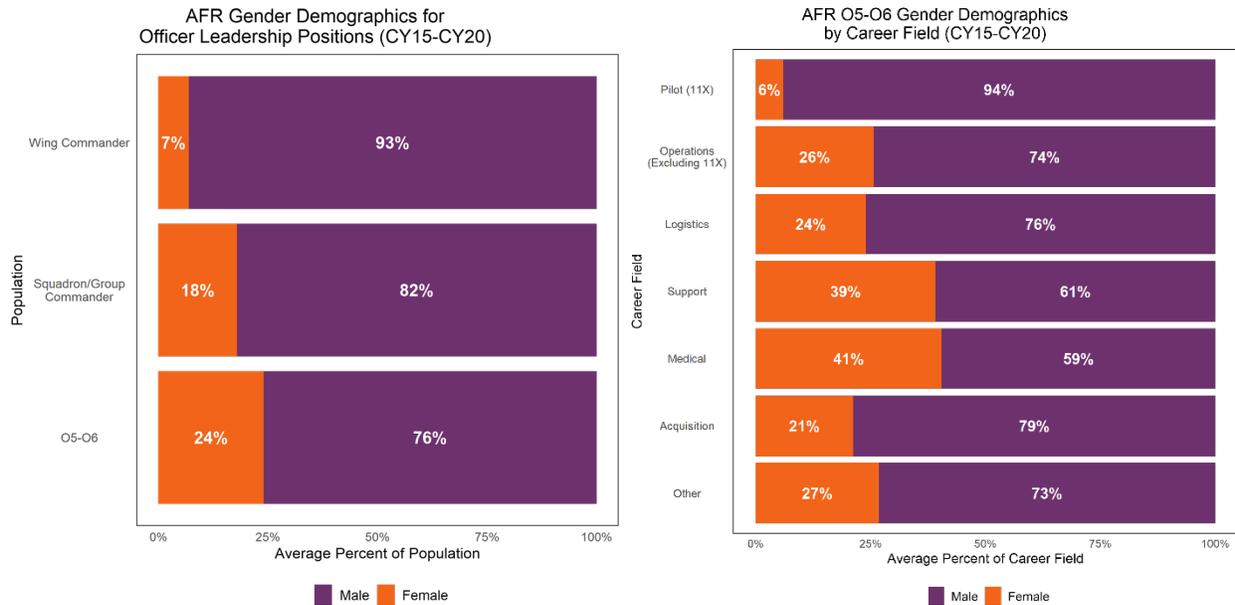
Similar to RegAF data, female AFR officers are notably underrepresented in wing commander and squadron/group commander positions relative to the respective female O5/O6 and O6 populations. Between CY15-CY20, females were underrepresented in wing commander positions by 72% and in squadron/group commander positions by 26%.

Fig 150. AFR Gender Disparity in Officer Leadership Roles (2015-2020)



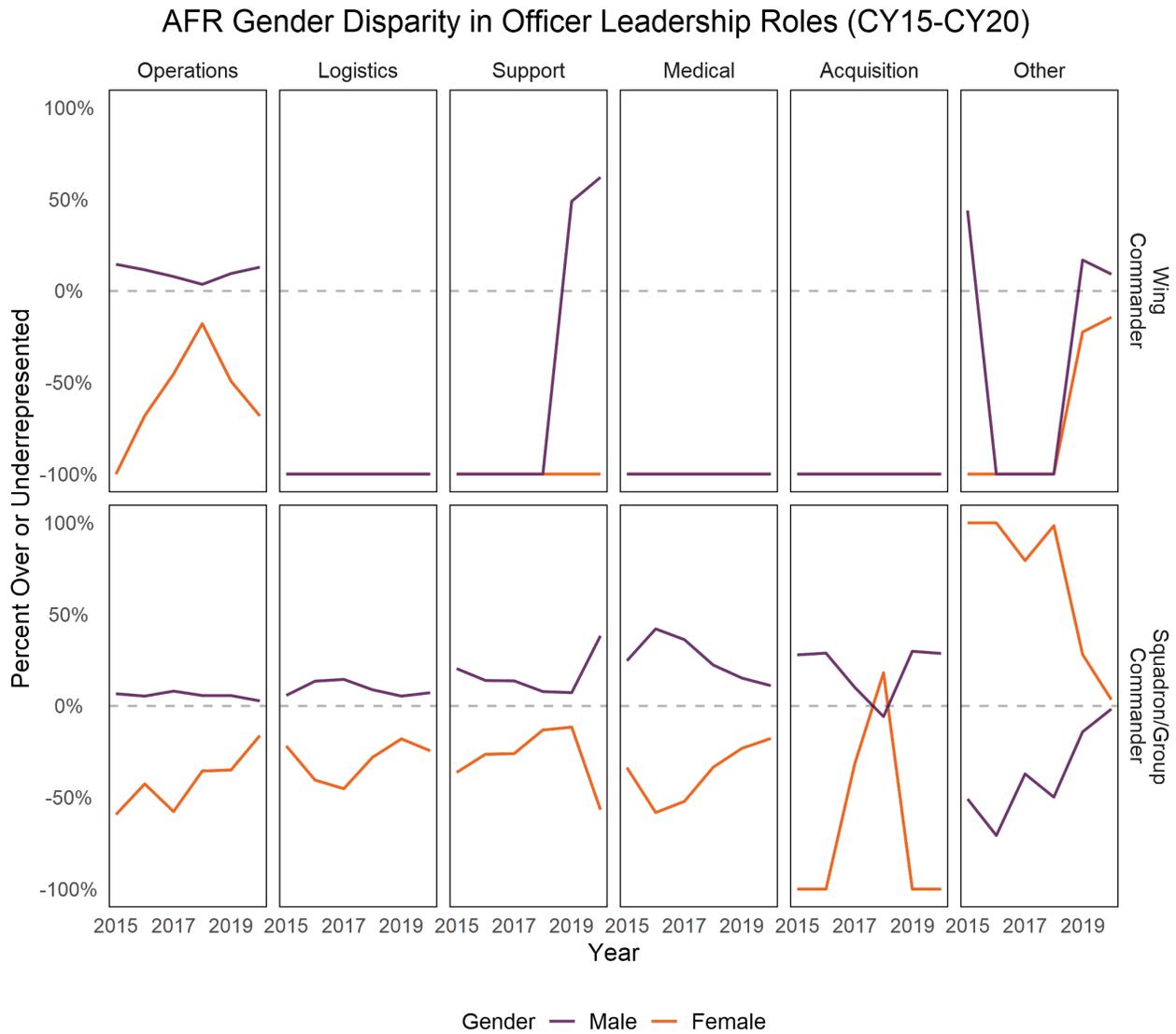
Low female representation is particularly pronounced in the wing commander role, with 7% of AFR wing commanders being female compared to the 25% AFR O6 female population. Approximately 18% of AFR squadron/group commanders are female, below the 24% combined O5/O6 female AFR population. This disparity in representation is amplified in the aggregate representation of females in command since 40.5% of squadron/group command positions and 93.8% of wing command positions are held by officers in operations career fields in the AFR.

Fig 151. AFR Gender Demographics for Officer Leadership (CY15-CY20)



As discussed in the Demographics section, AFR females have increased representation of O5 and O6 grades compared to the RegAF and ANG, particularly in operations career fields. However, this comparatively higher representation does not translate to increased career representation of females in AFR command positions. The graphs below show AFR females in operations career fields are underrepresented in squadron/group and wing command positions compared to their male peers. Additionally, AFR females in all career fields, except for “other,” are underrepresented in squadron/group command.

Fig 152. AFR Gender Disparity in Officer Leadership Roles by Career Fields (CY15-CY20)⁷¹



Benchmark: AFR Wing Commanders (O6), AFR Sq/Group Commanders (O5-O6)
 Data Source: Total Human Resource Managers' Information System (THRMS)

⁷¹ It is important to note small numbers in non-operations career fields for wing commander introduce high variability into these charts.

ANG Officer Leadership

Race-Ethnicity

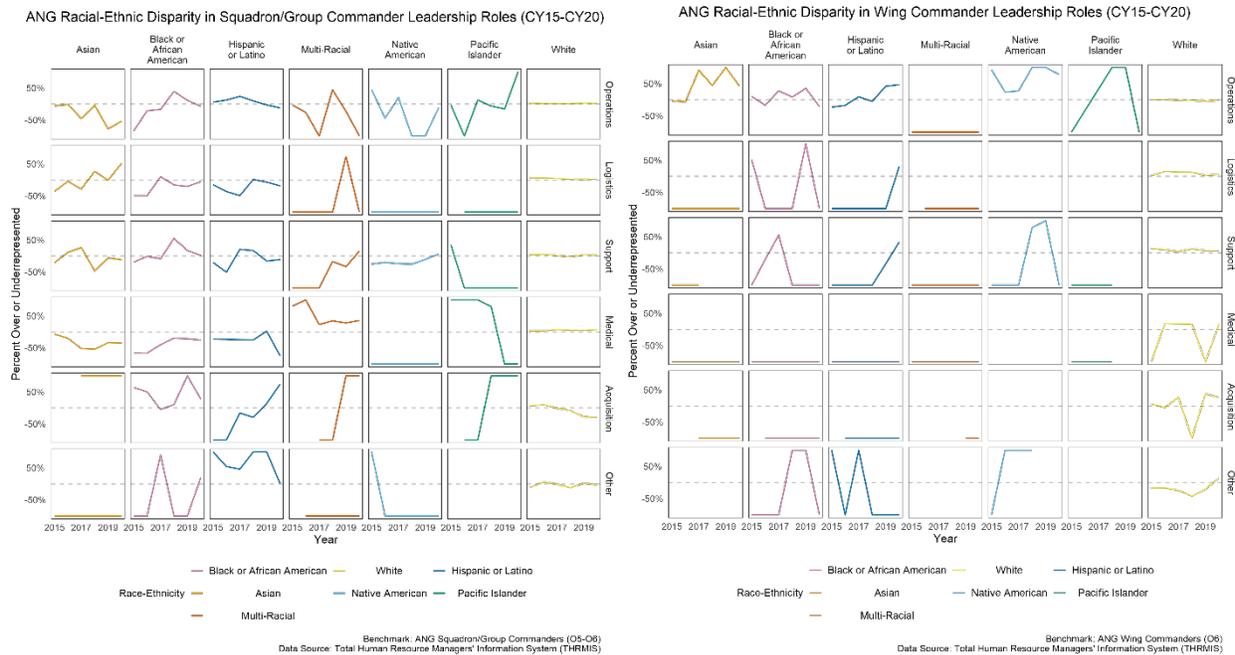
Compared to the proportion of racial-ethnic groups in the O6 population, all minority racial-ethnic groups except Native Americans are notably underrepresented in ANG wing command positions (affecting between 0 and 1 member per year, per group). Black, Asian American, Native American, and Multi-racial O5/O6s are underrepresented in squadron/group command positions, with Asian American officers having the lowest representation overall. White officers are slightly overrepresented in ANG wing and squadron/group command positions.

Fig 153. ANG Racial-Ethnic Disparity in Officer Leadership Roles (CY15-CY20)



There is a slight overrepresentation of White officers from operations, medical, support, and logistics/maintenance career fields in squadron/group command. White officers from operations career fields are equally represented in wing commander positions. However, there is a slight overrepresentation of White O6s from logistics and support career fields in wing commands, affecting one person per year per career field. Based on this data, increased minority representation in operations career fields would likely increase the overall representation of minorities across command positions in the ANG.

Fig 154. ANG Racial-Ethnic Disparity in Officer Leadership Roles by Career Fields (CY15-CY20)⁷²

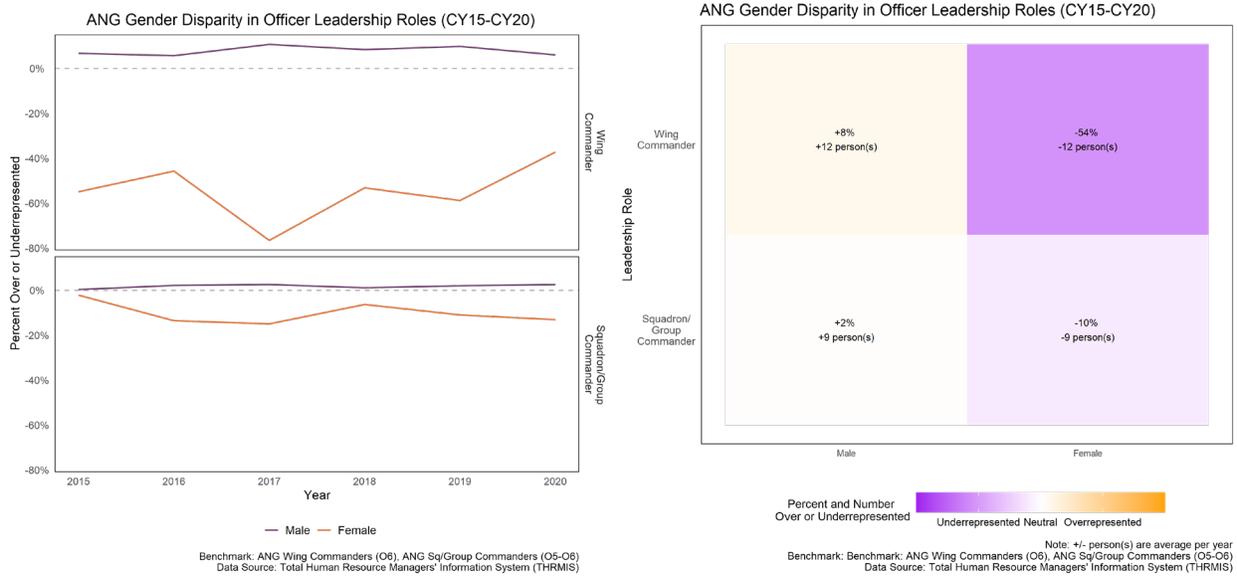


⁷² The relatively small population of officers in wing command positions from all career fields except operations introduces high variability.

Gender

As with the RegAF and AFR, female ANG officers were notably underrepresented in wing commander and squadron/group commander positions relative to the respective female O5/O6 and O6 populations. Most notable were in wing commander positions, where females were 54% underrepresented, a deficit of 12 members per year.

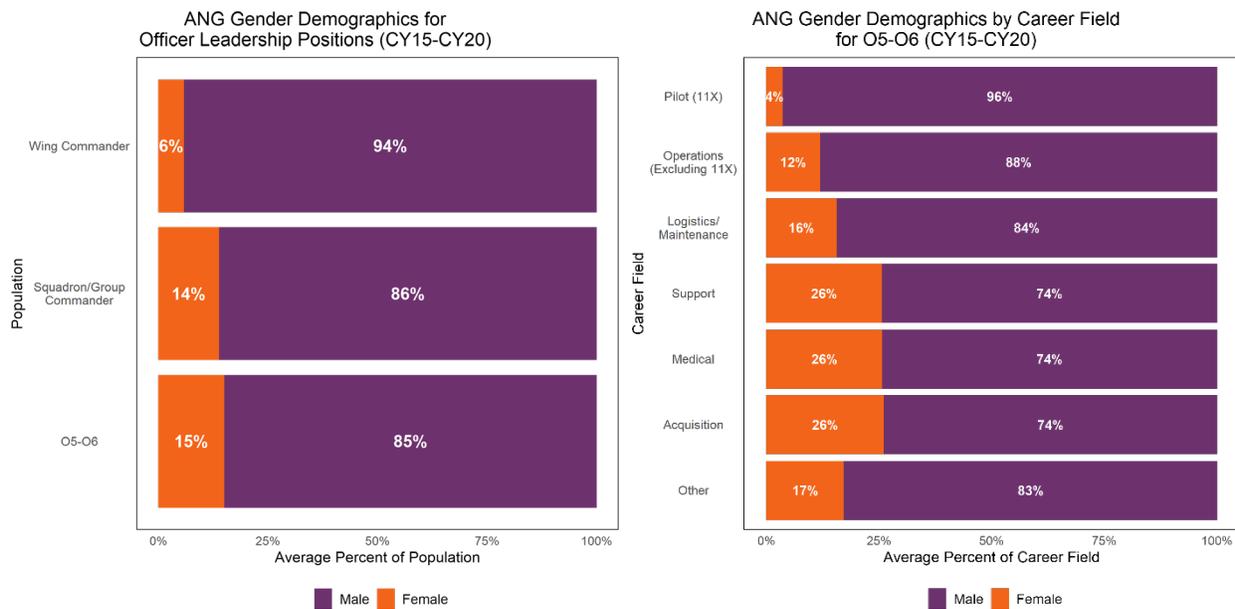
Fig 155. ANG Gender Disparity in Officer Leadership Roles (CY15-CY20)



In the ANG, low representation for females in command is especially present in the wing commander role, with only 6% of wing commanders being female compared to the 22% percent O6 female ANG population. Approximately 14% of squadron/group commanders are female, slightly below the 15% combined O5/O6 female ANG population.

