

SERVICE
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NETWORK 



Women in the Military

WHERE THEY STAND

10th Edition | 2019

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Foreword

The tenth edition of *Women in the Military: Where They Stand* represents both change and continuity.

The first eight editions were published by the Women's Research & Education Institute (WREI) between 1991 and 2013. A ninth edition was published by the Alliance for National Defense in 2014 and now the Service Women's Action Network has assumed publication responsibilities. Navy Captain (retired) Lory Manning is the principal author of this and all previous versions of this booklet.

Background

Military women serving in war zones are such a common sight in worldwide media these days that their presence is little remarked upon. In both Operation Enduring Freedom and Operation Iraqi Freedom, military women from the U.S. and other countries have shown the mental and physical toughness needed to perform well under fire, to defend themselves and their comrades with courage, and to endure the conditions inherent to life in a combat zone.

Officially, women have been serving on active duty in the U. S. military since 1901. Unofficially, they have been serving since the American Revolution, during which time women like Deborah Sampson dressed as men to enter the Continental Army, while others, like Margaret Corbin, accompanied their husbands to camp and then onto the battlefield. It was during the Civil War that the U.S. government first recruited women to serve with the armed forces as nurses, albeit without military status. About 4,200 served with the Army of the North. During the Spanish-American War, the Army again recruited female nurses and again these women kept their civilian status. About 1,500 served. They were so successful that the War Department requested Congress to authorize establishment of an Army Nurse Corps. This was done as part of The Army Reorganization Act of 1901. The Navy Nurse Corps was established in 1908 by the FY 1909 Naval Appropriations Act (Public Law-115).

During World War I, the Navy became the first service to recruit women for duties other than nursing. These women—about 12,500 of them—called Yeomen (F) and nicknamed “Yeomanettes,” served principally in

secretarial and communications assignments. The first African American women enlisted to serve on active duty were Yeoman (F) who were assigned to various Navy Department offices in Washington, D.C. The Marine Corps also enlisted about 300 women during the war and a few served with the Coast Guard. The Army did not recruit women other than nurses, but it did hire about 200 bilingual civilian women as telephone operators to serve with the American Expeditionary Force in France. These women, nicknamed "Hello Girls," were given veteran status in 1977.

World War II saw active recruitment of women by all services for a wide variety of non-combat assignments. In 1948, in recognition of their superb service during the war, women became eligible for permanent assignment in the regular, peacetime active forces in non-nursing capacities. Since 1948, military women have served with distinction, continuing to win new opportunities for themselves through the high caliber of their performance.

Table 1 indicates the number of women who have served in various military actions since 1917. (See page 35.)

Historical Background

- The first woman to receive a disability pension from Congress for wounds incurred during military service was Margaret Corbin. She was wounded after taking over her fallen husband's cannon during the Battle of Fort Mifflin in the American Revolution.
- During the Civil War, women disguised as men fought on both sides. Women also served as spies and medical personnel. Three of the most famous women were Dr. Mary Walker, a physician and the only woman ever awarded the Congressional Medal of Honor; Clara Barton, who served at the siege of Petersburg and founded the American Red Cross; and Harriet Tubman, who was a volunteer nurse, spy, and scout for the Army of the North.
- In 1862, four Sisters of the Holy Cross and five African American women served aboard one of the Navy's first hospital ships, the USS *RED ROVER*, providing medical care.
- Cathay Williams is the only woman known to have served as a Buffalo Soldier. A former slave, she served as Private William Cathay for two years before her actual sex was discovered during treatment for an illness.
- During World War I, military nurses served close to the front lines and some were gassed or wounded. Three were awarded the Distinguished Service Cross.
- More than 200 nurses died while serving in overseas theaters during World War II—in total, 543 American servicewomen died, 16 from enemy fire. Eighty-five women were prisoners of war, all but one in the Pacific theater.
- Fifty-seven Army nurses arrived in Pusan, Korea, less than 72 hours after the first U.S. troops landed. Within days, they were treating casualties at the battlefield's perimeter. Army nurses also landed on the beach at Inchon on the day of the invasion. Seventeen military women were killed during the Korean War, mostly in aircraft accidents.
- Eight U.S. servicewomen died while serving in theater during the Vietnam War, including one from hostile fire. Their names are inscribed on the Vietnam War Memorial.
- During the Gulf War, almost 41,000 women served in theater—15 were killed and two were taken as prisoners of war.

- Fifty American servicewomen died and 383 were wounded in action during Operation Enduring Freedom (Afghanistan), which ended in December 2014. One hundred and ten women were killed and 627 were wounded in action during Operation Iraqi Freedom, which ended on 31 August 2010. One woman died and 12 were wounded in action in Operation New Dawn (Iraq), from September 2010 to December 2011. As of now, five women have died and 68 have been wounded in action in Operation Inherent Resolve (Iraq and Syria), which began in 2014; and to date four women have died and 12 have been wounded in action in Operation Freedom's Sentinel (Afghanistan), which began in 2015. Two women, both enlisted, have received the Silver Star for heroism—one in Operation Iraqi Freedom and one in Operation Enduring Freedom.

Chronology of Legal and Policy Changes Affecting Women in the Military: 1947–2019

1947

- Congress passes the Army-Navy Nurse Act (PL-36-80C), which:
 - Establishes the Army Nurse Corps and the Navy Nurse Corps as permanent staff corps in the regular Army and Navy.
 - Integrates nurses into the officer ranks of the regular Army and Navy with Lieutenant Colonel/Commander as the highest permanent ranks. Nurse Corps directors are authorized to hold the temporary rank of Colonel/Captain.

1948

- Congress passes the Women’s Armed Services Integration Act (PL-625). Women win the right to serve in regular, peacetime forces under the following conditions:
 - Women can constitute no more than two percent of the total force.
 - The number of women officers can total no more than 10 percent of the two percent.
 - Promotion of women officers is capped above paygrade 0-3 (Captain/Lieutenant). Paygrade 0-5 (Lieutenant Colonel/Commander) is the highest permanent rank women can obtain. Women serving as directors of Women’s Army Corps (WACs), Women Accepted for Voluntary Emergency Services (WAVES), Women in the Air Force (WAFs), and Women Marines can be temporarily promoted to paygrade 0-6 (Colonel/Captain).
 - Women are barred from serving aboard Navy vessels (except hospital ships and certain transports) and from duty in aircraft, which could be assigned to a combat mission.
 - Women are denied spousal benefits for their husbands unless the husband is dependent on his wife for over 50 percent of his support.

- By policy, women are precluded from having command authority over men (i.e., authority to award Non-Judicial Punishment in accordance [with Article 15] Uniform Code of Military Justice (UCMJ) or to refer them to a court-martial).
- The Coast Guard is not included in this legislation, but a few women remained in the Coast Guard Reserve.

1949

- The Air Force Nurse Corps is established.

1951

- The Defense Advisory Committee on Women in the Services (DACOWITS) is established.
- Executive Order 10240 authorizes the services to discharge any woman who becomes pregnant or becomes a parent through adoption, or who has a minor child or stepchild in the home at least 30 days per year.

1955

- Army and Air Force Nurse Corps are opened to men.

1965

- Navy Nurse Corps is opened to men.

1967

- The Women's Armed Service's Integration Act is modified (PL-90-130):
 - The two percent ceiling on women's numbers is lifted.
 - The caps on officer promotions above paygrade O-3 are removed and women become eligible for permanent promotion to paygrade O-6.
 - Women become eligible for promotion to Flag/General officer rank.

1969

- The Air Force opens Reserve Officer Training Corps (ROTC) to women.
- The Joint Armed Forces Staff College admits women.

1971

- The Air Force allows pregnant women to request a waiver of the automatic discharge policy. The Air Force also changes recruiting rules to allow the enlistment of women with children—the first service to do so.

