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AND
UNITED STATES NAVAL RESERVE



FISCAL YEAR 1989
MILITARY EQUAL OPPORTUNITY
ASSESSMENT

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DEPARTMENT OF THE NAVY
OFFICE OF THE CHIEF OF NAVAL OPERATIONS
WASHINGTON, DC 20350-2000

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IN REPLY REFER TO
5354
OP-151/OU579301
6 MAR 1990

From: Chief of Naval Operations

Subj: U.S. NAVY FISCAL YEAR 1989 MILITARY EQUAL OPPORTUNITY
ASSESSMENT

Ref: (a) DoD Directive 1350.2 of 23 Dec 88 (NOTAL)
(b) DoD Instruction 1350.3 of 29 Feb 88 (NOTAL)

Encl: (1) U.S. Navy Fiscal Year 1989 Military Equal Opportunity
Assessment
(2) U.S. Naval Reserve Fiscal Year 1989 Military Equal
Opportunity Assessment

1. Reference (a) requires each Department of Defense component to submit a Military Equal Opportunity Assessment (MEOA) for the fiscal year. Enclosures (1) and (2) are the MEOAs for Navy active and reserve components respectively. The MEOA data are presented and analyzed as prescribed by references (a) and (b). The MEOA is designed to measure the effect of affirmative action planning (AAP) and other equal opportunity initiatives and provide the rationale for establishing and updating AAP goals, objectives, and actions.

2. Inquiries regarding the material contained in enclosure (1) may be addressed to: Commander, Naval Military Personnel Command, Equal Opportunity Division (NMPC-61), Navy Department, Washington, DC 20370-5610. Telephone numbers are: Commercial (202) 694-2007 or AUTOVON 224-2007.

3. Inquiries regarding the material contained in enclosure (2) may be addressed to: Commander, Naval Reserve Force, Equal Opportunity Assistant (Code 009B), 4400 Dauphine St., New Orleans, LA 70146-5000. Telephone numbers are: Commercial (504) 948-5306 or AUTOVON 363-5306.

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J. M. BOORDA
Vice Admiral, U.S. Navy
Deputy Chief of Naval Operations
(Manpower, Personnel and Training)

DEPARTMENT OF THE NAVY OFFICE OF THE CHIEF OF NAVAL OPERATIONS WASHINGTON, DC 20350-2000
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101-101-101
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UNITED STATES NAVY



STATEMENT "A" per Cmdr. Willis
Office of the Chief of Naval Operations/
NMPC-61, Washington, DC 20370-5000
TELECON 5/25/90

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Accession For	
DATE	1989
BY	1
CLASS	1
LOCATION	1
STATUS	1
REMARKS	1
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FISCAL YEAR 1989 MILITARY EQUAL OPPORTUNITY ASSESSMENT

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EXECUTIVE SUMMARY

Equal opportunity (EO), the keystone for quality of life, transcends current budget concerns and endures as a main focus of attention for Navy leadership. Fiscal year 1989 was the beginning of resurgent attention directed towards enhancing EO Navy-wide, engendered by the 1988 Chief of Naval Operations (CNO) directed study of EO in the Navy. CNO approved 66 actions designed to improve Navy's EO environment and over a third of these actions were implemented in 1989. Navy endeavors to enhance EO have concentrated on Command Managed Equal Opportunity (CMEO), EO training, the Navy Affirmative Action Plan (NAAP), Equal Opportunity Program Specialists (EOPS), increasing minority accessions, reducing attrition, improving the distribution and assignment of minorities, equitable advancement and promotion opportunity, and balanced career progression.

Navy leadership is committed to a renewed emphasis on EO that builds on past gains. Improved quality of life for Navy personnel, increased readiness, and sustained mission accomplishment can be attained only if EO remains in the forefront.

