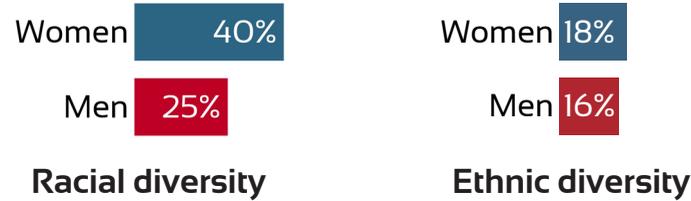


Changes in Gender, Ethnic, and Racial Diversity in the U.S. Military

Comparing Defense Manpower Data Center data on active duty Service members from 2008, 2013, and 2018

Women were more racially and ethnically diverse than men in 2018



Increase in Diversity From 2008 to 2018

- 2 percentage points** increase in the number of women
- 7 percentage points** increase in the number of Hispanic women out of all women
- 1 percentage point** increase in the number of women of color out of all women



Enlisted

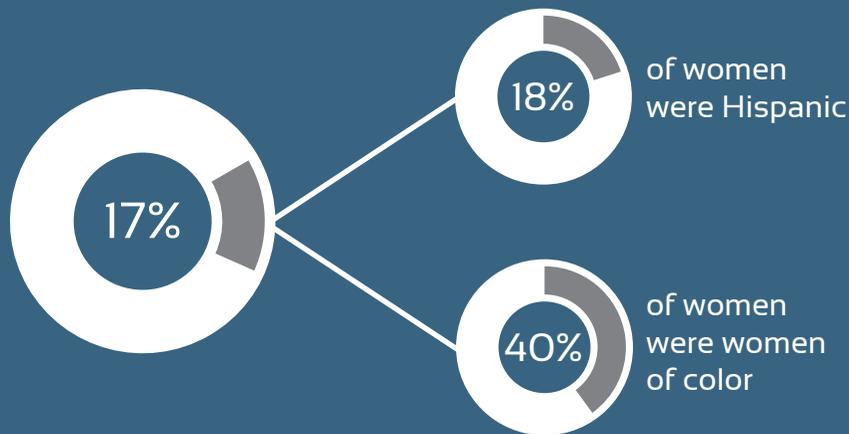
In 2018, the percentage of women of color increased with rank across every Service except the Coast Guard



Officers

Across all years, the percentage of women of color in the highest ranks (O7 and above) decreased compared with that in the lower ranks

17 percent of all personnel were women in 2018



Changes in Gender, Ethnic, and Racial Diversity by Service Branch From 2008 to 2018

					
	Air Force	Army	Coast Guard	Marine Corps	Navy
Women	↑1	↑1	↑2	↑2	↑5
Hispanic women	↑11	↑5	↑5	↑13	↑1
Women of color	↑2	↑1	↓3	↓2	↑0.1

Values show change in percentage points from 2008 to 2018 across the following categories for each Service: percentage of active duty personnel who were women, percentage of Hispanic women out of all women, and percentage of women of color out of all women.

Source

Defense Manpower Data Center data on active duty Service members from 2008, 2013, and 2018

Notes

Ethnicity is defined as Hispanic or non-Hispanic.

Women of color are defined as women who identified as Black, Asian, American Indian or Alaska Native, Native Hawaiian or Pacific Islander, or those who selected more than one race. Service members who selected an unknown race were excluded from analyses of racial diversity.

Warrant officers (WI-W5) were not included in the presentation of findings.

Changes in Gender, Ethnic, and Racial Diversity by Service Branch in the U.S. Military

Comparing Defense Manpower Data Center data on active duty Service members from 2008, 2013, and 2018



Air Force
65,076 • 20%
Women in 2018



Army
69,387 • 15%
Women in 2018



Coast Guard
5,836 • 15%
Women in 2018



Marine Corps
15,871 • 9%
Women in 2018



Navy
63,869 • 20%
Women in 2018

19%

of all enlisted women were Hispanic in 2018, up from 6 percent in 2013

1 out of 2



enlisted women were women of color in 2018

65%

of enlisted women in the highest ranks (E7 and above) were women of color in 2018



Across all years analyzed, the percentage of enlisted women of color out of all enlisted women increased with rank

17% or more

of enlisted women across all ranks were women of color since 2008

Percent of enlisted women of color by rank and year

	Low (E3 and below)	Mid (E4–E6)	High (E7 and above)
2008	23%	22%	29%
2013	17%	19%	20%
2018	19%	19%	17%

0

Across all years analyzed, there were zero Hispanic women or women of color among officers in the highest ranks (O7 and above)

In 2013 and 2018, the Marine Corps had the greatest percentage of enlisted women who were Hispanic across all Services and ranks

1 out of 3



enlisted women across all ranks were Hispanic in 2018

0

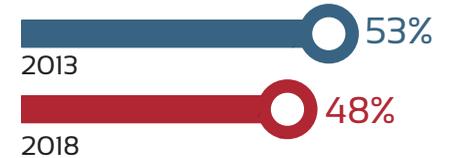
In 2013 and 2018, there were zero Hispanic women or women of color among officers in the highest ranks (O7 and above)



Among officers, every metric of diversity (gender, ethnicity, and race) increased with each year analyzed

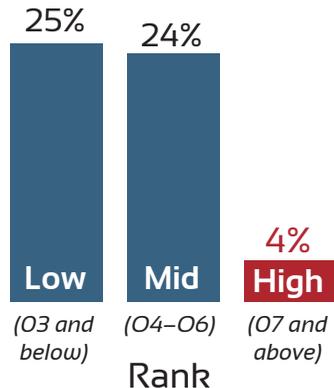
↓5

From 2013 to 2018, the percentage of enlisted women of color declined by 5 percentage points



The percentage of female officers of color out of all female officers substantially declined as rank increased in 2018

Percent of female officers of color by rank in 2018



Source
Defense Manpower Data Center data on active duty Service members from 2008, 2013, and 2018

Notes
Ethnicity is defined as Hispanic or non-Hispanic.
Women of color are defined as women who identified as Black, Asian, American Indian or Alaska Native, Native Hawaiian or Pacific Islander, or those who selected more than one race. Service members who selected an unknown race were excluded from analyses of racial diversity.
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