1972

- *Frontiero v. Richardson*—This Supreme Court decision finds unconstitutional differences between men and women with respect to dependents' benefits.
- The Army opens ROTC to women.
- The Chief of Naval Operations Elmo Zumwalt issues Z-116 thereby:
 - Suspending restrictions on women succeeding to command.
 - Authorizing limited entry of women into all enlisted ratings.
 - Opening assignment aboard the hospital ship USS SANCTUARY to all women.
 - Allowing women officers into additional occupational fields such as intelligence, cryptology, public affairs, and aircraft maintenance.
 - Opening the Chaplains Corps and Civil Engineering Corps to women.
 - Opening Naval ROTC to women.

1973

- The draft ends with the expiration of the Selective Service Act. As the era of the All-Volunteer Force starts, recruiting goals for women begin to increase.
- Navy women become eligible for aviation duty in non-combat aircraft.
- The Coast Guard begins accepting women for regular active duty for the first time since the end of World War II.
- *Edwards v. Schlesinger* is filed, challenging women's exclusion from the military service academies.

1974

- Army women become eligible for aviation duty in non-combat aircraft.

1975

- Women enroll in the Coast Guard Academy.

1976

- Congress opens the remaining service academies to women through PL-94-106.
- In *Crawford v. Cushman*, the U.S. Court of Appeals for the Second Circuit rules the Marine Corps regulations mandating the discharge of pregnant Marines is unconstitutional.

1977

- Air Force women become eligible for aviation duty in non-combat aircraft.
- The Coast Guard assigns women to shipboard duty.

1978

- As required by PL-95-79 Sec. 303, the Department of Defense (DoD) provides a definition of combat to Congress.
- The Coast Guard removes all gender-based assignment restrictions.
- In *Owens v. Brown*, the U.S. District Court for the District of Columbia rules that 10 USC Sec. 6015, which precluded the assignment of women to naval vessels other than hospital and transport ships, is unconstitutional.
- As part of the 1979 National Defense Authorization Act (NDAA), federal law is amended to allow permanent assignment of women to non-combat ships and temporary assignment to any ship not expected to have a combat mission.
- Congress passes PL-95-202 granting veterans' status to Women Air Force Pilot Service Pilots (WASPs) who served during World War II.

1979

- The Navy opens the Surface Warfare and Special Operations (diving and salvage) communities to women officers. Enlisted women become eligible for many shipboard occupations.

1980

- Congress passes the Defense Officer Manpower Personnel Management Act (DOPMA) which:
 - Abolishes laws requiring separate appointment, promotion, accounting, and separation procedures for women officers in the Army, Navy, and Marine Corps. (The Air Force, founded in 1947, operated under laws providing a single personnel system from its inception.)
 - Requires women in the Army, Navy, and Marine Corps to be selected (rather than appointed) to Flag/General officer rank, i.e., they must compete with male peers for promotion.

1981

- In *Rostker v. Goldberg*, the Supreme Court upholds the constitutionality of excluding women from the draft and Selective Service registration.

1983

- In Operation Urgent Fury (the invasion of Grenada), 170 women soldiers deploy, as do Air Force women in air transport crews.
- Air Force women in KC-135 and KC-10 tanker crews participate in a raid on Libya.
- Congress passes PL-98-160, establishing the Secretary of Veterans Affairs Advisory Committee on Women Veterans.

1988

- The DoD Risk Rule is promulgated. It sets a single standard for evaluating positions and units from which the services can exclude women. As a result, 30,000 new positions are open to women; however, units supporting ground combat operations remain closed to women.

1989

- In Operation Just Cause (the invasion of Panama), 770 women deploy or are already there. A woman Military Police officer commands troops in ground combat-like operations. Women flying Black Hawk helicopters come under fire.

1990-91

- During the Persian Gulf War, 40,782 women deploy to the Persian Gulf area; 15 women are killed and two are taken prisoner of war.

1991

- The Kennedy-Roth Amendment to the FY 1992/93 NDAA repeals the provisions of federal law, banning women from serving aboard combat aircraft engaged in combat missions.
- The Presidential Commission on the Assignment of Women in the Armed Forces is convened.

1993

- Secretary of Defense Les Aspin:
 - Orders all services to open combat aviation to women.
 - Directs the Navy to draft legislation to repeal the combat ship exclusion, Title 10 USC sec. 6015.
 - Orders the Army and Marine Corps to study opening more assignments to women.
 - Deploys 1,200 women to Haiti for peacekeeping duties.

1994

- A Secretary of Defense Memo from January 13, 1994 rescinds the 1988 DoD Risk Rule. As a result, 32,700 Army positions and 48,000 Marine Corps positions are opened to women. The Memo, which remained in effect until January 2013, announces the following Ground Combat Exclusion Rule: "...[W]omen shall be excluded from units below the brigade level whose primary mission is to engage in direct combat on the ground." Additionally, the Memo allows (not requires) the individual services to impose additional restrictions on the assignment of women for the following reasons:
 1. "where the Service Secretary attests that the costs of appropriate berthing and privacy arrangements are prohibitive";
 2. "where units and positions are doctrinally required to physically collocate and remain with direct ground combat units that remain closed to women" (Removed May 2012);
 3. "where units are engaged in long range reconnaissance operations and Special Operations Forces missions"; and
 4. "where job-related physical requirements would necessarily exclude the vast majority of women service members."
- Congress opens many Navy combatant ships to women (submarines and a few smaller ships remain closed).
- PL-103-446 requires the establishment of the Center for Women Veterans within the Department of Veterans Affairs (DVA).

1995

- The Marine Corps selects a woman for aviation for the first time.

1996

- In *United States v. Virginia*, the Supreme Court rules it is unconstitutional to exclude women from admission to Virginia Military Academy.

1998

- Operation Desert Fox (enforcement of the no-fly zone in Iraq) begins. U.S. women aviators fly and crew combat aircraft on combat missions for the first time.

1999

- The Navy opens Coastal Mine Hunters and Mine Counter Measures ships to women.
- Women aviators participate in combat operations during the war in Kosovo.

2000

- Two women sailors are among those killed in a terrorist attack upon the destroyer USS COLE (DDG 67) while refueling in the Port of Aden, Yemen.

2001

- Six military women are among those killed during the September 11 attack on the Pentagon.
- Operation Enduring Freedom (OEF) begins. Military women deploy to the Afghan theater as part of Combine Forces Command Afghanistan.

2002

- The Office of the Secretary of Defense (OSD) allows the DACOWITS charter to expire and issues a new charter, which reduces by half the number of committee members and modifies the Committee's mission. Among the changes: family members are added to the list of issues within the purview of DACOWITS.
- FY 2003 NDAA forbids military commanders from arbitrarily requiring (or strongly suggesting) the wearing of the abaya by military women serving in Saudi Arabia.

2004

- Lioness program operations begin when Army women join with Marine Corps ground combat units for raids on locations in which Iraqi women and children could be present. Later, women Marines and Sailors also participate in Lioness operations with both Marine Corps and Army units.

2005

- PL-109-163 (FY 2006 NDAA) sec. 541 mandates that prior to implementing any change in the ground combat exclusion policy (i.e., opening or closing any units or positions to women), or opening or closing of any military career designator to women, the Secretary of Defense must first submit a report to Congress, providing notice of the proposed change thirty legislative working days in advance of the effective date of the change.

2007

- RAND issues the report *Assessing the Assignment Policy for Army Women*, which analyzes the assignment policy for Army women serving in Iraq.

2008

- Ann E. Dunwoody is the first Army woman nominated and confirmed for four-star rank.

2009

- The Female Engagement Team (FET) Program is established by Task Force Leatherneck in Afghanistan. Its mission is to interact with rural women in their homes and elsewhere, FET team members—all women—are attached to small ground combat units operating in the field. This is justified as within existing assignment policies by a big stretch of existing assignment and attachment policies.