Navy has made notable progress in increasing the inventory of minority officers, Black enlisted composition, and retaining minorities; however, there continues to be areas in which progress has been sluggish. Navy leadership concerns are:

- Shortfalls in Black and Hispanic officer and Hispanic enlisted accessions
- Under-representation of minority officers in air and undersea warfare specialties
- Small number of minority and women officers eligible for and being selected for command
- The low number of minorities and women at the senior officer and enlisted levels
- The over-representation of minorities in enlisted ratings with lower advancement opportunities

The Navy has also made progress towards attaining a demographic force within a sound equal opportunity climate. Currently, the Navy Black enlisted population is above the percentage of Blacks in the general population (16.9 percent Black enlisted versus a 12.1 percent Black population in the U.S.). However, the Navy continues to have difficulty attracting a representative share of Black officers (currently 3.3 percent Black officers compared to about 6 percent of the U.S. Black population with college degrees). Compared with their numbers in the overall population, Hispanics are under-represented in the Navy (approximately 5.4 percent Hispanic enlisted versus 7.9 percent Hispanic population and

approximately 2.2 percent Hispanic officers compared to 3 percent of the U.S. Hispanic population holding college degrees). As the percentage of Hispanics in the U.S. increases and the overall majority youth population decreases, it will become increasingly important to tap this growing market to meet our future personnel requirements.

These estimates present a challenge to the U.S. Navy. We must continue to prepare for future changes in the demographic balance of the country by:

- Ensuring an enlisted demographic mix that reflects the general population
- Ensuring all Navy personnel are given equal advancement opportunities
- Ensuring a demographic balance of minorities at the senior officer and enlisted levels

The information contained in the following pages reflects our current status and the scope of the challenge that remains before us.

The FY-89 Military Equal Opportunity Assessment Report for the Navy is submitted per DoD Instruction 1350.3 dated 29 February 1988. The data is current as of 30 September 1989. The following paragraphs provide a brief analysis of each reported category.

SECTION I: RECRUITING AND/OR ACCESSIONS

Goal: Provide sufficient accessions to attain and maintain demographic composition goals.

Assessment:

Officers:

Based on the 1980 census, minority officer composition is below Department of Education representation figures for Black and Hispanic college graduates. In 1988 the Chief of Naval Personnel directed officer accession sources to commission at least 7 percent Black and 4 percent Hispanic officers annually. This should result in attaining 6 percent Black officers by the end of FY-2000 and 3 percent Hispanic officers by the end of FY-99.

- Officer Candidate School (OCS) exceeded the Black goal but did not attain Hispanic goal. The opposite was true for Aviation Officer Candidate School (AOCS). The combined commissionings for OCS and AOCS were above goal for Hispanics but short of goal for Blacks.
- Naval Reserve Officer Training Corps (NROTC) fell short of goal in FY-89. NROTC undergraduate class composition indicates that Hispanic goal will be attained in FY-91 and Black goal in FY-92.
- The Naval Academy exceeded Hispanic goal but did not attain Black goal. The academy instituted an academic intervention program designed to reduce attrition and has increased recruiting efforts to attract more Black candidates. The academy expects to begin attaining Black goal starting with the Class of 1994.
- Direct appointment recruiting goals were not attained but the Black and Hispanic direct commissions were at and above goal respectively.
- Enlisted commissioning goals are being attained.
- Interim FY-89 goals to increase the inventory of Black and Hispanic pilots and naval flight officers were exceeded for Hispanics but fell short for Blacks.

Enlisted:

Hispanic enlisted composition was 5.6 percent at the end of FY-89 and is below the expanding U.S. Hispanic composition figure (currently estimated to be 7.9 percent). Hispanic accessions have exceeded a recruiting goal of 9 percent but are not appreciably closing the Hispanic composition gap between the Navy and the U.S. population. Other minorities are adequately represented in Navy enlisted end strength.

Actions taken:

- Began phased-expansion of Broadened Opportunity for Officer Selection and Training (BOOST) by 100 Navy students (30 additional openings in FY-89). BOOST provides upward mobility for disadvantaged college-bound students who desire a naval commission.