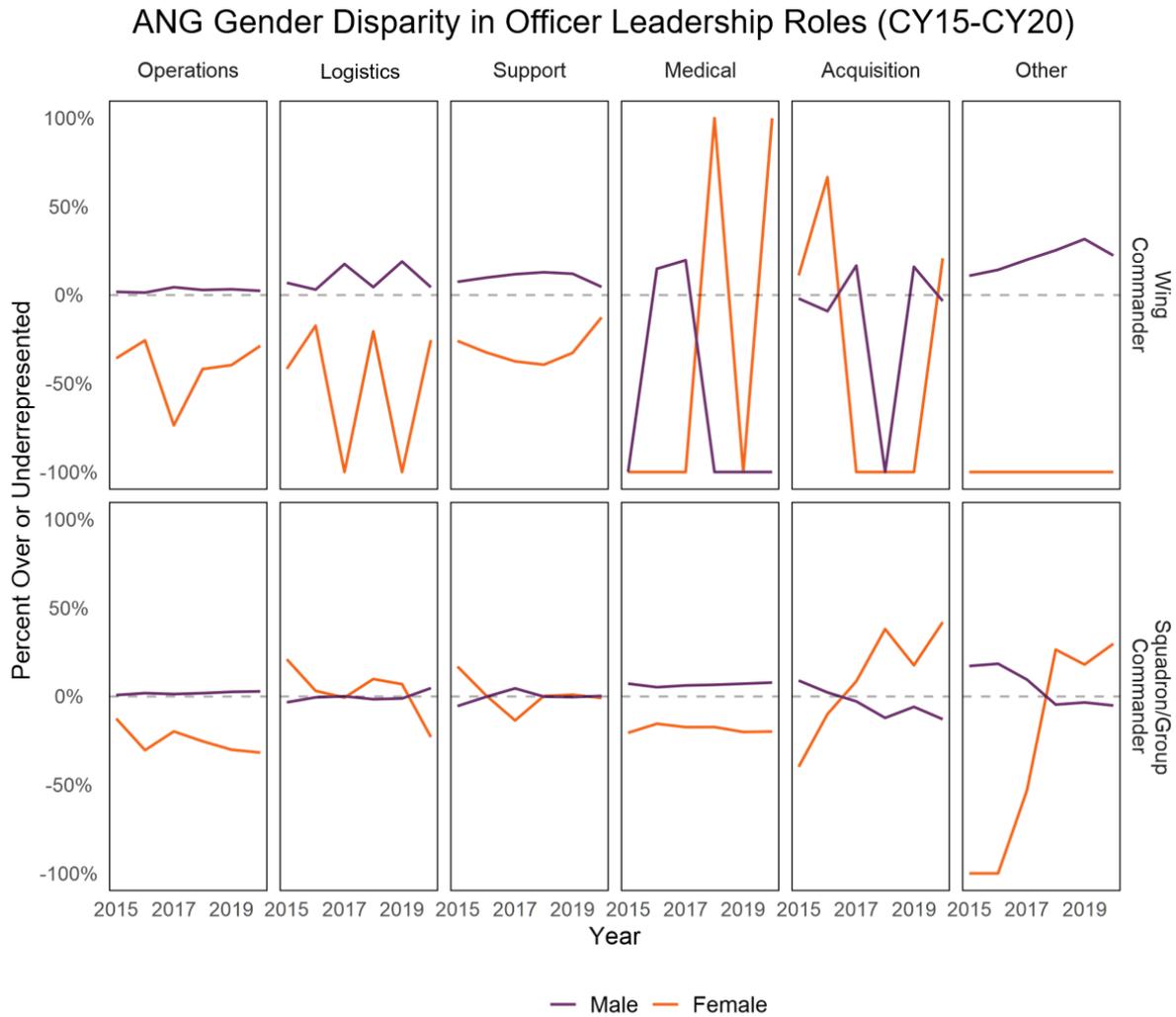
Underrepresentation of females in operations commands is significant because 52% of squadron/group command positions and almost 70% of wing command positions in the ANG are held by officers in the operations career fields, where females already have low representation: 4% of pilots are female, and 12% of non-pilots in operations are female. As in the RegAF and AFR the wing command percentages appear to be directly impacted by the pilot demographics.

Fig 156. ANG Gender Demographics for Officer Leadership Positions (CY15-CY20)



ANG female officers are notably underrepresented in wing command positions for all career fields except medical. Female officers in operations and medical career fields are also underrepresented in squadron/group commands.

Fig 157. ANG Gender Demographics for Officer Leadership Roles by Career Fields (CY15-CY20)⁷³



Benchmark: ANG Wing Commanders (O6), ANG Sq/Group Commanders (O5-O6)
 Data Source: Total Human Resource Manager's Information System (THRMIS)

⁷³ The relatively small population of officers in the medical and acquisition career fields who attain wing command positions introduces high variability, so disparity could not be determined.

DAF CIVILIAN LEADERSHIP

The DAF-IG Review found female DAF civilians and almost all minority groups are underrepresented in the Senior Executive Service (SES) level. This review found that as pay grade increases, so does the percentage of White civilians in those jobs. Conversely, the percentage of both females and racial-ethnic groups decreases as the pay grade of those jobs increase.

In 2020, the Career Field Management Team (CFM) Development Team (DT) conducted a barrier analysis that focused on hiring/promotion board composition, career field diversity, Civilian Developmental Education (CDE) selection, and key leadership positions. The CFM DT highlighted the following concerns: low applicant rate and overall participation rates in CDE, lack of diversity in CDE nominations/selections, low female and/or racial-ethnic minority representation of civilian supervisory, senior leadership positions, and GS15 level.⁷⁴

Supervisory Positions

Race and Ethnicity

The figure below shows average representation for DAF civilians from 2015 to 2020, according to Total Human Resource Managers' Information System (THRMIS) data.

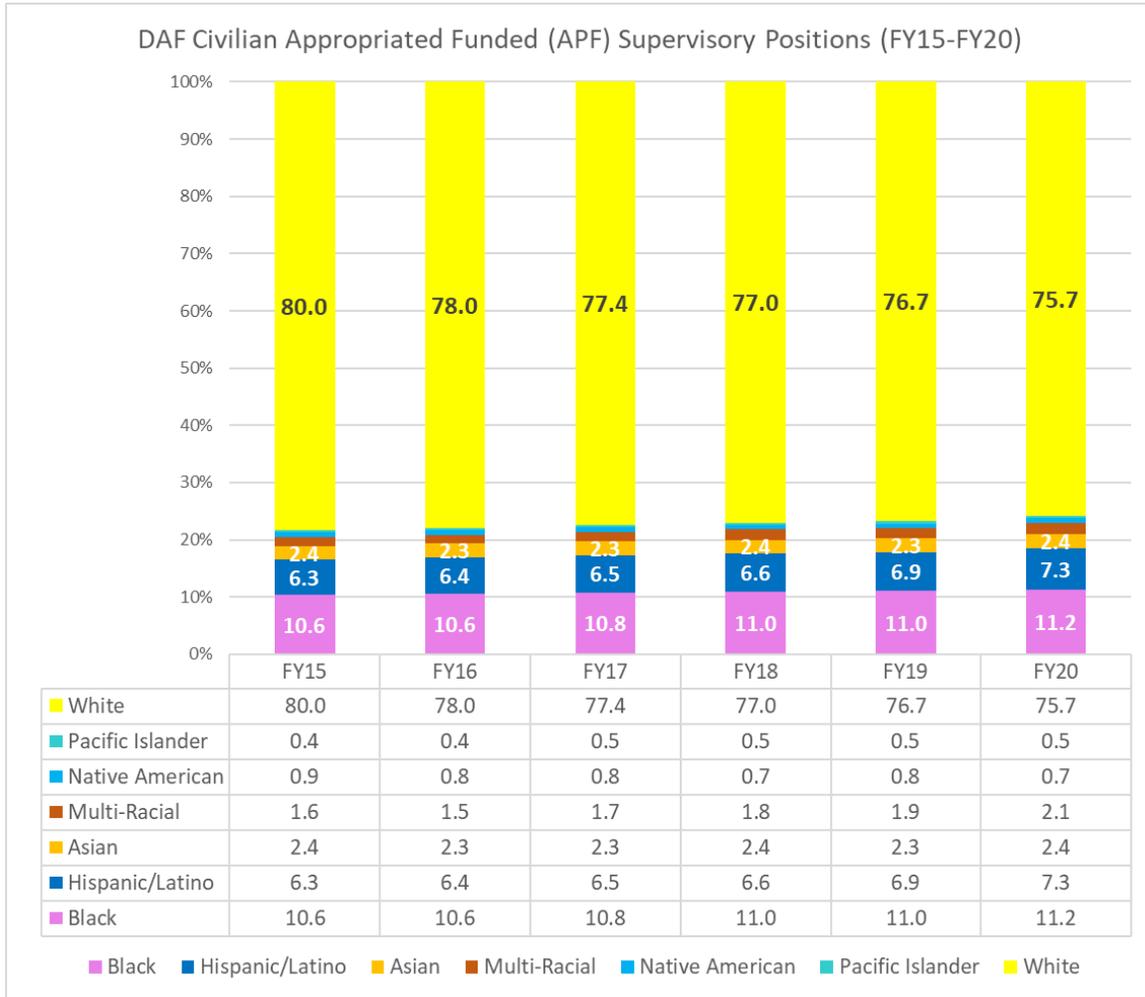
Fig 158. Average DAF Civilian Representation by Race-Ethnicity (2015-2020)

White	Black	Hispanic/ Latino	Asian American	Pacific Islander	Native American
71.6%	13.4%	8.1%	4.4%	.6%	1.9%
Source: THRMIS Accessed by: DAF/A9 *Does not include "Declined to Respond" for Race-Ethnicity					

When compared to the representation of DAF civilians in all supervisory and manager positions during the same timeframe, White civilians were overrepresented in supervisory positions as compared the DAF average, while all minority groups were underrepresented. The representation of Black, Hispanic/Latino, Pacific Islander and Multi-racial civilians in supervisor positions increased from 2015 to 2020, while the representation of Native American and White civilians decreased, and Asian American civilian representation remained constant. Although White representation decreased, from 2015 to 2020, it remained approximately 4% above the DAF civilian average.

⁷⁴ DAF Barrier Analysis Update, Dec 20.

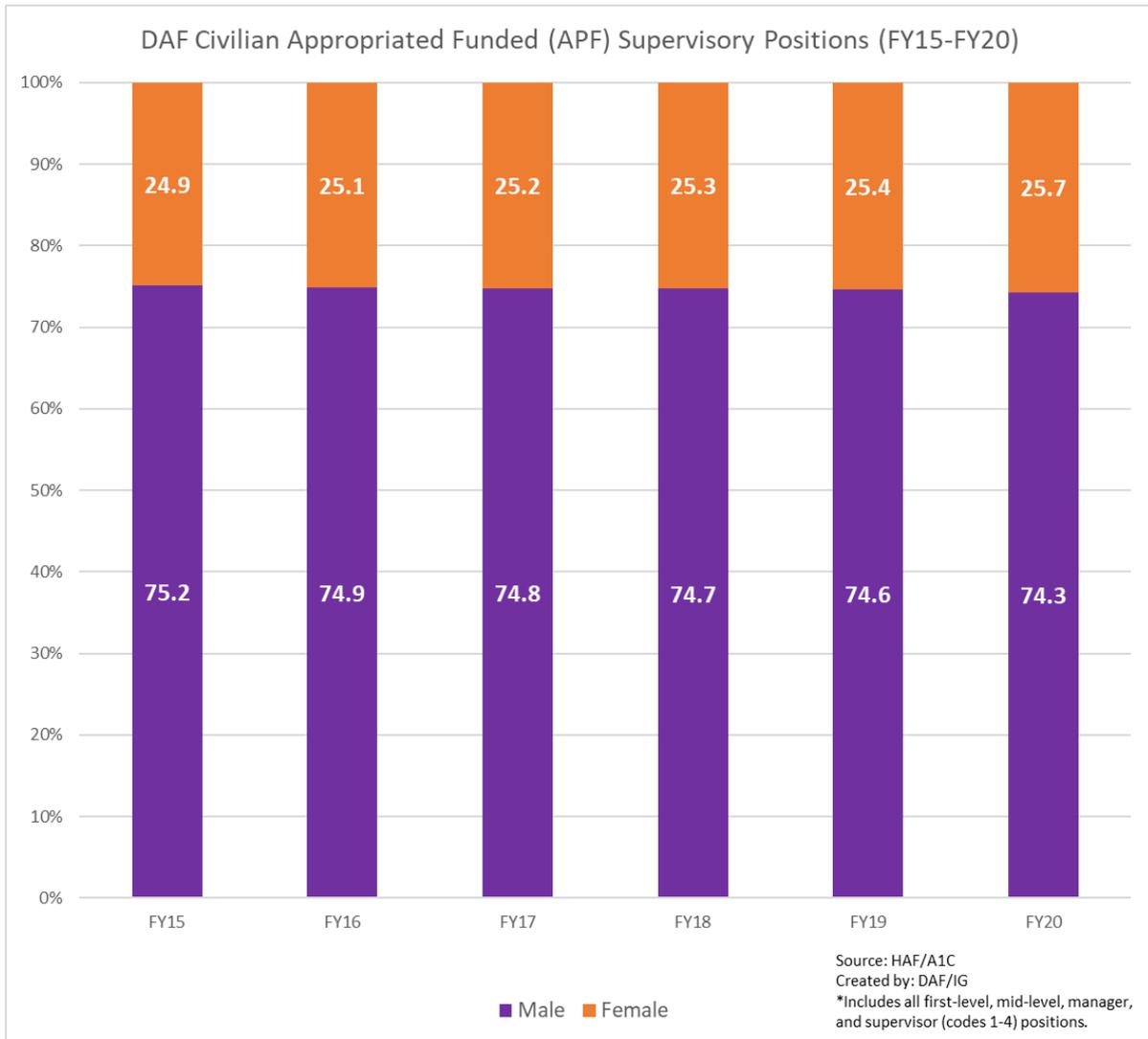
Fig 159. DAF Civilian Supervisory Positions by Race-Ethnicity (FY15-FY20)



Gender

According to THRMIS data, from 2015 to 2020, the average gender distribution for the DAF civilian force was 70.2% male and 29.8% female. The figure below illustrates from 2015 to 2020, females were underrepresented in civilian supervisory positions. However, female representation had an increasing trend at 24.9% in 2015 to 25.7% in 2020.