2010

- After notifying Congress, the Navy opens service aboard Fleet Ballistic Missile submarines (SSBN) and Guided-Missile Attack Submarines to women officers. Attack submarines (SSN) remain closed to women due to privacy considerations.
- The Secretary of Defense issues a revised DACOWITS charter. Among other things, the new charter delineates military women as the sole focus of the DACOWITS and expands the number of members, allowing up to 35 to be appointed.

- The Caregivers and Veterans Omnibus Health Service Act 2010 is passed. Title II of the legislation is aimed at improving DVA's ability to meet the physical and mental health needs of women veterans.
- After notifying Congress, the Marine Corps opens two Military Occupational Specialties (MOSs) to women: Counter Intelligence and Human Source Intelligence Operations Officer (0210) and Specialist (1211).
- Legislation repealing the "don't ask; don't tell" provision that barred gay, lesbian, and bisexual personnel from serving openly in the U.S. military is signed into law on 22 December 2010.

2011

- Gay, lesbian, and bisexual personnel begin serving openly in the military as of 20 September 2011.
- The Army establishes all-female Cultural Support Teams (CST). Women assigned to these teams can be attached to Special Forces units for extended durations in violation of existing combat exclusion policies.

2012

- In February, OSD notifies Congress of its intent to abolish the collocation clause of the 1994 Memorandum delineating occupations and units closed to women. Thirty congressional working-days later, on 14 May 2012, the collocation clause was abolished, opening over 13,000 positions and six additional specialties (MOSs) to Army women: 13M Multi-Launch Rocket System (MLRS)/High-Mobility Artillery Rocket System (HIMARS) Crew; 13P MLRS Operations Specialist; 13R Radar Specialist; 91A M1 Abrams Tank Systems Repairer; 91M Bradley Fighting Vehicle System Maintainer; and 91P Artillery Mechanic.
- Additional policy exceptions include opening 1,186 positions to women from Army, Navy, and Marine Corps.
- The Marine Corps announces it is initiating five research lines to study what units and occupations it ought to open to women. These are:
 - Opening the Infantry Officers Course to women volunteers to gather data on their performance during both the initial Combat Endurance Test and then, during the course itself.
 - Gathering data on the performance of women assigned to Marine Corps Ground Battalion staffs.

- Researching Ground Combat Element Physical Performance standards.
- Analyzing criteria used to close MOSs to women.
- Conducting a Marine-Corps wide survey of attitudes on the assignment of Women Marines.
- Two lawsuits to open ground combat units and occupations to women are filed. The first, in May, by a team from the University of Virginia Law School—*Baldwin v. Panetta*—which later settles. The second, filed in November by the ACLU—is *Hegar v. Panetta*—remains pending, now styled *SWAN v. Shanahan*.
- The Shaheen Amendment to the 2013 NDAA permits servicewomen and military family members who become pregnant due to rape or incest to receive abortions through the military medical system.

2013

- *January*: Upon the recommendation of the Joint Chiefs of Staff, Secretary of Defense Leon Panetta announces the lifting of the ban on women serving in all ground combat occupations and units. He sets a goal of January 2016 for all service assessments for the integration of women to be completed.
- *June*: Army and Marine Corps: The Under Secretary of Defense for Personnel & Readiness (USD[P&R]) notifies Congress of Army intent to expand the assignment of women in open occupational specialties (i.e., those in which women already serve), to nine Army National Guard, and eight additional Active-Duty Brigade Combat Teams; Marine Corps expresses intent to open the Officer Occupational Specialty of Ground Intelligence Officer (0203) to women and also to assign women in already open occupational specialties to three Air-Naval Gunfire Liaison Companies (ANGLICO).
- *September*: The USD(P&R) notifies Congress of Army intent to assign women officers in the Field Artillery occupation (13A) into all currently closed units except Special Operations.
- *December*: The USD(P&R) notifies Congress of Navy intent to assign women in open occupational specialties to previously closed positions in Riverine Patrol Boats, Riverine Small Craft, and Maritime Interdiction Operations.

- *December (cont.):* The USD(P&R) notifies Congress of Department of Navy intent to assign Navy and Marine Corps women in open occupational specialties to battalion-level positions in Tank, Artillery, Combat Engineer, and Assault Amphibious battalion staffs. Additionally, women in the occupational specialty of Hospital Corpsman can be assigned to ANGLICO positions.

2014

- *January:* The USD(P&R) notifies Congress of Army's intent to assign women in open occupational specialties to previously closed positions in ground combat units below the brigade level.
- *May:* The USD(P&R) notifies Congress of Marine Corps' intent to open previously closed positions to women in the following open occupational specialties: Field Artillery Officer (0803), Field Artillery Radar Operator (0842), Field Artillery Sensor Support Man (0847), Ordnance Vehicle Maintenance Officer (2110), Towed Artillery Systems Technician (2131), Assault Amphibious Vehicle Repairer/Technician (2141), Light Armored Vehicle Repairer/Technician (2147), Ordnance Vehicle Maintenance Chief (2149), Expeditionary Air Command and Control Officer (7204), and Low Altitude Air Defense (LAAD) Gunner (7212).
 - The USD(P&R) notifies Congress of Special Operations Command (SOCOM)/Army's intent to open positions on 160th Special Operations Air Regiment (SOAR) to women in open occupations.
- *June:* The USD(P&R) notifies Congress of Navy's intent to open positions in the enlisted occupation of Joint Attack Controller in the Coastal Riverine Force to women.
- *July:* The USD(P&R) notifies Congress of Navy's intent to open three Seawolf Class (SSN) submarines to women officers. It also intends to open new construction Virginia Class (SSN) to both officers and enlisted women; seven Ohio Class (SSBN/SSGN) submarines; eight previously closed enlisted occupational specialties; and 71 Navy Enlisted Codes (NEC) to enlisted women. The occupational specialties all related to submarines are: Electronics Technician (Communications) SS, Electronics Technician (Navigations Systems) SS, Firecontrol Technician SS, Information Systems Technician SS, Machinist Mate SS, Machinist Mate (Auxiliary) SS, Machinist Mate (Weapons) SS, and Missile Technician SS.

The USD(P&R) notifies Congress of Army intent to open the Bradley Fighting Vehicle Commander's Course and Skill Identifier to women.

- *Summer*: Marine Corps scraps its original ground combat integration plan by issuing an updated plan, under which the Marines will continue to request certain categories of women Marines to volunteer to attend the Infantry Officers Course and the Enlisted Infantry Course. They also announce their intent to expand data gathering efforts through an experiment known as the ground Combat Element Integration Task Force (GCEITF). This experiment, involving hundreds of Marines, began in the third quarter of FY 2014 and continued until the third quarter of FY 2015. During this experiment, the Marine Corps gathered data on both individual and collective performance of participating Marines.
- *Winter*: The Army announces an experiment to be held spring 2015, during which women can volunteer to attend Ranger School. The first three women graduate fall 2015.

2015

- Secretary of Defense Ash Carter announces that women can now enter any MOS and serve in any unit for which they meet the standards. This announcement is made after the Office of the Secretary of Defense reviewed a request submitted by the Commandant of the Marine Corps—to which the Secretary of the Navy did not concur—to keep Marine Corps Infantry and some other MOSs closed to women.

2016

- Army women officers begin graduating from infantry and armor officers training courses.

2018

- Two women pass Marine Corps Infantry Officer Training for the first time.
- A federal district court denies DoD's motion to dismiss SWAN's challenge to Leaders First and sex-segregated USMC boot camp, allowing the case to move forward.

2019

- On 04 January, the USMC announces that women recruits in the incoming 05 January bootcamp class will form one of five platoons in the formally all-male 3rd battalion at Parris Island. The USMC remains the only service that segregates men and women at bootcamp.

Women on Active Duty

Since the end of the draft (conscription) in 1973, the percentage of active duty troops who are women has increased dramatically from 1.6 percent in 1973 to 16.3 percent as of February 2018 (See Figure 1, page 43; and Table 2, page 36.) Today over 210,000 women serve on active duty in the military services of the Department of Defense (Army, Navy, Marine Corps, and Air Force), and another 5,955 serve in the Active Coast Guard—part of the Department of Homeland Security in peacetime.

