

Q: Is there evidence of discrimination against women with regard to promotions?

A1: Department of Defense: "Women constitute approximately 14.5 percent of the 1.4 million Active Component military personnel and comprise 7.25 percent of general/flag officers and 10.86 percent of the senior enlisted force. **These figures are strong given that retention of women is significantly less than that of men beyond 20 years of service, where the majority of these promotions to the senior grades occur.** In its recent study on *Minority and Gender Differences in Officer Career Progression*, the RAND Corporation found no statistical differences in the career progression of female officers in open occupations with closed positions as compared to women in fully open occupations; both groups of women shared the same likelihood of reaching pay grade O-6 (Colonel or Captain). **The Department reviewed all available information from the Military Services and did not find any indication of females having less than equitable opportunities to complete and excel under current assignment policy.**" (DoD Report to Congress on the Review of Laws, Policies and Regulations Restricting the Service of Female Members in the U.S. Armed Forces, February 2012, pp. 3-4, Emphasis added)

A2: **Ms. Vee Penrod**, Deputy Asst. Secretary for Personnel & Readiness: "What we did is we asked RAND to help us review the data, and we found that that if you look at promotions in fields where women currently serve or are partially open, that there was no disadvantage in the promotion rate of women." (Transcript, DoD Briefing, Feb. 9, 2012.)

A3: "Women's rates for promotion are similar to men's" (Presidential Commission Finding #4.24, p. C-131) A number of briefings presented to the DACOWITS since the 1990s also have shown that women are promoted at rates equal to or faster than men. As mentioned in A1, despite women's higher attrition rate, they are significantly represented in leadership positions. As in the civilian world, where there are fewer CEOs in private industry, personal and family choices result in fewer women in higher flag and general ranks. There is no reason to force the majority of women, who serve in the enlisted ranks, into the combat arms, based on the theory that a few female officers who decided to remain in the military might be promoted to flag or general rank.