Fig 160. DAF Civilian Supervisory Positions by Gender (FY15-FY20)



SES Positions

Race and Ethnicity

As illustrated in the Demographics section, within the GS system, White civilians comprise 57% of entry-level employees, rising to 79% of upper-level employees; they constitute 85% of the SES population. In contrast, Black civilians hold 22% of entry-level positions but just 9% of upper-level jobs and 5% of SES jobs. Similarly, Hispanic/Latino employees hold 12% of entry-level positions, 6% of upper-level jobs, and only 4% of SES slots. For Asian Americans, Native Americans, and Pacific Islanders, their representation remain somewhat stable among the pay grades.

A similar trend is seen with the FWS workforce, where the percentage of White employees increases as pay grade increases. In contrast, the percentage of employees from all other racial-ethnic groups decreased by half in higher-paying tiers.

Also as illustrated in the Demographics section, a look at the racial-ethnic composition of the DAF civilian force by career fields from 2015-2020 shows Black civilians made up 18% of SES jobs in the maintenance/logistics career fields, followed by 12% in support. These two fields have the greatest percentages of Black SES leadership. Among all career fields, these two fields also employ the largest number of Black employees, with an average of almost 6,000 and 6,400 employees respectively during the time period.

Maintenance/logistics and support are also the two fields with the highest Hispanic/Latino representation among career fields. About 3,800 Hispanic/Latinos work in maintenance/logistics, and about 3,100 work in support. Hispanic/Latino civilians represent 8% of the SES in the maintenance/logistics and 4% in support, for a total of three SESs in both fields. However, the highest number of Hispanic/Latino SESs are found in the science/engineering career fields, even though the Hispanic/Latino representation therein is about 2,200.

As a whole, Asian Americans represent the largest percentages of employees in the science/engineering and medical workforces. They have the greatest percentage of SES civilians in science/engineering (around eight employees, or 9%). The largest population of Asian Americans are employed in mid-level positions in maintenance/logistics, followed by upper-level positions in medical (about 1,300 and almost 950 respectively).

The largest number of Native Americans (about 1,100) are employed in mid-level positions in maintenance/logistics, followed by mid-level positions in support (almost 360).

There are a total of seven Native American SES civilians, two each in science/engineering and operations, which is the career field that employs the fewest number of Native Americans.

There are fewer than 1,000 Pacific Islander civilian employees in the DAF. There are no SES Pacific Islanders, and there are only two upper-level Pacific Islander civilians, both of whom work in the medical career field.

According to a 2020 RAND study on *Advancement and Retention Barriers in the U.S. Air Force Civilian White Collar Workforce*, females and Black and Hispanic/Latino males start at lower entry grades than White males. RAND's quantitative model found civilian employees who start at a lower grade struggle to "catch up," limiting their senior leadership positions opportunities. The 2020 RAND study also found females and racial-ethnic minorities expressed slightly less awareness of promotion opportunities than White males.

As reported in the December 2020 Racial Disparity Review, the DAF civilian workforce has seen improvement in minority and female representation since 2015, which may result from DAF efforts to increase diversity in civilian leadership positions. In 2015, the Air Force adopted significant policy changes after the Air Force Barrier Analysis Working Group (AFBAWG) identified several barriers to recruitment and selection. These barriers included using a "military lens" during the selection process, preferential hiring of retired military members, and geographic mobility expectations for development opportunities and promotions, limiting opportunities for females and minorities. "Veteran's Preference" also plays an important role in the hiring process. A qualified veteran is given hiring priority over other candidates, limiting the hiring authority's ability

to hire diverse applicants. It is important to understand that DAF civilian leadership can only be as diverse as the representation of people who apply for positions and are minimally qualified for the job. Further, with regard to the lower percentages of females and racial-ethnic group members in SES positions, a prerequisite is supervisory experience. An examination on how many females and minorities fill supervisory positions and whether there are any barriers that prevent them from doing so could shed light on why there are fewer of them in higher GS and SES positions.

Gender

As shown in the Demographics section, compared to the DAF civilian average gender representation of 29.6%, female DAF civilians are underrepresented in FWS, upper-level GS, and SES positions. Within the GS civilian wage system, 64% of the entry-level positions are held by females. For mid-level GS employees, females comprise 37% of the workforce. However, for upper-level GS positions, the representation of females decreases to 24%. The FWS workforce is significantly less gender diverse than the GS workforce. For mid and upper-level employees, the representation of females decreases as grade increases; females comprise 4% of the upper-level FWS tier.

Females account for 21% of the DAF SESs, which is underrepresented compared to the 29.6% female DAF civilian population and 24% of upper-level female GS employees. However, since 2015, the overall representation of females in GS13-15 and SES positions increased more than 1.3% each.

Within career fields for the civilian workforce, the medical career fields have the highest representation of females. Females are overrepresented in the entry-level and mid-level positions at 78% and 63% respectively, exceeding the percentage of males. However, males comprise the bulk of medical upper-level GS employees, at 58% compared with females at 42%. Science/engineering and operations career fields have the lowest representation of females. In all fields except maintenance and logistics, female representation generally decreases as grade increases. The maintenance and logistics field employs the highest percentage of females at the entry-level and executive tiers, around 30%.

THE VOICE OF THE AIRMEN AND GUARDIANS

A consistent difference exists in how racial-ethnic minority and female Airmen and Guardians perceive the level of equality in AF opportunity processes when compared to their White, non-Hispanic/Latino male peers. Survey responses from about 100,500 Total Force personnel, roughly 120 DAF-IG sessions with Airmen and Guardians across all MAJCOMs, and 16,900 pages of feedback show minority Airmen and Guardians from all the racial-ethnic groups addressed in this Review feel they face barriers White Airmen and Guardians do not. In contrast, White Airmen and Guardians do not share this perception to the same degree. Similarly, regardless of race or ethnicity, a substantial percentage of female Airmen and Guardians say they face barriers their male peers do not, but the majority of their male peers do not share this perception. Both minority and female groups said they must work harder to prove themselves and achieve the same level of opportunities.

SURVEYS

This Review was focused on hearing directly from the Airmen and Guardians regarding racial-ethnic and gender disparities in treatment and developmental opportunities. The Review team developed a survey on disparities and barriers between all minority races/ethnicities and White DAF members in treatment and developmental opportunities. Additionally, this survey addressed the same disparities between male and female DAF members. The anonymous survey collected from a wide range of demographics and consisted of standard Likert scale questions.⁷⁵ Depending on how respondents answered specific questions, the survey presented an option to include write-in text responses, resulting in more than 16,900 pages of written comments. The survey was launched on 15 Apr 21 and closed on 9 May 21. More than 100,500 Total Force personnel responded to the survey.⁷⁶

The demographics of the survey respondents were:

- Service – 97% USAF, 3% USSF
- Military Component – 70% Active Duty, 18% Air National Guard, and 12% Air Force Reserve
- Role – 42% enlisted, 18% officers, and 40% civilians
- Gender – 67% male, 27% female
- Ethnicity – 12% Hispanic/Latino and 79% Not Hispanic/Latino, 9% preferred not to answer
- Race – 65% White, 15% Black or African American, 6% Asian, 3% American Indian or Alaskan Native, 2% Native Hawaiian or Other Pacific Islander, and 16% preferred not to answer

Likert Question Data

The survey Likert questions focused on four topics: Inclusion, Opportunities, Barriers (including Discipline), and Trust. Questions were further divided into race/ethnic questions and gender questions. The purpose of the race/ethnic questions was to identify disparities in how

⁷⁵ Various rating scales have been developed to measure attitudes directly (i.e., the person knows their attitude is being studied). The most widely used is the Likert Scale. The Likert Scale is named for American social scientist Rensis Likert, who developed the principle of measuring attitudes by asking people to respond to a series of statements about a topic, in terms of the extent to which they agree with them, and so tapping into the cognitive and affective components of attitudes. (McLeod, S. A. (2008). Likert scale. Retrieved from <https://www.simplypsychology.org/likert-scale.html>)

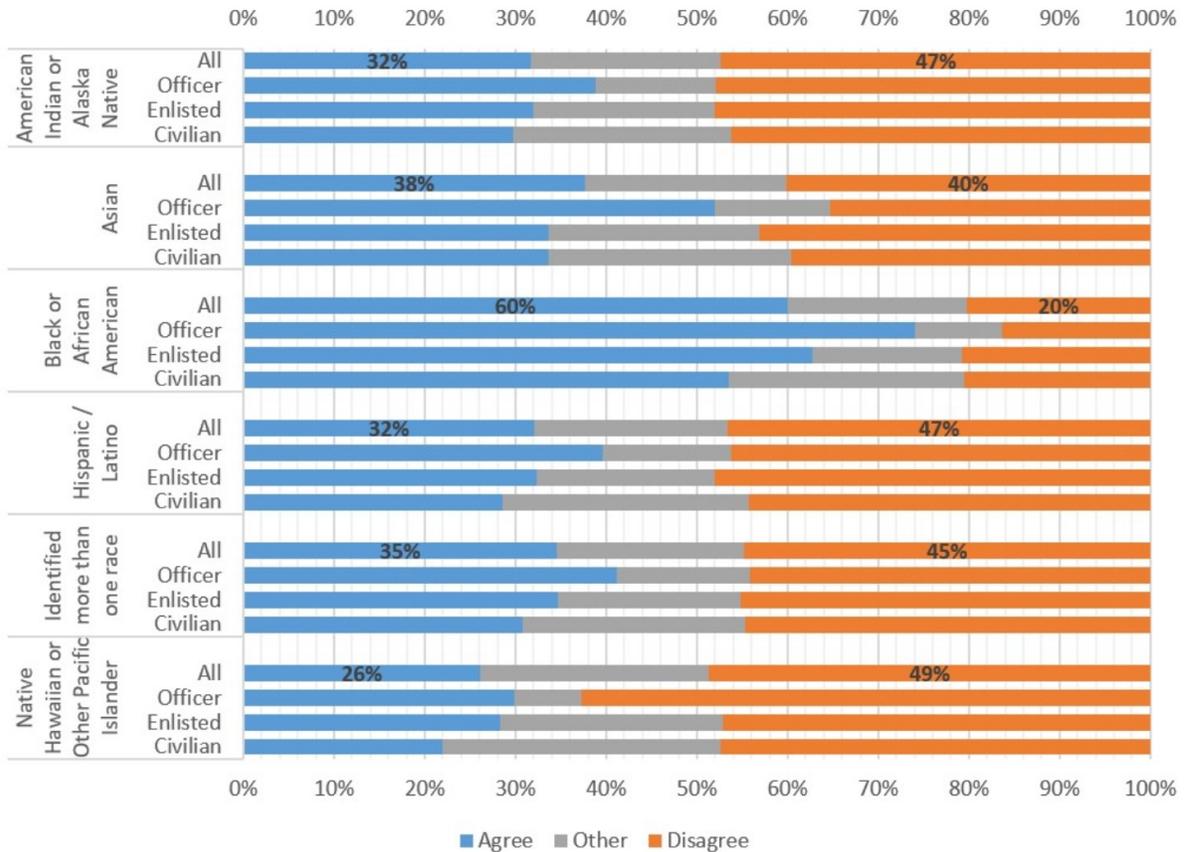
⁷⁶ No survey involving human response can be completely free of bias. To minimize its effect, the DR team ensured respondents knew their respective submissions were anonymous and made the survey widely accessible to all DAF members. For the DR survey, the DAF population was defined as 665,000 and more than 100,500 Airmen completed the survey, therefore the sample of responses exceeds the amount needed for a 99% confidence level with a 3% margin of error. We are confident the sample is representative of the population.

minority group members feel their racial-ethnic group is treated in the Air Force compared to how White majority group members, in this case White non-Hispanic/Latino DAF members, feel racial-ethnic minorities are treated in the DAF. Similarly, the purpose of the gender questions was to identify disparities in the way female members perceive females are treated compared to male DAF members' perception.

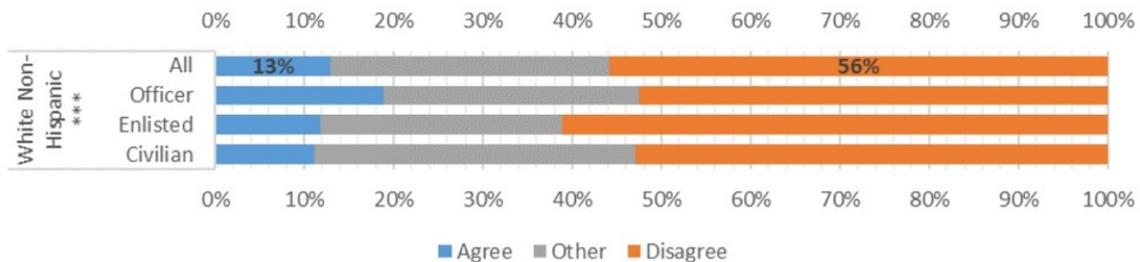
Fig 161. DR Survey Question 36.2 & 39.2

Source: DR Survey

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



To be successful in my organization, minority Airmen and Guardians feel they must conform to behave more like non-minority peers.

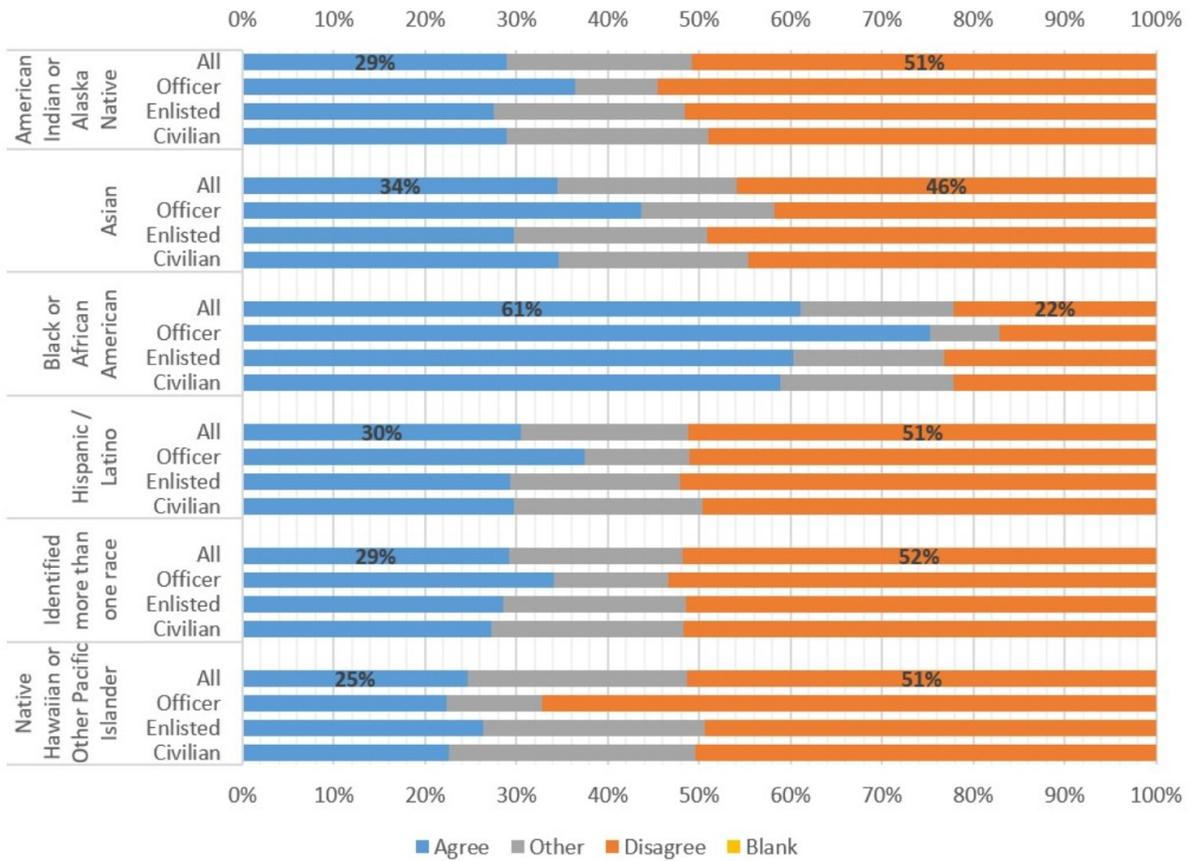


Overall, 43% of racial-ethnic minority Airmen and Guardians felt they had to conform to behave more like non-minority peers, with 26% of Pacific Islander, 32% of Hispanic/Latino and Native American, 38% of Asian American, and 60% of Black DAF members agreeing they had to act more like the majority to be successful in the DAF. In contrast, 13% of White non-Hispanic/Latino DAF members believe minorities have to conform to succeed.