Women in the Reserves and National Guard Components

The Reserve Components are federal forces. Guard components play dual state and federal roles. Like most of the active forces, the Reserve and Guard components have an increasing percentage of women in their ranks. As of February 2018, women constituted 158,090—or 19.8 percent—of all personnel serving in the six DoD Reserve and Guard forces. Women number 1,067—or 17.4 percent—of all personnel serving in the Coast Guard Reserve. Table 6 (page 40) shows the numbers of men and women serving in each of the seven Reserve and Guard components.

All military units and occupations are now open to women in the Reserve and Guard Components. Table 7 (page 41) shows the distribution of women in the Reserve and Guard components by race and ethnicity.

Minority Women

As of February 2018, nearly 61 percent of the enlisted women in the DoD services are minority women, as are about 38 percent of women officers (See Table 3, page 37). A significant proportion of U.S. military women are African American; African Americans account for a significantly higher percentage of military women than of military men (25.6 percent versus 14.5 percent).

The Army has the highest proportion of African Americans among its women and the Coast Guard the lowest (35.2 percent and 6.1 percent respectively). In recent years, the percentage of Latina service women in DoD has risen from between 12-13 percent in 2011 to about

17.8 percent today. The Marine Corps has the highest percentage (28.5) and the Coast Guard the lowest (13.9). The population of Native Americans and Alaskan Native women increased slightly to 01 percent of military women. The Navy has the highest percentage (1.5) while the Air Force has the lowest (.5). Asian American women comprise 4.9 percent of military women. The Army has the highest percentage (5.7) and the Coast Guard the lowest (2.0). Pacific Island women make up 1.3 percent. The Army has the highest percentage (1.7) and the Coast Guard the lowest (.9). Women who claim bi- or multi-racial heritage, or whose heritage is unknown, comprise 5.8 percent of the DoD services.

Ground Combat Integration Progress

All ground combat occupations and types of military units are now open to women but two policies are hampering integration:

1. The “Leaders First” policy in the Army and Marine Corps requires the assignment of at least two women officers to a unit before enlisted women can join. This policy has a particular impact on National Guard infantry units because most states have no women infantry officers in their Guard units as of yet.
2. The Marine Corps continued segregation of enlisted men and women during recruit training.

Army women, both officer and enlisted, are now training for and serving in infantry, armor, short-range field artillery units and occupations, and the number receiving their Ranger tabs continues to grow. The Marine Corps has been much slower in achieving initial entry integration. Women in all services are also now eligible to serve as Special Operations Forces (SOF). To date, a few met the initial screening requirements for their services. In time, it is expected that some women will complete the often years-long training to serve in the SOF of all services.

As with the opening of combat aviation, long-range field artillery, surface and submarine warfare in earlier periods, full integration into all ground combat units and into the more senior ranks is a decades-long process—a process that is now underway, but impeded by these two policies.

Women Officers

About 19 percent of military women are officers while about 17.3 percent of military men are officers. There are two important trends with respect to women officers that will continue over the next years.

The first is their growing seniority (See Table 4, page 38). Well into the 1980s, women constituted less than 2 percent of colonels and Navy captains. Now the comparable figures are 10.6 percent for the Army, 11.6 percent for the Navy, and 14.1 percent for the Air Force. The Marine Corps lags behind the other services; only 2.3 percent of Marine Corps colonels are women. In the Coast Guard, which has been accessing women since 1972, the current percentage of captains who are women is 11 percent. At the start of February 2018, there were 63 women admirals and generals on active duty in the five services—up from just over 30 at the start of FY 2000.

The other major trend with respect to women officers is the increasing number who are serving in their services' mainstream combat occupations. These include pilots, navigators, and other air crew in all services, surface, and submarine warfare in the Navy, and long-range air defense in the Army. Women now command Air Wings and Naval Fleets, as well as combatant vessels, long-range artillery battalions, air squadrons, and carrier strike groups. Women aviators, surface warfare officers, and long-range field artillery officers have been promoted to flag and general officer—a few have attained four-star rank. As women progress through the ranks in recently-opened ground combat units and occupations, we can expect them to reach command positions in platoons, companies, battalions, and brigades, right up through general officer ranks.

Enlisted Women

Like women officers, enlisted women are becoming more senior (See Table 5, page 39). Until about 1988, women constituted less than four percent of the three senior enlisted paygrades (E-7 to E-9). As of February 2018, 11.8 percent of Army personnel in these paygrades were women, while the numbers for the other services were 20.3 percent for the Air Force, 11.6 percent for the Navy, 5.6 percent for the Marine Corps, and 8.7 percent for the Coast Guard. Enlisted women are also now serving in all units open to women, including Army and Marine Corps infantry, and as crew members aboard Navy submarines. They also serve as Command Sergeants Major and Command Master Chief Petty Officers.

Women Veterans

The growing number of women in the U.S. armed forces means concomitant growth in the number and percentage of women veterans (See Figure 2, page 44). The population of women veterans differs from that of male veterans in a number of ways: The average woman veteran is younger than her male counterpart and more likely to belong to a minority group (See Table 8, page 42).

In 1983, Congress established the Secretary of Veterans Affairs Advisory Groups on Women Veterans and, in 1994, Congress passed legislation providing for a Center for Women Veterans within the Department. Over the past two decades, Congress has noted this growing segment of the veteran population and has acted to ensure that the DVA affords women veterans the same access to veterans' benefits and healthcare services as male veterans. However, in 2008, a Congressionally-mandated internal VA study of the quality of care at Veterans Administration facilities found that at one-third of out-patient facilities, women veterans received care of lesser quality than male veterans. The Caregivers and Veterans Omnibus Health Services Act of 2010 was aimed at rectifying this situation by bringing care and services provided to women veterans to the same level of quality as that of men. Civilian employment rate differences between men and women veterans and between veterans of different eras arise from time to time.

Sexual Assault and Sexual Harassment Chronology

Military women and men have dealt with sexual assault and sexual harassment in all eras. However, the DoD and DVA only began recognizing sexual harassment and assault as a problem beginning in the late 70s; neither department acknowledged the need to vigorously combat sexual assault and harassment until after the scandal that occurred at the 1991 Navy's Tailhook Association Convention (an annual affair that featured seminars dealing with professional development of the Navy and Marine Corps carrier-based aviation community—as well as heavy drinking and abusive behavior). It is now more than a quarter of a century since the Tailhook scandal; however, despite the great effort and resources DoD has applied to eliminate these problems, sexual harassment and assault remain prevalent. The DVA has also begun to

address needed improvement in their policies for deciding disability claims for Military Sexual Trauma (MST) submitted by military women and men. The chronology below sets forth milestones in progress made by Congress, DoD, and DVA with respect to these matters.

1979

- The Assistant Secretary of Defense for Manpower, Reserve Affairs, and Logistics directs the military services to incorporate newly issued Office of Personnel Management (OPM) guidelines on sexual harassment into employee orientation, and to provide employees with information on how to obtain redress for grievances.

1980

- The first Congressional hearings on sexual harassment in the military are held by the subcommittee on Military Personnel of the House Committee on Armed Services.

1988

- The DoD conducts a survey on sexual harassment in the military services, commonly referred to as the "1988 Sexual Harassment Survey."

1991

- The DoD issues "Strategies to Eradicate Sexual Harassment in the Military and Civilian Environment."
- The Tailhook Association loses Navy sponsorship after widely reported incidents of alcohol abuse, destruction of private property, and sexual assault at the association's annual convention.

1992

- The Investigation by the Navy IG and the Naval Investigative Service (NIS) into Tailhook is completed. The Assistant Secretary of the Navy for Manpower and Reserve Affairs, Barbara S. Pope disputes the findings of the investigation. After additional evidence surfaces, the Secretary of the Navy Henry Garrett III requests that the Defense Department IG conduct a second investigation. This investigation finds that 83 women had been sexually assaulted during the 1991 convention. Furthermore, the DoD IG also concludes that Navy officials had deliberately undermined the first investigation to avoid bad publicity.

1995

- The DoD Task Force on Discrimination and Sexual Harassment convenes.
- DoD conducts its second sexual harassment survey.

1997

- Incidents of rape, sexual assault, and sexual harassment occurring at the Army's Aberdeen (Maryland) Proving Grounds are revealed. In the aftermath, several drill sergeants are convicted by courts-martial of rape and sexual assault.
- As a result of the problems found at Aberdeen, the Army convenes a Senior Review Panel to investigate problems of sexual assault and sexual harassment Army-wide.
- The Army's top enlisted man (sergeant major) is charged with sexual misconduct. He is convicted at court-martial of obstruction of justice but not of sexual misconduct.
- As a result of the incidents at Aberdeen, the Secretary of Defense appoints the Federal Advisory Committee on Gender-Integrated Training and Related Issues with former U.S. Senator Nancy Kassebaum-Baker as chair. The Committee's report is issued December 1997.

1998

- In response to the incidents at Aberdeen Proving Ground, Congress orders its own commission—the Congressional Commission on Military Training and Gender-Related Issues—to review matters.

2000

- Lieutenant General Claudia J. Kennedy, the senior woman in the Army, brings sexual harassment charges against Major General Larry Smith after his nomination as the Deputy Inspector General of the Army. After investigating, the Army upholds Lieutenant General Kennedy's charges.
- The Navy renews official ties with the Tailhook Association.

2002

- DVA loosens its evidentiary standard for proving service connection for PTSD (and other conditions) arising from MST to ensure all available evidence—including from non-military sources—is considered.

2003

- Investigations are convened into charges of sexual assault at the Air Force Academy and retaliation against women who report it.
- A working group chaired by the Honorable Mary Walker, General Counsel of the Air Force, issues "The Report of the Working Group Committee Concerning the Deterrence and Response to Incidents of Sexual Assault at the U.S. Air Force Academy."
- The House Armed Services Committee (HASC) and the Senate Armed Services Committee (SASC) appoint an independent panel to investigate sexual misconduct allegations at the U.S. Air Force Academy. The Committee, chaired by the Honorable Tillie Fowler, issues a tough critique of the handling of sexual assault charges at the Academy: "Report of the Panel to Review Sexual Misconduct Allegations at the U.S. Air Force Academy." HASC and SASC hold hearings incident to the issuance of the report.

2004

- Congressional hearings are held after charges of sexual assaults perpetrated by U.S. servicemen against U.S. servicewomen serving in Iraq are made public.
- Directed by Secretary of Defense Donald Rumsfeld, Under Secretary of Defense for Personnel and Readiness is called to review all sexual assault policies and programs among the services and to recommend the changes necessary to increase prevention, promote reporting, enhance the quality of support provided to victims, and provide increased accountability of sexual offenses.
- An eight-member task force, chaired by Ellen P. Embry, is formed in response to this tasking. It issues its report, "Care of Victims of Sexual Assault," in April.
- Congress, through the FY 2005 National Defense Authorization Act (NDAA), orders the DoD to review the UCMJ, the Manual for Courts-Martial (MCM), and to propose changes for addressing sexual assault.
- A Care for Victims of Sexual Assault Conference is convened by the DoD to address policy on the definition of sexual assault, privacy and confidentiality issues, transparency, and response capabilities—especially for deployed forces, and crimes committed by citizens of other countries.

- A Joint Task Force on Sexual Assault Prevention and Response is established as the single point of accountability on sexual assault policy matters within the DoD.
- The Secretary of Defense establishes the Defense Task Force on Sexual Harassment and Violence at the Military Service Academies.

2005

- As a result of the Joint Task Force on Sexual Assault Prevention and Response, DoD announces the following policy changes:
 1. A Department-wide definition of sexual assault;
 2. Training standards for service members and responders;
 3. Establishment of Sexual Assault Response Coordinators' positions;
 4. Choices for filing reports include restricted and unrestricted reports for sexual assaults; and
 5. Prevention and Response (SAPR) offices are established on all major bases.
- "Report on the Service Academy Sexual Assault and Leadership Survey" is issued. Of 1,906 female participants, 262 report 302 incidents of sexual assault. Of 3,107 male participants, 54 report 55 sexual assault incidents.
- Procedures for providing confidentiality to victims of sexual assault are announced.
- The Task Force on Sexual Assault Prevention and Response transitions into the permanent Sexual Assault and Prevention Response Office (SAPRO) within the Office of the Secretary of Defense.

2007

- Congress updated UCMJ Article 120, which deals with rape and sexual assault effective 01 October 2007. The update adds 35 offenses.

2009

- The Task Force on Sexual Assault in the Military Services issues its report in December.

2011

- New rules on retention of both restricted and unrestricted reports of sexual assault are issued: Unrestricted reports must be kept at least 50 years after the completion of the investigation of the case, and restricted reports must be kept for 50 years after the signature by the complainant of the Restricted Reporting Form.

2012

- In January, Secretary of Defense Leon Panetta announces four initiatives to help sexual assault victims and to strengthen prosecutions:
 1. Creation of a DoD-wide Victims' Advocate certification process;
 2. Expansion of aid to sexual assault victims who are spouses or adult dependents of military members;
 3. Ensuring that DoD civilian employees stationed abroad, and DoD contractors in combat zones who are sexual assault victims, receive emergency care as well as the aid of both a victim response coordinator and a victim advocate; and
 4. Increase in training funds for investigators and JAG officers by \$9.3 million over five years.
- In April, Panetta announces additional new sexual assault policies:
 1. Disposition of all reports of sexual assault must now be handled by at least a Colonel or Navy Captain;
 2. The Services will each establish units with special training in gathering evidence and questioning complainants of sexual assault;
 3. National Guard members and reservists who file complaints of sexual assault will be allowed to remain on active duty until completion of the investigation into the charges to ensure that complaints are not dropped; and
 4. New recruits will be briefed on sexual assault policies within 14 days of entering service.
- In May, the Joint Chiefs of Staff and the Commandant of the Coast Guard issue the "Strategic Direction to the Joint Force on Sexual Assault Prevention and Response."
- The Air Force investigates sexual assault charges against at least 35 instructors at Air Force Basic Training and at follow-on Technical Training Schools at Joint Base San Antonio-Lackland, Texas. Five instructors are convicted at courts-martial. More than 54 women, all new entrants to the Air Force, were the targets of these instructors. The basic training commander, an Air Force Colonel, is relieved of command.
- Panetta orders each service to perform a training review of policies and procedures at basic training commands to stamp out sexual assault.

2013

- A DoD Health Survey report indicates one in five military women have experienced unwanted sexual contact by another service member.
- The NDAA (FY 2013) establishes the Response Systems to Adult Sexual Assault in the Military Panel to conduct an independent review and assessment of the systems used to investigate, prosecute, and adjudicate crimes involving adult sexual assault.
- The SASC holds a June hearing on military sexual assault.
- Senator Kirsten Gillibrand (D-NY) introduces the Military Justice Improvement Act (S. 1752) in the 113th Congress. The bill ultimately unsuccessful, would have removed the authority of the accused's commander to make decisions in cases of non-military-specific felony charges—including sexual assault—against military members. Under the bill, the decision would have been made by a JAG lawyer independent of the accused's chain of command.
- After well-publicized cases of convening authorities overturning court-martial guilty verdicts and granting clemency in sexual assault cases, Congress moves toward limiting their power to set aside verdicts and sentences.
- The head of the Air Force's Sexual Assault and Prevention and Response Unit is charged with sexually assaulting a civilian woman in a parking lot in Arlington, Virginia. President Obama, Secretary of Defense Chuck Hagel, and numerous members of Congress, characterize the incident as symptomatic and call for action. The officer was charged with a lesser offense in civilian court and acquitted, but forced to retire.
- A USNA midshipman is subjected to a 20-plus-hour cross examination that includes questioning on intimate personal subjects during an Article 32 hearing into charges of rape she filed against a fellow midshipman. The accused midshipman is acquitted at the court-martial that follows the Article 32 hearing.