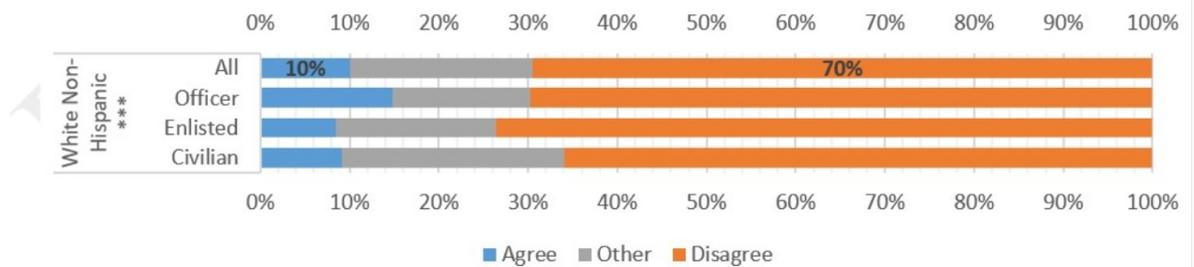
Fig 162. DR Survey Question 36.6 & 39.6

Source: DR Survey

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



Minority Airmen and Guardians have to work harder than their non-minority peers to prove they are competent at their job.



Overall 41% of minority respondents agreed that they had to work harder than their non-minority peers to prove they were competent. In contrast, 10% of White non-Hispanic/Latino members said they believed minority members had to work harder to prove their competence. Unlike the survey question addressing the need to conform, the perception difference was larger in the senior officer ranks. More than 60% of minority GOs said they had to work harder to prove they were competent, compared with 14% of White GOs.

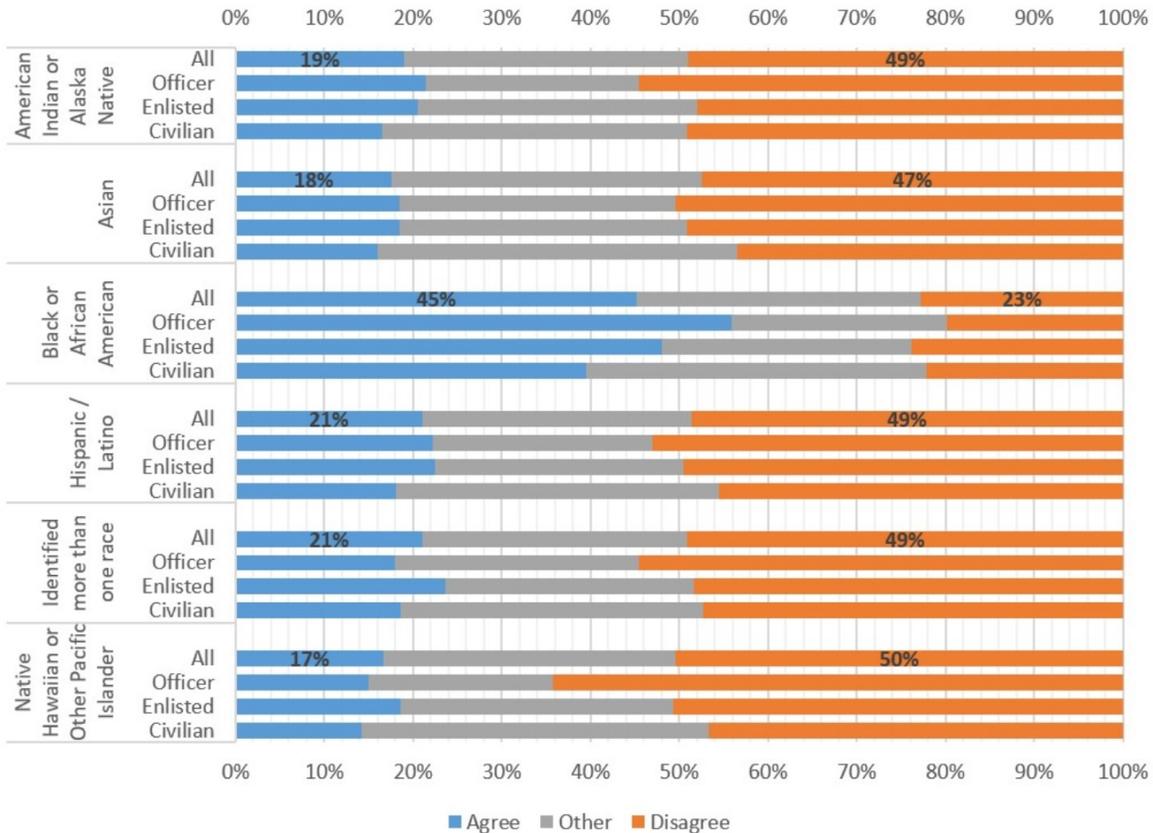
Military Justice

The Review team used specifically targeted survey questions to gain insight into disciplinary actions. One question was whether Airmen and Guardians felt they are less likely to receive the “benefit of the doubt” in disciplinary actions because of their race or ethnicity.

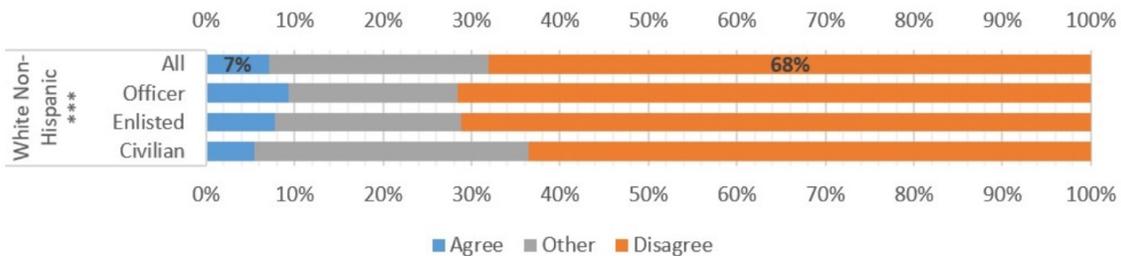
Fig 163. DR Survey Question 39.4 & 36.4

Source: DR Survey

Airmen and Guardians in my racial-ethnic group are less likely to receive the “benefit of the doubt” in disciplinary actions.



Minority Airmen and Guardians are less likely to receive the “benefit of the doubt” in disciplinary actions than non-minority peers for the same behavior.



Overall, 29% of minority respondents said they were less likely to receive the “benefit of the doubt” in disciplinary actions because of their race or ethnicity. White respondents agreed at

substantially lower percentage of 7%. Black respondents felt the strongest on this issue: 56% of officers, 48% of enlisted members, and 39% of civilians agreed they received less benefit of the doubt.⁷⁷

At the senior leader ranks, 30% of minority E9s and 25% of minority GOs agreed they are less likely to receive the benefit of the doubt regarding disciplinary actions. In contrast 4% of White E9s and 10% of White GOs agreed minority members are less likely to receive the benefit of the doubt.

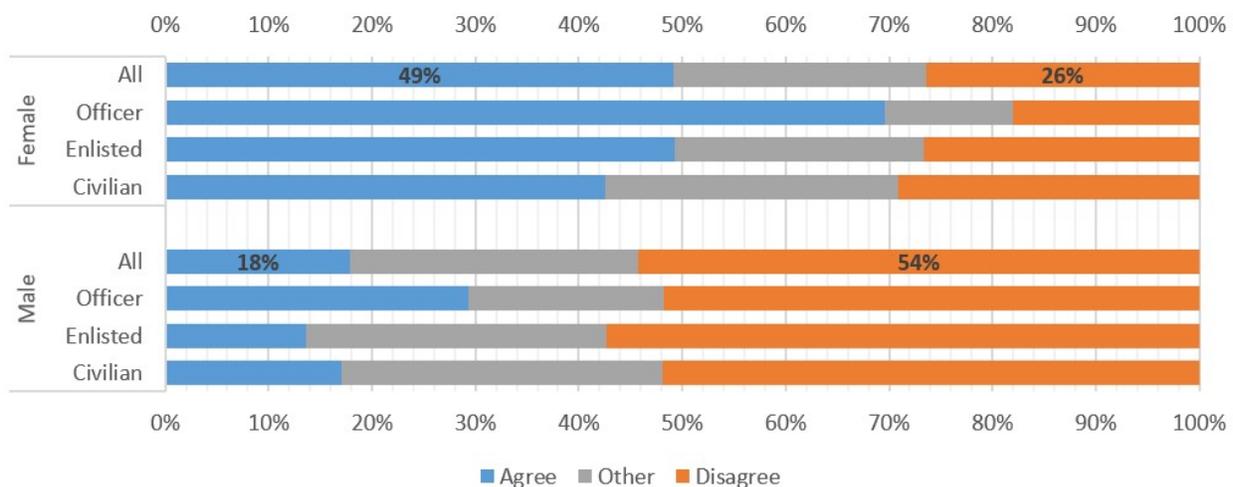
Gender Barriers

The survey also addressed similar disparities between male and female DAF members. The survey included three questions regarding barriers female Airmen and Guardians face in their careers. One question asked whether female members face challenges or barriers that constrain their ability to perform their duties. The second question asked respondents if female members had to work harder to prove they were competent at their job. The third question asked if maintaining work/life balance and taking care of family commitments adversely impact female Airmen and Guardians more than male peers.

Fig 164. DR Survey Question 44.1

Source: DR Survey

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



Overall, 49% of female respondents said females face challenges or barriers that constrain their ability to perform their duties, which male peers do not face. A smaller percentage of male respondents (18%) felt females face challenges or barriers that they themselves do not. Among senior leaders, almost 70% of female GOs said females face

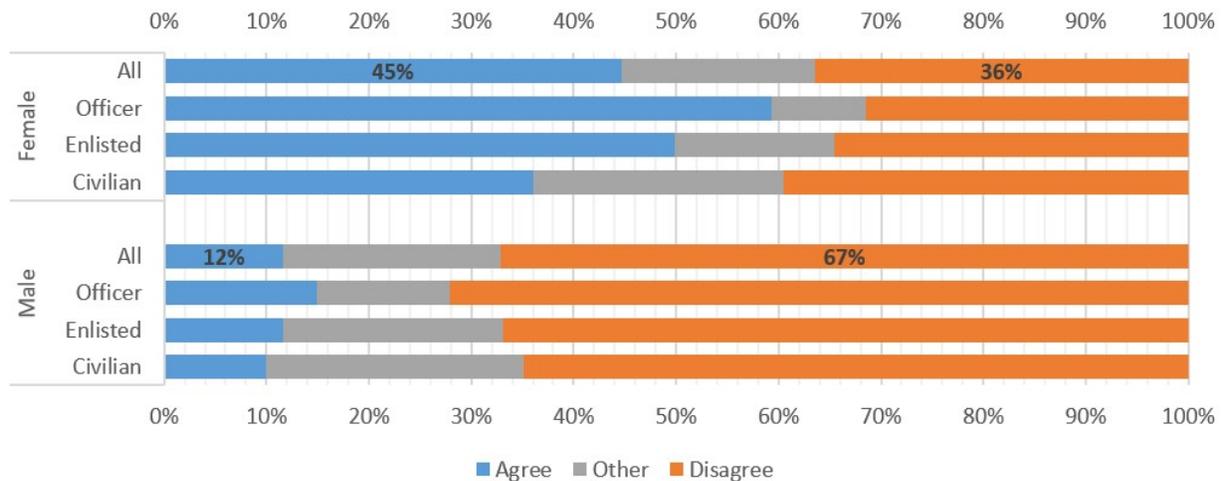
⁷⁷ In comparison, the 2020 Racial Disparity Review had the following results: 64% of Black officers, 59% of Black enlisted members, and 39% of Black civilians felt they were less likely to receive the benefit of the doubt.

challenges or barriers that constrain their ability to perform their duties, while about 40% of male GOs believe this to be true.

Fig 165. DR Survey Question 44.5

Source: DR Survey

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

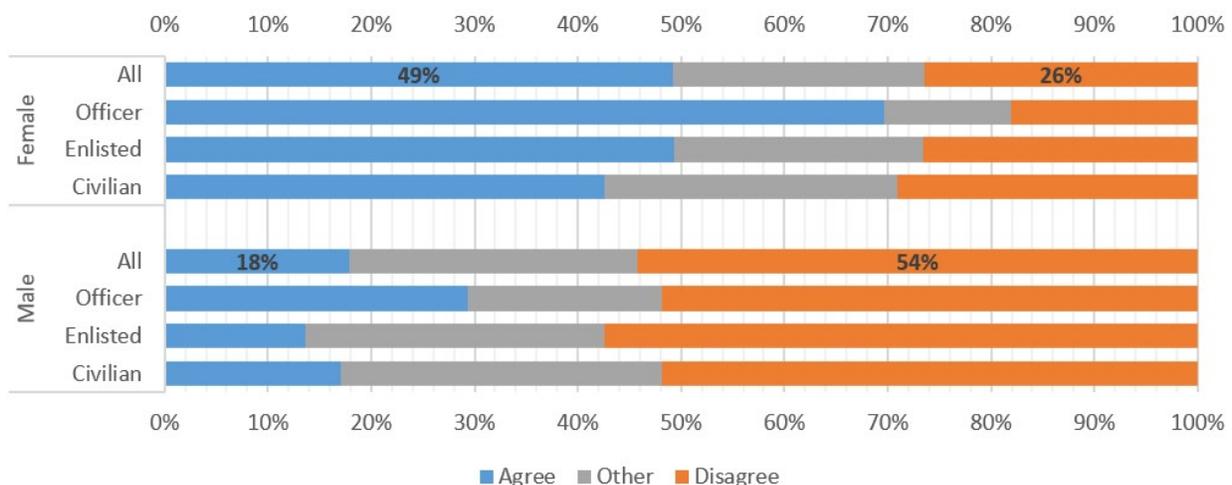


Of female respondents, 45% believe female Airmen and Guardians must work harder than male peers to prove they are competent at their job. In contrast, 12% of male respondents believe females must work harder to prove their competence. Among female GOs, 54% responded that females must work harder to prove their competence. About 21% of male GOs believe that to be the case.