2014

- Legislators led by Senators Carl Levin (D-MI) and Claire McCaskill (D-MO), make substantial changes to the UCMJ with respect to sexual assault in the FY-2014 NDAA. These changes:
 1. Limit the scope of the Art. 32 hearing to avoid its use as a discovery tool and retitles it a “preliminary hearing” and requires, that when practicable, the investigating officer be a JAG of equal or higher rank to other JAG officers involved in the hearing;
 2. Modifies UCMJ Article 60 to prevent a convening authority in many cases from modifying the findings of a court-martial or from modifying adjudged sentences except for pre-trial agreements and other limited circumstances;
 3. Adds sexual assault and sexual assault of a child to list of offenses with no statute of limitations;
 4. Abolishes the “Good Soldier Defense” from consideration by a commander when making disposition decisions;
 5. Requires the Civilian Service Secretary to review cases in which a commander overrides a prosecutor’s recommendation to go to trial;
 6. Requires the services to establish special victims’ counsel to provide legal assistance to eligible victims of sex-related offenses;
 7. Requires that only general court-martial be used for certain sexual offenses and mandates a dishonorable discharge or dismissal if the accused is convicted of those offenses;
 8. Requires that National Guard and Reserve victims of sexual assault be given timely access to SARCs;
 9. Requires commanders to report allegations of sexual assault to criminal investigators immediately;
 10. Requires the services to prescribe regulations that prohibit retaliation against an alleged victim who has reported a crime, thereby expanding the definition of retaliation and adding a requirement that the IG investigate allegations of victim retaliation; and
 11. Removes the offense of consensual sodomy from the UCMJ.
- “The Response Systems to Adult Sexual Assault Crimes Panel Report” is released. Among other things, it recommends against removing the accused’s commander from military justice decisions.

2015

- New rules in the NDAA 2015 specify that sexual assault victims who file Restricted Reports may elect to permit a military criminal-investigative organization on a confidential basis, without influencing the restrictive nature of the report, to access certain information in the report including identifying information of the alleged perpetrator if available, for the purpose of identifying individuals who are suspected of perpetrating multiple sexual assaults. It also requires the Secretaries of the Services to establish a confidential process, using the Board for Correction of Records, by which an individual who was the victim of a sex-related offense during military service can challenge the characterization of his/her discharge or separation, on the grounds that the characterization of the discharge was adversely impacted by the individual being a victim of such an offense.

2016

- NDAA 2016 grants victims of sexual assault the right to petition the Court of Criminal Appeals for a Writ of Mandamus under certain circumstances. It also outlines actions to improve the DoD's prevention and response to male victims of sexual assault, and requires that all investigative records of sexual assault cases must be retained for at least 50 years.

2017

- In March, the existence of a "Marines United" Facebook site with around 30,000 serving and veteran male Marines members is investigated after being found to contain a cache of explicit photos and videos of unsuspecting military and civilian women. One-hundred-nineteen participants including 97 Marines were identified for possible disciplinary action.
- A number of Army drill sergeants are suspended amid an investigation into multiple sexual assault and misconduct allegations at Fort Benning, Georgia. The accused drill sergeants were assigned to 198th Infantry Brigade where women recruited to serve in the infantry had recently begun training.
- NDAA 2017 contains guidelines for submitting claims for PTSD or Traumatic Brain Injury (TBI) resulting from combat or sexual trauma as a bases for the review of a general or "other than honorable conditions" discharge for upgrade.

- In response to the Marines United scandal, NDAA 2018 adds a new section to the UCMJ, Article 117 *Provoking Words and Gestures*: Article 117a *Wrongful Broadcast or Distribution of Intimate Visual Images*.

2018

- The FY 2019 NDAA adds Domestic Violence as a specific offense under Article 128 of the UCMJ.
- The Office of The Inspector General and DVA issue the report “Veterans Benefits Administration Denied Posttraumatic Stress Disorder Claims Related to Military Sexual Assault.” Report #17-05248-241, Aug. 21, 2018.

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TABLE 1: Women Who Served in Selected U.S. Military and Peacekeeping Actions 1917 – 2018

Conflict	Dates	Number of Women Who Served*
World War I	1917-1918	33,000
World War II	1941-1945	400,000
Korean War	1950-1953	120,000
Vietnam War	1962-1975	7,000
Grenada	1983	170
Panama	1989	770
Persian Gulf War	1991	41,000
Somalia	1992-1994	1,000
Haiti	1994	1,200
Bosnia Air War	1994-1995	16,000
Operation Enduring Freedom	2001-2014	See below**
Operation Iraqi Freedom	2003-2010	See below**
Operation New Dawn	2010-2011	See below**
Operation Inherent Resolve (Iraq & Syria)	2014-Pres.	See below**
Operation Freedom Sentinel (Afghanistan)	2015-Pres.	See below**

*The numbers are not at all comparable. The numbers for World I, World War II, and Korea are the best estimates of the total number of women who served in the armed forces during these conflicts. Although the number of women on active duty each day is known, the total number of individual women who served can only be approximated. The numbers for the Vietnam War, Grenada, Panama, Somalia, Haiti, and Bosnia, as well as Operations OEF, OIF, OND, OIR, and OFS include only women who served, in-theater, and are eligible to wear relevant campaign service ribbons.

**Women comprise about 9%-11% of those who have served in these operations in which women have served over 300,000 tours of duty. This number is not the number of individual women who served. Since many women have served more than one tour of duty in these campaigns, many women are doubled, tripled, or counted even more often.

Sources: U.S. Department of Defense, Department of Veterans Affairs, *Women in Military Service for America*, and *Women in the Military: An Unfinished Revolution* (rev. ed.), MG Jeanne Holm, USAF, (ret.), Presidio Press, 1992.

Compiled by: Service Women's Action Network (SWAN), October 2018.

TABLE 2: Active Duty Service Personnel by Branch of Service, Officer/Enlisted Status, and Sex as of 28 February 2018

Branch of Service and Status*	Number of Women	Number of Men	Total	Women as a Percentage of Total
Department of Defense**				
Officer	40,210	187,484	227,694	17.6%
Enlisted	170,485	894,175	1,064,660	16.0%
Total	210,695	1,081,659	1,292,354	16.3%
Army				
Officer	15,748	75,353	91,101	17.3%
Enlisted	53,643	322,624	376,267	14.2%
Total	69,391	397,977	467,368	14.8%
Navy				
Officer	10,009	44,105	54,114	18.5%
Enlisted	52,159	215,127	267,286	19.5%
Total	62,168	259,232	321,400	19.3%
USMC				
Officer	1,618	19,717	21,335	7.6%
Enlisted	13,933	149,159	163,092	8.5%
Total	15,551	168,876	184,427	8.4%
USAF				
Officer	12,835	48,309	61,144	21.0%
Enlisted	50,750	207,265	258,015	19.7%
Total	63,585	255,574	319,159	19.9%
USGC				
Officer	1,602	6,647	8,249	19.4%
Enlisted	4,353	28,544	32,897	13.2%
Total	5,955	35,191	41,146	14.5%

*Includes Warrant Officers. **Does not include Coast Guard which is part of the Department of Homeland Security in peacetime.

Source: Defense Manpower Data Center, unpublished data as of 28 February 2018.

Compiled by: Service Women's Action Network (SWAN), August 2018.

**TABLE 3: Active Duty Service Women by Branch of Service, Enlisted/Officer* Status, Race, and Latina Origin as of 28 February 2018
Percentage Distribution of Women****

Service and Status	Number of Women	White	Black	Latina Origin***	Nat Am/ AL Native	Asian	Pacific Islander	Biracial/ Other
Army Officer Enlisted	15,748	56.8%	22.0%	9.2%	0.5%	6.9%	0.8%	3.6%
	53,643	32.6%	39.2%	18.8%	0.1%	5.4%	1.8%	0.9%
Navy Officer Enlisted	10,009	64.0%	10.8%	9.1%	0.6%	6.4%	0.6%	8.2%
	52,159	36.3%	25.4%	19.6%	1.6%	5.1%	1.1%	10.7%
Marine Corps Officer Enlisted	1,618	62.4%	7.7%	13.1%	0.9%	5.4%	0.8%	9.4%
	13,933	46.1%	15.0%	30.3%	1.4%	2.9%	1.2%	3.0%
Air Force Officer Enlisted	12,835	65.5%	10.7%	8.4%	0.5%	6.2%	0.6%	8.1%
	50,750	46.8%	22.9%	18.5%	0.6%	3.5%	1.3%	6.4%
Coast Guard Officer Enlisted	1,602	68.2%	5.3%	10.0%	0.6%	2.9%	0.4%	12.3%
	4,353	63.7%	6.4%	15.4%	1.8%	1.8%	1.1%	9.6%

*Officers include Warrant Officers. **Percentages may not total 100% due to rounding. ***Those of Latina origin may be of any race. Source: Dept of Defense, Defense Manpower Data Center, unpublished data as of 28 February 2018. Compiled by: Service Women's Action Network (SWAN), August 2018.

TABLE 4: Woman as a Percentage of All Active Duty Officers,* as a percentage of Flag/General Officers, and as a Percentage of Colonels and Navy/USCG Captains

	1972	1980	1988	1996	2004	2011	2018
Army							
Total Officers	3.6%	7.7%	10.9%	13.0%	15.3%	16.1%	17.3%
General Officers	.4%	.5%	1.0%	1.6%	3.2%	5.9%	11.4%
Colonels	1.0%	2.0%	2.4%	6.2%	9.2%	11.0%	10.6%
Navy							
Total Officers	4.4%	7.7%	10.1%	13.6%	14.9%	16.0%	18.5%
Flag Officers	0%	.8%	.8%	2.4%	5.2%	8.4%	9.4%
Captains	1.1%	2.2%	2.9%	7.3%	11.5%	12.8%	11.6%
USMC							
Total Officers	1.3%	2.7%	3.2%	4.2%	5.8%	6.1%	7.6%
General Officers	0%	0%	.1%	.1%	2.5%	1.0%	1.1%
Colonels	.6%	1.0%	1.6%	1.6%	3.3%	3.1%	2.3%
USAF							
Total Officers	3.9%	8.7%	12.3%	15.7%	18.3%	18.8%	21.0%
General Officers	.2%	.8%	1.6%	2.2%	5.8%	8.8%	7.4%
Colonels	.9%	1.1%	2.3%	5.0%	12.1%	12.0%	14.1%
USCG**							
Total Officers	0	NA	NA	7.1%	13.2%	15.9%	19.4%
Flag Officers	0	0%	0%	0%	NA	8.9%	13.0%
Captains	0	0%	0%	.3%	NA	7.1%	11.0%

*Officers include Warrant Officers. **The Coast Guard did not accept women between 1945 and 1972. Data for 1980, 1988, and some data for 2004 is unavailable. Note that it takes 20+ years service to become eligible for Captain. The first USCG woman to earn promotion to Captain since WWII reached that rank in 1992. The first USCG woman to reach Flag rank did so in 2000.

Source: Department of Defense, Defense Manpower Data Center, unpublished data as of 30 September 1972, 1980, 1988, 1996, 2004, 2011, and 28 February 2018.

Compiled by: Service Women's Action Network (SWAN), September 2018.

**TABLE 5: Women as a Percentage of All Active Duty Enlisted Personnel
and as a Percentage of Senior Enlisted Personnel (Paygrades E7 – E-9) 1974 – 2018**

	1972	1980	1988	1996	2004	2011	2018
Army							
Total Enlisted Force	1.8%	9.1%	10.8%	10.1%	14.6%	13.0%	14.2%
Senior Enlisted	.6%	1.9%	3.8%	4.3%	11.0%	10.8%	11.8%
Navy							
Total Enlisted Force	1.1%	6.5%	9.2%	12.2%	14.4%	16.4%	19.5%
Senior Enlisted	.2%	.4%	2.7%	6.3%	7.1%	8.3%	11.6%
USMC							
Total Enlisted Force	1.8%	3.6%	5.0%	5.0%	6.0%	6.9%	8.5%
Senior Enlisted	.4%	1.0%	1.9%	4.7%	4.9%	5.4%	5.6%
USAF							
Total Enlisted Force	1.9%	11.2%	13.1%	16.9%	19.9%	19.1%	19.7%
Senior Enlisted	.2%	.3%	3.6%	10.5%	9.0%	16.0%	20.3%
USCG*							
Total Enlisted Force	0	NA	NA	9.3%	10.8%	13.3%	13.2%
Senior Enlisted	0	NA	NA	3.8%	5.5%	7.8%	8.7%

*The Coast Guard did not accept women for active duty between 1945 and 30 September 1972. They began to accept women again in October 1973. Data from 1980 and 1988 is not available.

Source: Department of Defense, Defense Manpower Data Center, unpublished data as of 30 September 1972, 1980, 1988, 1996, and 2004, and as of 28 February 2018.

Compiled by: Service Women's Action Network (SWAN), September 2018.

TABLE 6: Guard and Reserve Component Personnel by Component, Officer/Enlisted Status, and Sex as of 28 February 2018

Component and Status*	Number of Women	Number of Men	Total	Women as a Percentage of Total
Army Guard				
Officer	6,327	38,687	45,014	14.0%
Enlisted	51,570	240,295	291,865	17.7%
Total	57,897	278,982	336,879	17.2%
Army Reserve				
Officer	9,317	28,318	37,635	24.7%
Enlisted	35,565	117,499	153,064	23.2%
Total	44,882	145,817	190,699	23.5%
Navy Reserve				
Officer	2,721	11,333	14,054	19.3%
Enlisted	10,670	32,926	43,596	24.4%
Total	13,391	44,259	57,650	23.2%
USMC Reserve				
Officer	333	4,061	4,394	7.6%
Enlisted	1,209	32,870	34,079	3.5%
Total	1,542	36,931	38,473	4.0%
Air Guard				
Officer	2,926	12,349	15,275	19.1%
Enlisted	19,085	72,189	91,274	20.9%
Total	22,011	84,538	106,549	20.6%
USAF Reserve				
Officer	3,661	9,897	13,558	27.0%
Enlisted	14,706	39,952	54,658	26.9%
Total	18,367	49,849	68,216	26.9%
USCG Reserve				
Officer	243	813	1,056	23.0%
Enlisted	824	4,262	5,086	16.2%
Total	1,067	5,075	6,142	17.4%

*Officers include Warrant Officers.

Source: Dept of Defense, Manpower Data Center, unpublished data as of 28 February 2018.

Compiled by: Service Women's Action Network, August 2018.