Fig 166. DR Survey Question 44.6

Source: DR Survey

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

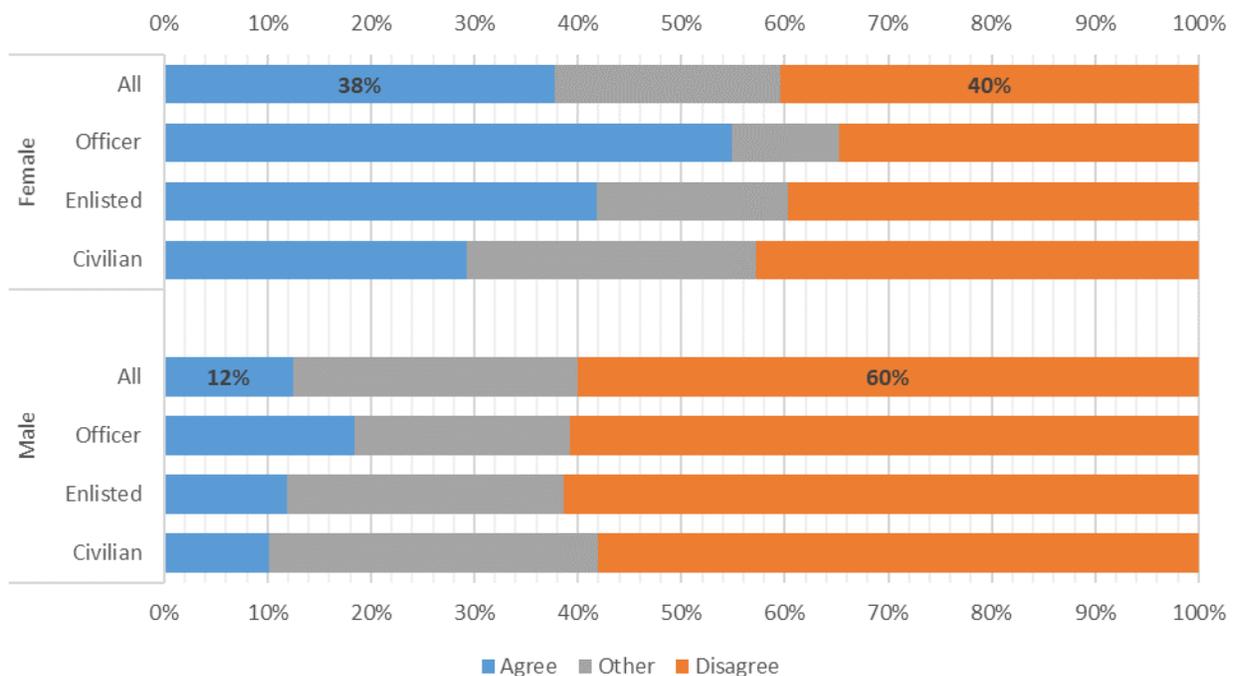


When asked if maintaining work/life balance and taking care of family commitments adversely impact female Airmen and Guardians more than male peers, 49% of female respondents agreed. A smaller percentage of male respondents (18%) agreed with this question. Among senior leaders, 69% of female GOs and 64% of female E9s said they believed they had to conform to be successful, while 51% of male GOs and 21% of male E9s believed work/life balance and taking care of family commitments adversely impact female Airmen and Guardians more than male peers.

Fig 167. DR Survey Question 44.2

Source: DR Survey

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



When asked if they feel they must conform to behave like their male peers to be successful in their organization, 38% of female respondents agreed. A smaller percentage of male respondents (12%) agreed with this question. Among senior leaders, 58% of female general officers and 44% of female E-9s said they believed they had to conform to be successful, while 26% of male general officers and 12% male E-9s agreed.

Have you been pregnant as a civilian or military Airman or Guardian?

Of female respondents, 40% said they have been pregnant as a military or civilian Airman or Guardian. Of those female respondents, 24% said they delayed reporting their pregnancy/pregnancies out of concern their organization would take action that would adversely impact their duties or career. Female officers had the highest agree rate at 37%. Furthermore, 19% of females said their supervisor or commander did not provide the support they needed

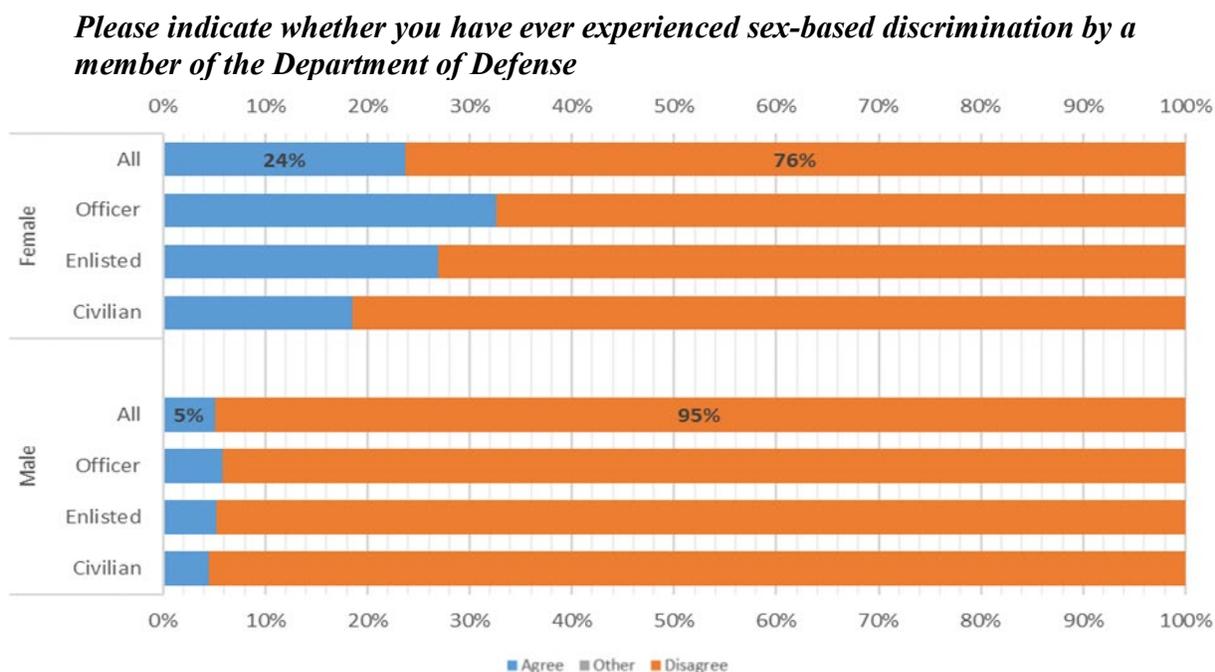
during their pregnancy/pregnancies and/or following delivery, while 67% felt they got the support they needed.

Have you ever taken maternity, caregiver, or paid paternal leave?

37% of female and 22% of males answered yes to this question. Of those, 27% of females (39% of officers) felt their pregnancy/pregnancies, maternity leave, or paid parental leave adversely impacted their opportunities (e.g., training, career broadening experience, education, recognition), while 8% of males felt the same.

Fig 168. DR Survey Question 56.1

Source: DR Survey

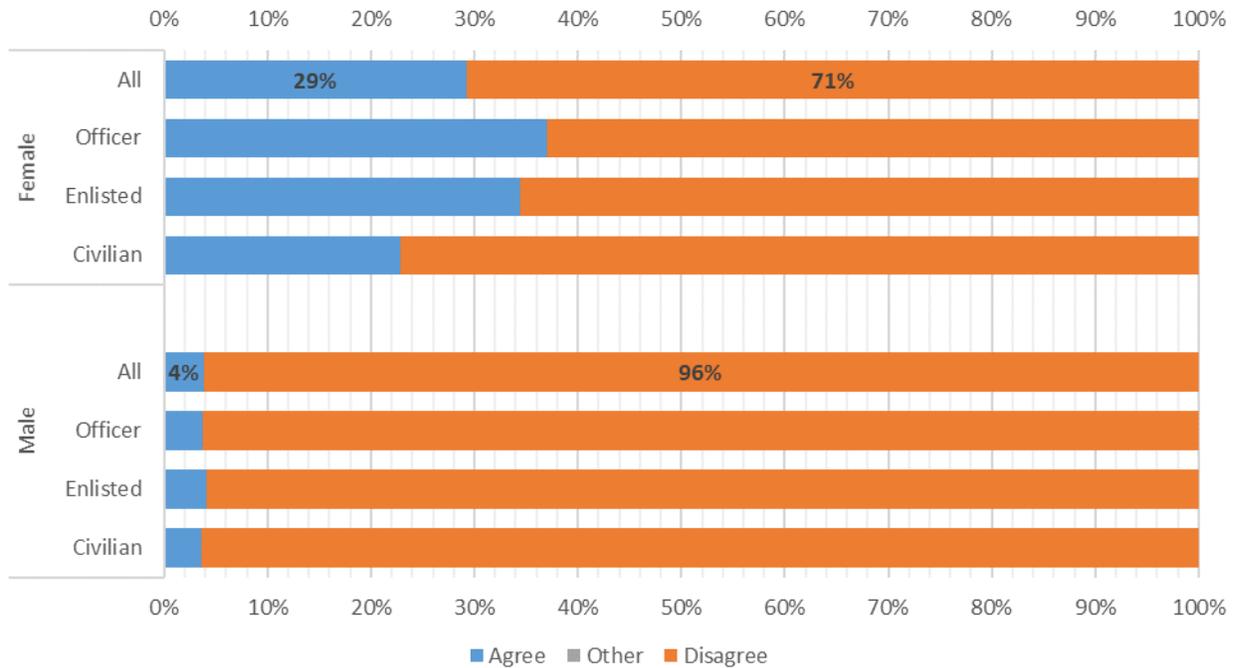


When asked if Airmen and Guardians had experienced sex-based discrimination by a member of the Department of Defense, 24% of female respondents agreed. A smaller percentage of male respondents (5%) agreed with this question. Among senior leaders, 42% of female GOs, 38% of female E9s, and 28% of female SESs said they experienced sex-based discrimination in their careers, while 1% of male GOs and SESs and 5% of male E9s said they experienced sex-based discrimination.

Fig 169. DR Survey Question 56.2

Source: DR Survey

Please indicate whether you have ever experienced sexual harassment by a member of the Department of Defense



When asked if Airmen and Guardians had experienced sexual harassment by a member of the Department of Defense, 29% of female respondents agreed. A smaller percentage of male respondents (4%) agreed with this question. Among senior leaders, 51% female E-9s, 42% of female GOs, and 38% of female SESs indicated they had experienced sexual harassment in their careers, while 5% of male E9s, 1% of male GOs, and less than 1% of SESs indicated they had experienced sexual harassment.

Survey Open-Text Responses – Themes

Respondents who indicated a negative sentiment to the Likert scale questions were prompted to elaborate with written comments. Respondents contributed more than 16,900 pages of write-in comments, which were analyzed to identify the most common themes. These themes, organized by their associated survey question, are listed below.⁷⁸ Of note, because the survey was anonymous, the DR team could not validate individual text feedback. However, when a large number of Airmen and Guardians identified the same issue(s), and a consistent theme emerged, the DR team captured that consistent theme.

⁷⁸ Responses from individual Airmen and Guardians are provided for context and to illustrate themes identified by data analysis conducted by the Air Force Survey Office and the Air Force Inspection Agency. These responses, as representative of themes, are supported by corroborating inputs, but as anonymous and/or protected communications to the IG they could not be independently validated. Specific complaints registered during the course of this Review were or are in the process of being handled in accordance with AFI 90-301, *Inspector General Complaints Resolution*.

Perceptions about the Experiences of Racial and Ethnic Minority Airmen and Guardians

The design of the survey allowed the DR team to separate minority survey responses and comments from non-minority respondents. The following is a summary of comments from minority Airmen and Guardians to survey questions about their race/ethnicity with a comment option. Also included are the comments by non-minority Airmen and Guardians who answered the associated non-minority question with a negative sentiment. Overall perceptions of minorities across all questions include:

- Stereotypes and biases negatively affect minorities
- Minorities are underrepresented in leadership positions
- Offensive cultural appropriation often goes unrecognized and/or uncorrected in units⁷⁹
- Minority Airmen's contributions and achievements are often questioned, overlooked, ignored, or undervalued
- Minorities reported incidents of disparaging comments/jokes, racial-ethnic slurs, and other inappropriate verbal insults
- Minorities must work harder than non-minority peers to prove they are competent
- Minorities must conform to achieve success in their units

Please explain why you think Airmen and Guardians in your racial/ethnic group do not feel a sense of inclusion, camaraderie, and belonging in your organization, and provide any examples that illustrate this⁸⁰

Top themes were lack of minority representation in senior leadership positions and command, exclusion from events and opportunities, and a feeling that a “good old boy” system exists in the DAF.⁸¹

⁷⁹ *Cultural appropriation* is defined by the Oxford Dictionary as “The unacknowledged or inappropriate adoption of the customs, practices, ideas, etc. of one people or society by members of another and typically more dominant people or society.” (https://www.lexico.com/en/definition/cultural_appropriation, accessed 16 Jul 21)

⁸⁰ The parent question for this follow-on question directed toward minority Airmen and Guardians was “Please indicate your level of agreement with the following question: Airmen and Guardians in my racial/ethnic group feel a sense of inclusion, camaraderie, and belonging in my organization.” Non-minority Airmen and Guardians were asked a similarly worded question, “Please indicate your level of agreement with the following question: Minority Airmen and Guardians feel a sense of inclusion, camaraderie, and belonging in my organization.” If a non-minority Airman or Guardian answered with a negative sentiment, they were given the following follow-on prompt: “Please explain why you think minority Airmen and Guardians do not feel a sense of inclusion, camaraderie, and belonging in your organization, and provide any examples that illustrate this.”

⁸¹ The sentiment that a “good old boy” system/network exists within the DAF was mentioned numerous times in both the through minority and the female survey responses. The Oxford online dictionary defines *old-boy network* as “[a]n informal system of support and friendship through which men use their positions of influence to help others who went to the same school or college as they did or who share a similar social background.”

- Hispanic/Latino Airmen and Guardians indicated they feel underrepresented in senior leader grades. Aforementioned demographic and promotion data support this perception. Furthermore, Hispanic/Latino members reported a sense their accomplishments are overlooked and described situations where they were subjected to disparaging slurs.
- Asian American Airmen and Guardians described inappropriate comments regarding stereotypes about Asians' physical appearance, accents, academic ability, or personality. Asian Americans reported an increase of "Chinese threat bias," which they felt negatively impacted their security clearances, and expressed concern regarding "COVID hate" incidents on and off base.
- Native Hawaiian/Other Pacific Islanders Airmen and Guardians reported feeling like outsiders in their units and a perception their cultural norms are not respected. They shared experiences of being told they are too passive and feeling they have to prove they are competent because their cultural norms are different than White males.
- American Indian/Alaskan Native Airmen and Guardian comments were focused on lack of cultural knowledge in units, lack of recognition for achievements, and cultural appropriation, to include the inappropriate and offensive use of cultural mascots and symbols in units. They cited American Indian members being called "Pocahontas," staff meetings called "Pow Wows," and members who have no cultural affiliation with American Indian culture dressing up like an "Indian" during celebrations and imitating war cries. When survey respondents expressed their concerns to unit members or leadership, they described reactions that ranged from understanding to dismissiveness.
- Black Airmen and Guardians reported feeling underrepresented at higher ranks, exclusion from events and opportunities, experiences of harsher punishments than their non-minority peers, and differences in their skin and hair causing undue negative attention. Respondents felt they did not fit in and had to put on "a mask" to meet professional standards of the DAF. Finally, respondents reported not feeling included in organizational decision-making and left out of communication chains.

Non-Minority Airmen and Guardian echoed comments of their minority peers, stating minorities were "less likely to be given the chance to fail and redeem themselves." A common theme was witnessing racial comments and remarks.

Please explain why you feel that your organization does not value the ideas and contributions of Airmen and Guardians in your racial/ethnic group.

This question generated about 3,100 comments. Top themes were lack of minority representation in senior leadership positions and command, a feeling of not being valued, respected, or trusted, and a sense that minority Airmen and Guardians are ignored, overlooked,

(https://www.lexico.com/en/definition/old-boy_network, accessed 6 Jul 21) Similarly, Merriam-Webster online dictionary defines *good old boy* as "a usually white Southerner who conforms to the values, culture, or behavior of his peers." (<https://www.merriam-webster.com/dictionary/good%20old%20boy>, accessed 6 Jul 21)

or looked down upon. Hispanic/Latino Airmen and Guardians felt negative stereotypes and biases about their culture resulted in perceptions that they are “poor,” less educated, or less professional than their non-minority peers. They also reported negative comments regarding the legality of their status in the U.S. Asian American Airmen and Guardians relayed feeling their organization does not value their ideas and contributions, and leadership thinks they are timid, introverted, and not capable of leading. American Indian/Alaskan Native Airmen and Guardians reported witnessing offensive cultural appropriation, lack of trust, and lack of recognition. Black/African American Airmen and Guardians reported feeling ignored or not valued as members of their organizations.

Non-Minority Airmen and Guardian comments regarding the experiences of minorities included themes that minorities are underrepresented in leadership, overlooked for opportunities, ignored, and undervalued.

Please explain why you feel that Airmen and Guardians in your racial/ethnic group do not have the same opportunities for mentorship and feedback as non-minority peers in your organization.

This question generated the *second highest* number of comments by minorities for an open-text question with 4,743 responses. The associated Likert question generated the 7th most negative sentiment for minority Airmen and Guardians. Top themes were similar across racial and ethnic minority groups, to include a tendency for leaders to gravitate towards subordinates who are like them and lack of diversity in leadership.

Non-minority Airmen and Guardians echoed sentiments there is a disparity in representation of minority leadership, a lack of minority mentors, and negative stereotypes that lead to bias towards minorities. There was also a sentiment that minorities have more mentorship opportunities because of the availability of minority-focused mentoring groups.

Why do you feel that Airmen and Guardians in your racial/ethnic group face challenges or barriers that constrain their ability to perform their duties, which non-minority peers do not face?

This question received the *highest* number of comments by minority Airmen and Guardians, with about 7,300 responses. Minority members felt there is a double standard for professionalism (i.e., profane language is overlooked if it is a non-minority but corrected if it is a minority), they have to prove themselves, their expertise and accomplishments are questioned, they have to conform or hide their “true self,” and senior leader representation in their minority group is low.

- Hispanic/Latino Airmen and Guardians communicated their accent is a barrier.
- Asian American Airmen and Guardians said it was more difficult for them to get security clearances because they are seen as an “outsider and counter-intel threat” to the 14N intelligence community. Asian American Airmen and Guardians also cited Asian jokes and stereotypes as barriers. They said they are expected to be “computer experts” and there is the belief that “they can’t be bold, assertive leaders.”

- Native Hawaiian/Other Pacific Islander Airmen and Guardians expressed situations where they have experienced discrimination on and off-base due to their accent.
- American Indian/Alaskan Native Airmen and Guardians felt stereotypes and cultural biases are a challenge or barrier.
- Black Airmen and Guardians described having to work harder to be respected for their work and be seen as professionals.

Non-Minority Airmen and Guardians stated minority members face discrimination and bias, minorities' accomplishments are discredited, and minority members may not feel a sense of safety in some communities that surround military bases.

Perceptions about the Experiences of Female Airmen and Guardians

The survey included questions for all Airmen and Guardians about the female experience in the DAF. Again, those who responded with a negative sentiment to the Likert scale questions were prompted to elaborate with written comments. The following is a summary of inputs regarding the experiences of female Airmen and Guardians. Overall perceptions from female respondents across these questions include:

- Females must work harder than their male peers to prove they are competent
- Work/life balance concerns, to include childcare responsibilities, the challenges of single parenting or dual-military parenting, and the expectation to work beyond standard duty hours, negatively impact female Airmen and Guardians
- Lack of formal or informal mentoring
- Female Airmen and Guardians reported incidents of sexual harassment, disparaging comments/jokes, slurs and other inappropriate verbal insults
- Parental concerns, to include maternal bias, pregnancy, and Parental Leave negatively impact females' career opportunities⁸²
- Females lack access to facilities for physiological needs, to include bathrooms and lactation rooms
- DAF uniforms, Personal Protective Equipment (PPE) and operational gear is not designed or sized for females
- DAF Health Care programs do not meet women's needs
- A "good old boy" or "bro network" exists in the DAF, particularly in male-dominated units, and is a barrier to females

⁸² *Maternal bias*, also called *maternal wall bias*, occurs when "colleagues view mothers—or pregnant women—as less competent and less committed to their jobs." <https://www.sciencemag.org/careers/2019/04/working-mothers-face-wall-bias-there-are-ways-push-back>, accessed 16 Jul 21, and <https://hbr.org/2004/10/the-maternal-wall>, accessed 16 Jul 21.

Please explain why you think female Airmen and Guardians do not feel a sense of inclusion, camaraderie, and belonging in your organization, and provide any examples that illustrate this.⁸³

This question generated almost 5,000 comments, around 60% from females. Top themes included low representation in leadership and specific career fields, experiences of harassment and bullying, a perception there is a “good old boy” system, maternal bias, females being told they do not belong in the military, and having their competency questioned.

Please explain why you feel that female Airmen and Guardians do not have the same opportunities for mentorship and feedback as male peers in your organization.

This question generated the *fourth highest* number of comments for open-response gender questions with around 4,800 total responses, 62% from females. Top themes are lack of female representation in leadership positions, males’ discomfort in mentoring females, a “bro network” or “good old boy” network prevents females from being mentored, and females being denied mentorship and feedback even when it is requested.

Why do you feel that female Airmen and Guardians face challenges or barriers that constrain their ability to perform their duties, which male peers do not face?

This question generated the *second highest* number of comments of the open-text gender questions with approximately 15,500 total responses, almost half of which from females. The associated Likert question generated the *second* most negative sentiment from female Airmen and Guardians, and it generated the *third* highest perception gap between female and male responses.⁸⁴

There were a wide range of responses to this question, to include:

- Sexism and sexual harassment in the workplace, to include demeaning jokes and sexualization of females
- A perception that pregnancy and maternity leave has a negative impact on access to training, career opportunities, awards, and performance appraisals
- Females have to work harder in a male-dominated environment to prove they are mentally and physically capable of being equal performers
- Uniforms, Personal Protective Equipment (PPE), and operational gear is not designed or sized for females
- Lack of facilities to meet physiological needs, to include bathrooms and lactation rooms

⁸³The parent question for this follow-on prompt directed toward minority Airmen and Guardians was, “Please indicate your level of agreement with the following question: Female Airmen and Guardians feel a sense of inclusion, camaraderie, and belonging in my organization.”

⁸⁴ The associated Likert question was, “Please indicate your level of agreement with the following statements based on your observations: Female Airmen and Guardians face challenges or barriers that constrain their ability to perform their duties, which male peers do not face.” 45% of female respondents agreed while 17% of males agreed.

- Inadequate sex-specific health care
- Inaccessibility or limited hours of on-base child care
- Females must “mimic” male behaviors to fit in
- Societal expectations of the female and male roles

In what ways do supervisors and commanders limit opportunities (e.g., training, career broadening experience, education, recognition) for female Airmen and Guardians who have children more than male peers who have children?

A significant theme from female respondents was maternal bias – leadership and supervisors assumed females with children would not be interested in or available for deployments, TDYs, training, or high-demanding jobs due to their family obligations.

Another major theme was a perception of a double standard regarding taking care of family obligations. For example, if a woman misses work to care for a child, her dedication to the mission is questioned. If a man misses work to care for a child, he is seen as an outstanding father.

In what ways do maintaining work/life balance and taking care of family commitments adversely impact female Airmen and Guardians more than male peers?

This question received the *highest* number of the open-text gender comments with 16,900 responses, almost half of which were made by females. The following themes and representative comments emerged:

- Females take on more childcare responsibilities than males. Some respondents felt it was expected from within their homes or from their supervisors, while others felt it was their obligation.
- Themes about the difficulty of single-parenting came through clearly. Challenges include the availability, hours, and expense of childcare; balancing child medical and school appointments with work; negative bias in the workplace towards single mothers and their family obligations; and a double standard between males and females for childcare expectations.
- Airmen and Guardians felt they are expected to consistently work beyond standard duty hours to excel in their units, particularly difficult for dual-career families and single parents. Respondents indicated that dual-military couples had to choose between service and keeping their family together.

In what way did your pregnancy/pregnancies, maternity leave, caregiver leave, or paid parental leave adversely impact your opportunities?

Themes included maternal bias, perceptions that pregnancy and maternity leave negatively impact mission accomplishment and delay training, females receiving backlash for pumping breast milk at work, and being overlooked for career opportunities.

Discrimination Questions

Airmen and Guardians had the opportunity to provide a comment when they had a negative sentiment on questions regarding trust in their chain of command to address racism, bias, and unequal opportunities; and derogatory comments and behavior that are sexual in nature. Themes include:

- Airmen and Guardians expressed the importance of their chain of command appropriately and immediately addressing discriminatory and racist remarks.
- Targets of inappropriate comments fear they will be blamed or retaliated against.
- A perception exists that unit leadership does not know how to handle these situations.

Please explain why you do not trust your chain of command to address racism, bias, and unequal opportunities.

In response to the parent question for this open-text response, 19% of minority Airmen and Guardians reported they do not trust their chain to address racism, bias, and unequal opportunities, while 69% said they do trust their chain to address these tissues. Top themes from the 19% of Airmen and Guardians who said they do not trust leadership included: a perception that leadership does not address or ignore racism, bias, and unequal opportunities; and the belief that people who do not see or experience racism often do not believe it exists. Non-minority respondents expressed a perception that discriminatory remarks against White, non-Hispanic/Latino males are acceptable.

Please explain why you do not trust your chain of command to appropriately address derogatory comments and behavior that are sexual in nature.

In response to the parent Likert question for this open-text response, 10% of female Airmen and Guardians reported they do not trust their chain to appropriately address derogatory comments and behavior that are sexual in nature, while 80% of female respondents said they do trust leadership to handle these issues. Respondents who said they did not trust their chain of command felt behavior that was sexual in nature was often downplayed, not addressed, ignored, or not taken seriously by leadership. These respondents explained the targets of the comments were sometimes blamed or retaliated against. Ultimately, the respondents indicated they believed leadership at the unit-level either did not know how to handle these situations or were somehow involved in the inappropriate behavior.

Experienced and Witnessed Sex-Based Discrimination or Sexual Harassment

Respondents were asked if they experienced or witnessed sex-based discrimination or sexual harassment. One in three military respondents and one in four civilian respondents reported they experienced an act of sex-based discrimination or sexual harassment in their DAF career. The experiences described by Airmen and Guardians include: being touched or kissed without consent, bullying, sexual assault, inappropriate comments on social media, jokes and comments with sexual innuendo, and a lack of bystander intervention.

Please explain why you were dissatisfied with the responsiveness of your chain of command. (Experienced sex-based discrimination or sexual harassment)

Of the survey respondents who reported experiencing sexual harassment or sex-based discrimination, 34% contacted their chain of command (38% for females, 26% for males). 35% of respondent were satisfied with their chain of command's responsiveness, while 51% said they were dissatisfied. Those who were dissatisfied generated about 2,300 comments, 76% of which came from females. Of those not satisfied with their chain of command's responsiveness, almost half reported they felt their complaints were dismissed or ignored, and nothing was done. Other major themes included statements that the respondents' supervisory chain was part of the problem, the behavior continued after it was reported, and the person reporting the behavior was blamed or told they are "too sensitive." Overall, respondents described a lack of accountability for sex-based discrimination and sexual harassment.

Please explain why you did not contact your chain of command. (Experienced sex-based discrimination or sexual harassment)

66% of Airmen and Guardians who experienced sex-based discrimination or sexual harassment reported they did not contact their chain of command. Respondents indicated they did not trust their chain of command to address these inappropriate behaviors, feared reprisal or retribution, or believed nothing would be done. Respondents also commented they did not go to their chain of command because they addressed the matter directly with the person who initiated the discriminatory behavior.

If you would like to describe the sex-based discrimination or sexual harassment you experienced, please do so below.

There were about 8,300 respondents to this prompt, 60% were female. Almost half of comments described inappropriate behavior/actions, and the other half described sexism/gender discrimination.⁸⁵ Respondents described various inappropriate behaviors, such as being touched or kissed without consent, bullying, inappropriate comments on social media, jokes and comments with sexual innuendo, and a lack of bystander intervention.

⁸⁵ These categories are not mutually exclusive; some comments were captured in both categories.

Comments for the Inspector General

Are there any other comments you would like to provide to the Inspector General regarding racial, ethnic, and gender disparity as they pertain to Airmen and Guardians?

This question generated more than 30,900 open-text responses.⁸⁶ Major themes include:

- Around 4,700 comments (15%) mentioned Leadership, 57% of which had a negative sentiment. Comments ranged from descriptions of discrimination by members of all races/ethnicities/sexes, both appreciation and frustration with Diversity and Inclusion efforts, and statements that the environment and cultural in the DAF will only change with engagement from commanders “at all levels.”
- Roughly 5,000 mentioned discrimination or bias, 69% of which had a negative sentiment. Representative comments ranged the spectrum from the belief that racial, ethnic, and gender disparity exists in the DAF and to belief that every Airman and Guardian has equal opportunity based on performance.
- An estimated 5,500 comments mention gender, of which 57% had a neutral sentiment and 37% had a negative sentiment. A consistent theme was disagreement with the Diversity and Inclusion effort, to include this Disparity Review.
- Almost 4,900 comments mention minorities, of which 54% had a negative sentiment. The themes range from experiences of bias and discrimination to the belief that bias and discrimination do not exist.
- There were at least 633 comments that expressed concerns regarding the LGBTQIA+ community. Some themes include LGBTQIA+ Airmen and Guardians were not considered a minority group in the Disparity Review, and respondents reported witnessing or experiencing discrimination or phobias against the LGBTQIA+ community.⁸⁷
- There were prevalent themes from respondents concerning the validity of the survey and Disparity Review effort. Respondents commented the DR was part of a political agenda, discrimination and disparity in the DAF do not exist, and efforts like this Review create racial-ethnic discord. Furthermore, a considerable number of White Airmen and Guardians commented they face discrimination, and this Review was not inclusive of the challenges they face. Respondents also expressed concern that minorities and females are afforded more opportunities and were given more lenient treatment.

BASE VISITS AND GROUP DISCUSSIONS

The Review team interviewed Airmen and Guardians of all racial-ethnic groups at all levels seeking experiences regarding whether there was disparity in how they are treated in

⁸⁶ About 9,100 (or 29.5%) of comments indicate the respondent did not wish to make a comment.

⁸⁷ LGBTQ, LGBTQ+, and LGBTQIA+ are abbreviation for the Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, and Asexual communities. <https://lgbtqia.ucdavis.edu/educated/glossary>, accessed 6 Jul 21.

military discipline processes and in career development opportunities. Additionally, gender group sessions were conducted with only female Airmen and Guardians, looking for their experiences and perspectives on why female members leave the service earlier in their careers, barriers regarding their career development opportunities, and finally, their experiences with incidents of sexual harassment. Over the course of several weeks, the DR team executed 117 remote (virtual) sessions with more than 770 USAF and USSF members across all MAJCOMs in small sessions organized by rank/position: E1-E4s, NCOs and civilian-equivalent first-line supervisors, CGOs and civilian equivalents, and FGOs and civilian equivalents. General session themes and specific group observations are discussed below.