TABLE 7: Guard and Reserve Service Women by Branch of Service, Enlisted/Officer* Status, Race/Ethnicity as of 28 February 2018

Percentage Distribution of Women**									
Service and Status	Number of Women	White	Black	Latina#	Nat. Am./ Aleu. Is.	Asian	Pacific Islander	Multi-Racial and Unknown	
Army Guard Officer Enlisted	6,327	68.9%	16.2%	7.2%	0.7%	3.6%	0.3%	3.0%	
	51,570	54.0%	27.1%	13.1%	1.0%	3.1%	0.2%	1.4%	
Army Reserve Officer Enlisted	9,317	52.7%	26.3%	9.6%	0.5%	6.1%	1.2%	3.5%	
	35,565	36.7%	34.4%	19.3%	0.7%	6.2%	1.6%	1.0%	
Navy Reserve Officer Enlisted	2,721	64.4%	11.6%	8.2%	0.8%	5.9%	.6%	8.4%	
	10,670	36.8%	24.6%	20.4%	2.2%	5.6%	.8%	9.4%	
USMC Reserve Officer Enlisted	333	70.3%	3.9%	9.3%	0.9%	3.9%	.3%	11.4%	
	1,209	48.0%	12.9%	29.5%	1.0%	3.4%	1.0%	4.2%	
Air Guard Officer Enlisted	2,926	77.5%	7.4%	6.6%	0.5%	3.6%	.7%	3.7%	
	19,085	63.5%	15.0%	12.7%	0.8%	3.0%	1.3%	3.7%	
USAF Reserve Officer Enlisted	3,661	71.8%	9.8%	6.7%	0.5%	4.5%	0.6%	6.0%	
	14,706	48.8%	27.2%	12.5%	0.7%	3.6%	1.5%	5.9%	
USGC Reserve Officer Enlisted	243	56.8%	2.9%	6.6%	0.0%	2.5%	1.2%	30.0%	
	824	60.3%	4.7%	12.6%	0.5%	1.0%	1.6%	19.2%	

*Includes Warrant Officers. **Percentages may not equal 100% due to rounding. #Latina individuals may be of any race. Source: U.S. Department of Defense, Defense Manpower Data Center, unpublished data as of 28 February 2018. Prepared by: Service Women's Action Network, September 2018.

TABLE 8: Veterans by Sex, Age, Race, and Ethnicity

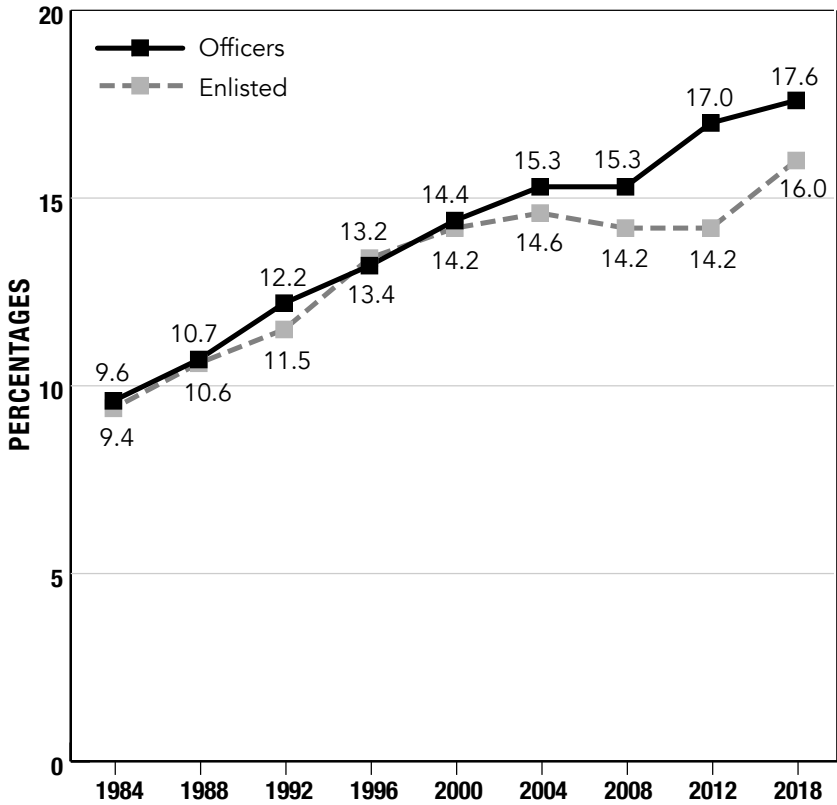
	Women		Men	
Total Veterans*	Number	Percent**	Number	Percent**
20,388,000	2,000,000	9.8%	18,388,000	90.2%
Age				
Under 45	757,000	37.8%	3,404,000	18.5%
45-64	878,000	43.9%	5,911,000	32.1%
65 & Over	365,000	18.2%	9,072,000	49.3%
Race				
White	1,472,000	73.6%	15,396,000	83.7%
African American	406,000	20.3%	2,181,000	11.9%
Asian	38,000	1.9%	298,000	1.6%
Other	84,000	4.2%	513,000	2.8%
Latino/a Origin**	170,000	8.5%	1,290,000	7.0%

Source: Department of Labor, Bureau of Labor Statistics, published and unpublished data from the Current Population Survey, 2017 Annual Averages.

*Numbers rounded to nearest thousand.

**People of Latino/a origin can be of any race and are also included in the White, African American, Asian and Other category tallies.

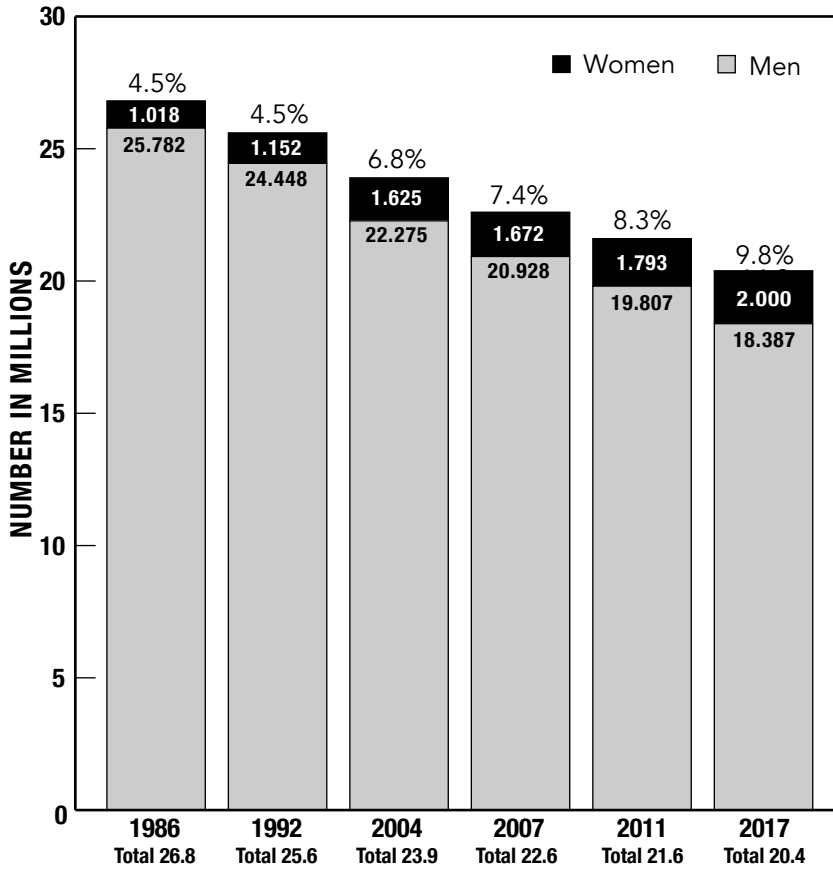
**FIGURE 1: Active-Duty Servicewomen in the DoD Services
by Officer/Enlisted Status (in Percentages)
1984-2018**



Source: Defense Manpower Data Center, unpublished data from 1984, 1988, 1992, 2000, 2004, 2008, 2012, 2018.

Compiled by: Service Women's Action Network (SWAN), August 2018.

FIGURE 2: American Veterans by Sex (in Millions)
1986, 1992, 2004, 2007, 2011, 2017



Source: Bureau of Labor Statistics, unpublished data from Current Population Survey Annual Averages, 1986, 1992, 2004, 2007, 2011, 2017.
 Compiled by: Service Women's Action Network (SWAN), October 2018.

SERVICE WOMEN'S ACTION NETWORK



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