Racial-Ethnic Group Session Observations

The racial-ethnic group sessions presented numerous examples of minority Airmen and Guardians being treated both positively and negatively in terms of being discriminated against or being unduly favored. Of note is one significantly diverging trend by rank: most focus groups perceived minorities had to work “twice as hard” as their White counterparts when they had white leadership and leaders sometimes favored members with similar ethnicity/background. Additionally, more senior participants felt leaders who were ethnic minorities held subordinates of their same ethnicity to a “higher standard” and were generally tougher on them than White leadership. Concerns were voiced both about discrimination and the focus on diversity implicitly creating/enforcing “minority quotas.” Junior participants had fewer firsthand examples of different treatment than longer-serving members, and high-year members frequently said the culture was improving.

Most at-work negative examples of treatment were off-hand comments or jokes indicative of racial or ethnic stereotypes or bias (ranging all ethnicities), and while most were attributed to non-minority (i.e. white) members, some complaints were about minority members of a different race. Some of the most negative firsthand accounts were from participants with strong accents or who spoke English as a second language. Many groups voiced similar concerns about the “good old boy” system (which always related to favoritism, but that favoritism was not always attributed to racial bias) and “races take care of their own.”

There were a few accounts of minority members (with White leadership) not being recognized, not getting feedback, or being ‘promised’ awards they didn’t receive. A much smaller number of participants expressed concerns that undeserving minority members were being promoted or recognized to fill some sort of “diversity quota.” Participants had many recommendations, including more regular “down days” for leaders to connect with members and enhance cultural awareness, as well as more focused diversity training to prepare new accessions for a workforce that may be more diverse than their experience “back home” (similar to pre-deployment “cultural awareness” training).

A significant portion, but not the majority, of interviewed Airmen and Guardians perceived some level of unfair discipline based on race. LORs and other lower-level discipline for Black Airmen and Guardians were called out specifically. Very few participants said their units had a program in place to standardize punishment based on offense, regardless of ethnicity, to provide additional training to first-time supervisors or to review discipline data to differentiate disparity of outcome from disparity of behavior. One group session specifically said their

leadership had become more deliberate in how they applied discipline to minority Airmen “in the last year,” and in other groups concern was raised regarding “overcorrection” or a hesitancy to enforce standards or punish minority members for infractions due to perceptions. Some participants with a more experienced/trained immediate supervisor voiced fewer concerns than those with untrained or junior supervisors (i.e., MSgt vs SSgt), though this was not always the case. Tech school and BMT were held up as positive examples of equal treatment, while participants with immediate supervisors on their first leadership assignment provided more examples of disparity in discipline. Recommendations from the groups included additional rigor in teaching administration of discipline in frontline supervisor courses (especially for a first supervisory assignment, both officers and enlisted), increased involvement of a commander’s leadership team, and placing more emphasis on recurring status of discipline meetings and local analysis of related data.

Some participants stated favoritism was a problem because more visible members were advanced before those “working in the background,” which could be a source of bias due to assumptions about accents, capability, or “attitude problems.” Specifically, several participants noted supervisors’ and commanders’ lack of awareness of what was actually going on in their unit. Bias was perceived when, for lack of any other discriminator, people with “the Air Force look” were recognized or given opportunities most often. Also, again for lack of other discriminators, participants said that cultural and racial bias, assumptions about a person’s work ethic/background/likelihood of being a “troublemaker” based on their race, or an unwillingness to accommodate language barriers or strong accents was used in decisions regarding high-visibility opportunities (i.e., briefing DVs), recognition (awards), and promotion-related decisions (school, TDY, etc.).

The majority of participants perceive things are “getting better,” although there is a perception some members are recognized just so leadership can “look good” for promoting diversity. A small number of participants highlighted a perceived focus on diversity over capability.

Most Prevalent Perceptions from the Racial-Ethnic Group Sessions:

- Lack of role models and mentors
- Lack of feedback
- Have to perform perfectly to be recognized or progress
- Have to work harder to prove expertise and competence
- Must conform behavior to match their White peers
- Treated differently because co-workers and supervisors aren’t familiar with different race/ethnic groups
- Lack of ethnic awareness training

Gender Group Session Observations

Several gender group sessions discussed “maternal bias,” an internal/external belief that females are (or are expected to be) the primary caregiver for children as a reason why female

Airmen and Guardians separate earlier in their careers than their male peers. Many participants also commented on the complexities and cost of child care as a contributing factor. Some reported leadership was not supportive of pregnant members or those who were breastfeeding, and in some career fields a high deployment rate made it difficult to start or care for a family. A lack of services for female Airmen/Guardians, specifically childcare development and youth programs, was also viewed as a significant challenge in their ability to fill a “maternal role,” especially for those working shifts or with heavy TDY schedules. Common comments from the group members highlighted a lack of appropriate/sanitary accommodation for breastfeeding mothers. Nearly every participant who raised this issue said they had been told to use either the bathroom or their car. “When are you going to have kids?” is a common topic of discussion for female members in career development discussions, but not for male members, and there is disparity on paternity vs maternity leave (and leadership perceptions on its use).

Most groups said they had to work harder than their male counterparts to be recognized, and they were less likely to receive desirable opportunities for promotion or assignment. Nearly every dual military family participant believed at some point one of them would have to separate to take care of things at home, and with the belief male Airmen/Guardians and rated members (most of whom are male) would be promoted faster, most female participants believed they would have to be the one to separate.

Work/life balance is almost universally seen as an “either/or” decision than as a “balance” by female Airmen/Guardians, who feel forced to choose between having children or being competitive for promotion and command. An additional challenge only faced by female members was pregnancy and maternity leave delaying career opportunities, including assignments, training, and upgrade. This was even more pronounced in career fields where members were restricted from their core duties due to pregnancy (e.g., flight line maintenance) where pregnancy and maternity leave combined could prevent them from performing their primary duty for an entire performance cycle, essentially ending a positive career trajectory. Additionally, participants (especially operational career fields) reported being sent to PME when on their post-partum medical profile since they were restricted from their primary duties anyway, which prohibited them from earning “distinguished graduate” at school due to being on a profile.

Female members also faced challenges in professional relationships, with several groups saying opportunities were given to those male members with a stronger bond, more visibility, or more face-time with their male leadership (similar to comments regarding favoritism in the race/ethnic minority focus groups). Participants felt male members could be “assertive,” a positive trait, while female members were considered to be “aggressive” for the same behaviors, which carried a negative connotation. Multiple participants reported challenges in walking the line between being too “nurturing” vs too “aggressive.”

More than one group stated significant issues with uniforms, maternity uniforms, safety/combat/flight equipment, etc. “designed” for females. While the general opinion is that the climate for females is improving somewhat, most of the specifically positive comments were by members who had female leadership at some level in their current position.

Virtually all participants had either witnessed or experienced sexual harassment, unprofessional advances, or other inappropriate sexual behavior firsthand. All sessions reported

gender-related unprofessional jokes that were not properly addressed by leadership. Fewer junior members than longer-serving members reported negative personal experiences, with many of them noting “the culture has improved” since they first joined.

Most Prevalent Perceptions from the Gender Group Sessions:

- Lack of Feedback/Mentoring
- Need to conform/change to act more masculine
- Women feel the need to separate from the DAF to start a family
- Have to work harder to prove their competency or expertise
- Struggles with balancing work and family responsibilities
- Pay disparity in male/female civilian employees upon hiring
- Females feel like they have to do things better than males to succeed
- Described the climate as a “good old boy” club
- Small bathrooms and not providing the proper facilities for breastfeeding
- The maintenance career field is very difficult for female Airmen
- Challenge of females utilizing installation fitness facilities. They feel they are stared at and bothered, so they don’t use the facilities.

SUMMARY – VOICE OF THE AIRMEN AND GUARDIANS

The survey data, interviews, and discussion all show racial and ethnic minorities and female service members indicated they feel they face barriers and challenges their non-minority and male peers do not face. The Likert scale responses revealed approximately one out of every three Asian American, Native American, Pacific Islander, and Hispanic/Latino respondents conveyed they had to conform to behave more like non-minority members to be successful in the Air Force. Similarly, almost 40% of female respondents said they had to conform and behave more like their male peers to succeed. 41% of racial and ethnic minority group respondents said they had to work harder than their White peers to prove they were competent at their job. On the gender side this perception rose to 45%, meaning almost half of female respondents said they had to work harder than their male peers to prove their competency. Finally, 49% of female respondents said maintaining work/life balance and taking care of family commitments adversely impact female Airmen and Guardians more than male Airmen and Guardians, while 18% of males shared this perception.

The installation group sessions and text responses in the survey provided similar themes. Specifically, the text responses and installation group discussions showed racial and ethnic minority members believe they must work harder than their non-minority peers. Similarly, female members reported they must work harder than their male counterparts and were less likely to receive desirable opportunities for promotion or assignment. Additionally, the gender group sessions highlighted the work/life balance challenges exclusive to female service members, particularly the challenges of those with children. Finally, of significant note, the

gender group sessions revealed virtually all female participants either witnessed or experienced sexual harassment in their careers. This is consistent with the survey data that found 1 out of every 3 female military respondents and 1 out of every 4 female civilian respondents experienced sexual harassment during their Air Force career.

III. SUMMARY AND RECOMMENDATIONS

This Independent Review confirmed racial/ethnic disparities exist for Native American, Asian American, Pacific Islander, and Hispanic/Latino DAF members in military justice, criminal investigations, administrative separations, placement into occupational career fields, certain promotion rates, and leadership opportunities. Similarly this Review confirmed the existence of gender disparities that impact female Airmen and Guardians in the areas of retention, accessions, and leadership opportunities. Additionally, based on the Voice of the Airmen and Guardians gathered through surveys, interviews, steering groups, and group discussions, this report identified barriers and/or challenges service members perceive impact their careers and opportunities in the DAF.

While the data identified in this Review show race, ethnicity, and gender are correlating factors, it does not indicate causality, and the data do not address why the disparities exist. This report's primary focus was on identifying areas of disparity for further analysis.

Finally, it is important the reader appreciate the identification of disparity does not necessarily equate to either racial-ethnic or gender bias, racism, or sexism. During the course of this Review the team received first-hand examples of bias, as well as individual acts of racism, sexual harassment, and sexism. While it is impossible to individually validate each example, the themes that emerged from the feedback make it reasonable to conclude individual acts of racism, sexual harassment, and/or sexism occur in the DAF.

RECOMMENDATIONS

Systemic, effective, and lasting solutions to the disparities highlighted in this report will require relentless follow-through by all stakeholders, dogged emphasis by senior leaders, and most importantly, accountability.

- For each identified disparity or deficiency in this report, DAF-IG recommends SecAF task the respective DAF stakeholders to develop systemic action plans to address identified disparities. DAF stakeholders should provide initial action plan to SECAF, and we also recommend releasing the details of the specific action plans to all Airmen and Guardians.
- The Diversity and Inclusion Task Force should review this report to assess applicability to broader D&I initiatives and initiate appropriate HAF level action plans to address the disparities identified from DAF-level.
- DAF-IG will establish a recurring assessment of the recommendations borne of this Review and ensure subsequent assessment reports are both publicly released and provided to all Airmen and Guardians.

Military Discipline Processes

- The gender and racial disparity in military justice actions, including Article 15s and courts-martial (p. 26-36)
- The gender and racial disparity in administrative discharges based on administrative discipline as well as substantive feedback from a large number of Airmen and Guardians (p. 37-43)
- The gender and racial disparity in OSI Investigations and Security Forces (SF) citations (p. 43-60)

Personnel Development & Career Opportunities

- The gender and racial disparity in Air Force Specialty Codes (AFSCs), especially as it relates to operations versus support career fields (p. 19-26, 77-80)
- The gender and racial disparity in accessions (p. 66-83)
- The gender and racial disparity in retention rates (p. 83-100)
- The gender and racial disparities in promotion rates (p. 110-134)
- The gender and racial disparities in leadership representation (p.137-169)

Other Department-wide Concerns

- The Diversity and Inclusion Task Force should review the feedback from racial-ethnic minorities and female service members regarding having to overcome barriers and challenges that do not equally impact their White male peers (p 172-174, 176-180). Systemic action plans to address the following barriers should be developed:
 - Conforming to behave more like non-minority members or males to be successful in the DAF.
 - Working harder than their White or male peers to prove they are competent at their job.
 - Maintaining work/life balance and taking care of family commitments.
- Concerning feedback from service members in the DR survey, combined with data from the Workplace and Gender Relations Survey (WGRA), on sexual harassment and MEO complaints warrant careful assessment for action, as appropriate (p. 52-53, 62-66, 188-190).

IV. ACKNOWLEDGEMENTS

The Review team would like to recognize all our partners who were invaluable in the completion of this Review. The Air Force Office of Studies, Analysis, and Assessments (AF/A9) provided instrumental support, guidance, and data analytics capability to assess multiple sources of raw data and built the majority of the graphics used in the report. The Air Force Survey Office was crucial in helping to craft and execute one of the central elements of

this effort, the Disparity Review survey. The Office of the Deputy Chief of Staff of the Air Force for Manpower, Personnel, and Services (DAF/A1) provided subject matter experts (SMEs) and guidance on programs involving Air Force Equal Opportunity, Air Force Diversity and Inclusion, Promotions, Evaluation, Fitness, Recognition, and Enlisted Force policies. Additionally, the Office of the Judge Advocate General of the Air Force (AF/JA), the Office of the Assistant Secretary of the Air Force for Manpower and Reserve Affairs (SAF/MR) and the Air Force Personnel Center (AFPC) provided critical input. The Review team also relied upon the experience and knowledge of a senior leader steering groups.

TABLE OF FIGURES

Fig 1. Change in DAF Population’s Race-Ethnicity (2015-2020).....	10
Fig 2. Racial-Ethnic Distribution by Component: Enlisted and Officers (2015-2020)	11
Fig 3. Change in DAF Population’s Race-Ethnicity (2015-2020).....	11
Fig 4. Change in DAF Population’s Gender Distribution by Component (2015-2020).....	12
Fig 5. Gender Distribution by Component: Enlisted and Officers (2015-2020)	12
Fig 6. Racial-Ethnic Distribution by Grade Categories (2015-2020)	13
Fig 7. Minority Racial-Ethnic Distribution by Rank Groups (2015-2020).....	14
Fig 8. Racial-Ethnic Distribution for the Civilian Service by Career Level (2015-2020)	15
Fig 9. Gender Distribution by Grade Categories (2015-2020).....	17
Fig 10. Gender Distribution for the Civilian Wage System (2015-2020).....	18
Fig 11. 10 Largest RegAF Officer AFSCs by Race-Ethnicity (May 20).....	21
Fig 12. Racial-Ethnic Distribution by Career Field and Rank Group (2015-2020)	22
Fig 13. Racial-Ethnic Distribution of Civilians by Career Field (2015-2020).....	23
Fig 14. 10 Largest RegAF Officer AFSCs by Gender (May 20).....	24
Fig 15. Gender Distribution by Career Field and Rank Group (2015-2020)	25
Fig 16. Gender Distribution for DAF Civilians by Career Field (2015-2020).....	26
Fig 17. RegAF Racial-Ethnic Disparity in Enlisted Courts-Martial and Article 15s (FY12-FY19)	28
Fig 18. RegAF RPT in Enlisted Courts-Martial and Article 15s by Race-Ethnicity (FY12-FY19)	29
Fig 19. RegAF Average Enlisted Article 15s & Courts Martial/Average Population by Race/Ethnicity/Rank (FY12-FY19)	29
Fig 20. RegAF RPT in Enlisted Top Disciplinary Offenses by Race-Ethnicity (FY15-FY19)	31
Fig 21. RegAF RPT in Enlisted Courts-Martial by Race-Ethnicity (FY12-FY19)	32
Fig 22. RegAF Average Enlisted Courts-Martial/Average Population (Race/Ethnicity/Rank, FY12-FY19)	32
Fig 23. RegAF RPT in Officer Courts-Martial and Article 15s by Race-Ethnicity (FY12-FY19)	33
Fig 24. Officer Courts-Martial & Article 15s Average (Race/Ethnicity/Rank – FY12-FY19).....	34
Fig 25. RegAF RPT in Enlisted Article 15s and Courts-Martial by Gender (FY12-FY19)	34
Fig 26. RegAF RPT in Officer Courts-Martial and Article 15s by Gender (FY12-FY19).....	35
Fig 27. RegAF Gender Disparity in Enlisted Courts-Martial and Article 15s (FY15-FY19).....	36
Fig 28. RegAF RPT in Officer Courts-Martial and Article 15s by Gender and Career Field (FY15-FY19)	37
Fig 29. RegAF Enlisted Administrative Discharges by Race-Ethnicity and Yearly Total Population (FY15-FY19)	39
Fig 30. RegAF Racial-Ethnic Disparity in Enlisted Administrative Discharges (FY15-FY19) ...	40
Fig 31. RegAF Enlisted Airmen (E1-E4) Administrative Discharges by Misconduct (FY15- FY19)	41
Fig 32. RegAF Enlisted E1-E4 Administrative Discharges for Misconduct by Race- Ethnicity/Yearly Total Population (FY15-FY19).....	41
Fig 33. RegAF Racial-Ethnic Disparity in Officer Administrative Discharges (FY15-FY19).....	42
Fig 34. RegAF Gender Disparity in Enlisted Administrative Discharges (FY15-FY19).....	43
Fig 35. RegAF Gender Disparity in Officer Administrative Discharges (FY15-FY19).....	44
Fig 36. RegAF Racial-Ethnic Group Case Rate in OSI Investigations (CY15-CY19)	45

Fig 37. RegAF Racial-Ethnic Disparity in OSI Investigations (CY15-CY19)	46
Fig 38. Number of RegAF OSI Investigations by Race-Ethnicity (CY 15-CY 19)	47
Fig 39. RegAF OSI Investigations by Offense Type (CY15-CY19).....	48
Fig 40. RegAF Racial-Ethnic Group Case Rate in OSI Investigations by Offense Type (CY15-CY19)	49
Fig 41. RegAF Race/Ethnic Disparity in OSI Drug Investigations (CY15-CY19).....	50
Fig 42. RegAF Racial-Ethnic Disparity in OSI Sex-Related Investigations (CY15-CY19).....	51
Fig 43. RegAF Racial-Ethnic Disparity in OSI Death-Related Investigations (CY15-CY19)	52
Fig 44. RegAF Gender Case Rate in OSI Investigations (CY15-CY19).....	54
Fig 45. RegAF Gender Case Rate in OSI Investigations by Offense Type (CY15-CY19)	55
Fig 46. RegAF Racial-Ethnic Disparity in Security Forces Citations (CY20).....	56
Fig 47. Number of RegAF Security Forces Citations by Race-Ethnicity (CY20)	57
Fig 48. Proportion of Security Forces Citation Types by Race/Ethnic Group (CY20)	57
Fig 49. RegAF Gender Disparity in Security Force Citations (CY20).....	58
Fig 50. RegAF Racial-Ethnic Disparity in SF Incidents (CY20)	59
Fig 51. RegAF Gender Disparity in SF Incidents (CY20).....	60
Fig 52. DAF/IG Subjects of Reprisal and Restriction Investigations (CY 15-CY20).....	61
Fig 53. DAF/IG Investigations: Command Action by Race-Ethnicity (CY 15-CY20).....	61
Fig 54. DAF/IG Investigations Gender (CY15-CY20).....	62
Fig 55. DAF/IG Investigations: Command Action by Gender (CY 15-CY20).....	62
Fig 56. MEO Sexual Harassment Investigations (FY17-FY20) (MEO Investigated).....	65
Fig 57. MEO Sexual Harassment Informal Investigations (FY20)	66
Fig 58. MEO Sex-Based Discrimination (FY20)	67
Fig 59. DAF Officer Accession Chart with Comparison to Baselines	69
Fig 60. Racial Ethnic Distribution in Officer Accessions by Component Compared to U.S. Census (2015-2020)	70
Fig 61. Racial-Ethnic Disparity in Officer Accessions by Component Compared to U.S. Census (2015-2020)	71
Fig 62. Gender Distribution in Officer Accessions by Component Compared to Census (2015-2020)	72
Fig 63. Gender Disparity in Officer Accessions by Component Compared to Census (2015-2020)	72
Fig 64. Total Accession Count by Source of Commissioning (CY15-CY20)	73
Fig 65. Racial-Ethnic Distribution of RegAF Officer Accessions by Commissioning Source (2015-2020)	74
Fig 66. Gender Distribution of RegAF Officer Accessions by Commissioning Source (2015-2020)	75
Fig 67. Enrollment into AFROTC vs SecAF Target (FY16-FY21)	75
Fig 68. Enrollment into USAFA vs SecAF Goal (Class 2019-2024)	76
Fig 69. OTS Non-Rated Applicant Pool Rates (FY17-FY21 Q1-2).....	77
Fig 70. OTS USSF Non-Rated Applicant Pool Rates (FY21 Q1-2).....	78
Fig 71. OTS Rated Applicant Pool Rates (FY17-FY21 Q1-2).....	78
Fig 72. Racial-Ethnic Distribution of DAF Officer Accessions by Career Fields (2015-2020) ...	79
Fig 73. Gender Distribution of DAF Officer Accessions by Career Fields (2015-2020)	80
Fig 74. Racial-Ethnic Distribution of RegAF Pilot Accessions (2015-2020).....	81
Fig 75. Gender Distribution of RegAF Pilot Accessions (2015-2020).....	81

Fig 76. Enlisted Accessions Statistics	82
Fig 77. Racial-Ethnic Distribution of Enlisted Accessions by Component (2015-2020).....	83
Fig 78. Racial-Ethnic Disparity in Enlisted Accessions by Component (2015-2020).....	84
Fig 79. Gender Distribution of Enlisted Accessions by Component (2015-2020).....	85
Fig 80. Gender Disparity in Enlisted Accessions by Component (2015-2020)	85
Fig 81. RegAF Racial-Ethnic Disparity in Officer Separations Prior to 10 Years of Service (Year Groups 2005-2010)	87
Fig 82. RegAF Racial-Ethnic Disparity in Officer Separations Prior to 20 Years of Service (Year Groups 1996-2000)	87
Fig 83. RegAF Gender Disparity in Officer Separations Prior to 10 Years of Service (Year Groups 2005-2010)	88
Fig 84. RegAF Gender Disparity in Officer Retention (Year Groups 2005-2010).....	89
Fig 85. Gender Disparity in Officer Separations Prior to 20 Years of Service (Year Groups 1996-2000)	90
Fig 86. RegAF Racial-Ethnic Disparity in Enlisted Separations Prior to 10 Years of Service (Year Groups 2005-2010).....	91
Fig 87. RegAF Racial-Ethnic Disparity in Enlisted Separations Prior to 20 Years of Service (Year Groups 1996-2000).....	92
Fig 88. RegAF Gender Disparity in Enlisted Separations Prior to 10 Years of Service (Year Groups 2005-2010)	93
Fig 89. RegAF Gender Disparity in Enlisted Retention (Year Groups 2005-2010).....	94
Fig 90. RegAF Gender Disparity in Enlisted Separations Prior to 20 Years of Service (Year Groups 1996-2000)	95
Fig 91. DAF Racial-Ethnic Disparity in Civilian Separations Prior to 10 Years of Service (Year Groups 2005-2010)	96
Fig 92. DAF Racial-Ethnic Disparity in Civilian Separations Prior to 20 Years of Service (Year Groups 1996-2000)	97
Fig 93. Gender Disparity in Civilian Separations Prior to 10 Years of Service (Year Groups 2005-2010).....	98
Fig 94. Gender Disparity in Civilian Separations Prior to 20 Years of Service (Year Groups 1996-2000).....	98
Fig 95. DAF Racial Disparity in Exit Survey Responses	100
Fig 96. Intermediate Developmental Education Rates (AY 2016-2021).....	103
Fig 97. Definitely Attend Program Demographics (AY 2020-2022)	104
Fig 98. Intermediate Developmental Education Rates by Gender (AY 2016-2021).....	105
Fig 99. Senior Developmental Education Rates by Race-Ethnicity (AY 2016-2021).....	106
Fig 100. Senior Developmental Education Rates by Gender (AY 2016-2021)	107
Fig 101. DAF Civilian IDE Selection Rates (AY 2018-2021).....	110
Fig 102. DAF Civilian IDE Selection Rates (Combined AY 2018-2021).....	111
Fig 103. DAF Civilian SDE Selection Rates (AY 2018-2021).....	112
Fig 104. DAF Civilian SDE Selection Rates (AY 2018-2021).....	113
Fig 105. RegAF Enlisted Promotion Average Rates by Race-Ethnicity (CY16-CY20)	114
Fig 106. RegAF Racial-Ethnic Disparity in Enlisted Promotion Rates (CY16-CY20).....	116
Fig 107. RegAF Racial-Ethnic Disparity in Enlisted Promotion Rates, Heat Map (CY16-CY20)	117
Fig 108. RegAF Enlisted Promotion Average Rates by Gender (CY16-CY20)	118

Fig 109. RegAF Gender Disparity in RegAF Enlisted Promotion Rates (CY16-CY20).....	119
Fig 110. RegAF Gender Disparity in RegAF Enlisted Promotion Rates, Heat Map (CY16-CY20)	119
Fig 111. RegAF LAF IPZ O4-O6 Avg Promotion Rates by Race-Ethnicity (CY16-CY20).....	120
Fig 112. RegAF Racial-Ethnic Disparity in Officer Promotion Rates (CY16-CY20).....	121
Fig 113. RegAF Racial-Ethnic Disparity in Officer Promotion Rates, Heat Map (CY16-CY20)	122
Fig 114. RegAF Officer Average Promotion Rates by Zone (CY16-CY20).....	123
Fig 115. RegAF Racial-Ethnic Disparity in Officer “Definitely Promote” Selection Rates (CY16- CY20).....	124
Fig 116. RegAF Racial-Ethnic Disparity in Officer “Definitely Promote” Selection Rates, Heat Map (CY16-CY20).....	124
Fig 117. RegAF Racial-Ethnic Disparity in Officer Promotions Rates by Zone (CY16-CY20)	126
Fig 118. RegAF Racial-Ethnic Disparity in Officer Promotion Rates by Zone (CY16-CY20)..	127
Fig 119. RegAF Line of the Air Force (LAF) IPZ O4-O6 Avg Promotion Rates by Gender (CY16-CY20).....	128
Fig 120. RegAF Gender Disparity in Officer Promotion Rates (CY16-CY20).....	129
Fig 121. RegAF Gender Disparity in Officer Promotion Rates, Heat Map (CY16-CY20).....	129
Fig 122. RegAF Gender Disparity in Officer Promotion Rates by Rank and Zone (CY16-CY20)	130
Fig 123. RegAF Gender Disparity in Officer “Definitely Promote” Selection Rates (CY16- CY20).....	131
Fig 124. RegAF Gender Disparity in Officer “Definitely Promote” Selection Rates, Heat Map (CY16-CY20).....	131
Fig 125. RegAF Officer Average Promotion Rates by Occupation (CY16-CY19).....	132
Fig 126. Line of the Air Force (LAF) IPZ to O5 and O6 (CY20).....	133
Fig 127. Line Air Force (LAF) Brig Gen (O7) Promotion Rate by Rac, -Ethnicity and Gender (CY16-CY20).....	134
Fig 128. RegAF Average Line Air Force (LAF) Brigadier General (O7) Promotion Rate by Career Field and AFSC (2015-2020).....	135
Fig 129. Racial-Ethnic/Gender Distribution for RegAF Officers by Career Field (2015-2020)	136
Fig 130. RegAF Racial-Ethnic Disparity in Executive Officer Selection Rates (CY15-CY20).	138
Fig 131. RegAF Gender Disparity in Executive Officer Selection Rates (CY15-CY20).....	139
Fig 132. RegAF Racial-Ethnic Disparity in Enlisted Leadership (CY15-CY20).....	140
Fig 133. RegAF Racial-Ethnic Disparity in Enlisted Leadership, Heat Map (CY15-CY20).....	141
Fig 134. RegAF Gender Disparity in Enlisted Leadership Roles (CY15-CY20).....	142
Fig 135. AFR Racial-Ethnic Disparity in Enlisted Leadership Roles (CY15-CY20).....	143
Fig 136. AFR Gender Disparity in Enlisted Leadership Roles (CY15-CY20).....	144
Fig 137. ANG Race-Ethnicity Disparity in ANG Enlisted Leadership Roles (CY15-CY20)....	145
Fig 138. ANG Gender Disparity in Enlisted Leadership Roles (CY15-CY20).....	146
Fig 139. Officer Leadership Positions by Career Field and Component (CY15-CY20).....	148
Fig 140. CCL Select Rates for CY17-CY22.....	150
Fig 141. RegAF Racial-Ethnic Disparity in Officer Leadership Roles (CY15-CY20).....	152
Fig 142. RegAF Racial-Ethnic Disparity in Officer Leadership Roles by Career Fields (CY15- CY20).....	153
Fig 143. RegAF Gender Disparity in Officer Leadership Roles (CY15-CY20).....	154

Fig 144. RegAF Gender Demographics for Officer Leadership (CY15-CY20)	155
Fig 145. RegAF Gender Disparity in Officer Leadership Roles by Career Fields (CY15-CY20)	156
Fig 146. RegAF Officer Demographics by Race-Ethnicity and Gender.....	157
Fig 147. Air Force Specialty (AFS) Distribution for RegAF General Officers	157
Fig 148. AFR Racial-Ethnic Disparity in Officer Leadership Roles (CY15-CY20).....	158
Fig 149. AFR Racial-Ethnicity Disparity in Officer Leadership Roles by Career Fields (CY15- CY20).....	159
Fig 150. AFR Gender Disparity in Officer Leadership Roles (2015-2020).....	160
Fig 151. AFR Gender Demographics for Officer Leadership (CY15-CY20).....	161
Fig 152. AFR Gender Disparity in Officer Leadership Roles by Career Fields (CY15-CY20) .	162
Fig 153. ANG Racial-Ethnic Disparity in Officer Leadership Roles (CY15-CY20)	163
Fig 154. ANG Racial-Ethnic Disparity in Officer Leadership Roles by Career Fields (CY15- CY20).....	164
Fig 155. ANG Gender Disparity in Officer Leadership Roles (CY15-CY20).....	165
Fig 156. ANG Gender Demographics for Officer Leadership Positions (CY15-CY20).....	166
Fig 157. ANG Gender Demographics for Officer Leadership Roles by Career Fields (CY15- CY20)	167
Fig 158. Average DAF Civilian Representation by Race-Ethnicity (2015-2020).....	168
Fig 159. DAF Civilian Supervisory Positions by Race-Ethnicity (FY15-FY20).....	169
Fig 160. DAF Civilian Supervisory Positions by Gender (FY15-FY20).....	170
Fig 161. DR Survey Question 36.2 & 39.2 Source: DR Survey	175
Fig 162. DR Survey Question 36.6 & 39.6 Source: DR Survey	176
Fig 163. DR Survey Question 39.4 & 36.4 Source: DR Survey	177
Fig 164. DR Survey Question 44.1 Source: DR Survey.....	178
Fig 165. DR Survey Question 44.5 Source: DR Survey.....	179
Fig 166. DR Survey Question 44.6 Source: DR Survey.....	179
Fig 167. DR Survey Question 44.2 Source: DR Survey.....	180
Fig 168. DR Survey Question 56.1 Source: DR Survey.....	181
Fig 169. DR Survey Question 56.2 Source: DR Survey.....	182