- Expanded Baccalaureate Degree Completion Program (BDCP) in FY-89 to make it similar to the successful Nuclear Propulsion Officer Candidate (NUPOC) program. These programs are designed to access highly qualified minority students while they are still juniors in college.
- Established minority goal of 75 Blacks for Naval Academy Preparatory School (NAPS).
- Encouraged minority applications from the fleet for officer accession programs.
- Continued to implement initiatives to increase the inventory of Black and Hispanic aviators.
- Established a working group to address minority under-representation in the submarine community.
- Established minority goals for the technical strands of the Job Oriented Basic Skills (JOBS) program, and expanded JOBS to provide training to Lower Mental Group minorities and to foster female participation. JOBS was implemented to provide upward mobility opportunity to enlisted personnel whose scores on the Armed Services Vocational Aptitude Battery are not high enough to qualify for direct entry into a basic rating training ("A") school.
- Improved proportional distribution of minorities across the enlisted rating structure.
- Developed plans to access more Upper Mental Group Blacks.
- Implemented plans to reduce minority attrition at both officer and enlisted accession points.
- Developed plans to improve the Navy image in minority communities.

Actions Planned:

- Continue expansion of BOOST ceiling to 500 Navy students.
- Develop plans to enroll at least 75 midshipmen candidates in NAPS annually.

- Establish targets for fleet applications for BOOST, U.S. Naval Academy/NAPS, and NROTC.
- Set aside a portion of JOBS Program Electronics Strand for Navy Recruiting Command to fill first with minority accessions who qualify before opening to other qualified accessions.
- Continue to implement plans to improve the Navy image in minority communities.

SECTION II: COMPOSITION

Goal: Attain a minority enlisted population that as a minimum reflects the percentage of minorities in the general population. Attain a minority officer population that reflects at least the percentage of minorities with college degrees in the general population.

Assessment:

- Continued to have an under-representation of Hispanics in senior enlisted ranks E-6 through E-9,
- Continued to have an under-representation of Black and Hispanic officers in grades O-4 through O-6,
- Exceeded planned progress towards goal for Hispanic officers,
- Fell short of the FY-89 interim goal for Black officers,
- Remained short of the Hispanic enlisted goal, and
- Continued to exceed Black enlisted goal.
- Navy is not on track to meet its composition goals for Black officers or Hispanic enlisted. A continuing concern is that the number of Black O-6 officers has remained nearly constant for 12 years (31 at the end of FY-89).

Actions taken:

- Verified officer inventory goal attainment dates.
- Developed realistic accession plans to attain goals.

Actions planned:

- Raise Hispanic enlisted composition goal to 8 percent to match projected Hispanic percentage of U.S. population in the 17- to 49-year old age group for 1990.
- Continue to develop officer and Hispanic enlisted accession plans to meet composition goals.

SECTION III: PROMOTIONS

Goal: Ensure equal opportunity for promotion and advancements.

Assessment:

- Women continue to be under-represented at senior officer and enlisted levels, and the condition will continue for the near term. While selection opportunity for women is comparable or higher than their male counterparts, the small number of women being considered for promotion or advancement indicates that the Navy does not have a sufficient number of women competing for the senior grades.
- The number of minority officers eligible for command and promotion to Commander and Captain continues to be insufficient to generate a substantial increase in the number of minority Captains or flag officers in the near-term. Encouraging is the number of minority line officers selected for Commander in FY-89, the highest in six years of collected data.
- The selections of Hispanic staff and line officers for promotion to Lieutenant and Black line officers for Lieutenant Commander are lower than the majority, but there is no apparent pattern which would infer intentional bias.
- Advancement opportunities for females to E-6 and E-7 and for Blacks to E-7 were less than the majority. Even with the advancement opportunities being comparable to the majority, the small number of minorities and females being considered for senior rates will keep the Navy from attaining a demographic balance at the senior enlisted level.

Enlisted advancements are governed by the "advancement to requirements" policy established in 1988 following recommendations by a Navy study of women in the Navy. The policy was implemented to ensure that combatant manning requirements can be met and to support an equitable sea/shore rotation for all sailors in a rating. The effect is that some females could be precluded from advancement to allow a male to be advanced in a

combatant sea intensive rating. While women may participate in exams for any rating for which they are qualified and allowed to serve, women have the greatest opportunity for advancement in undermanned ratings where sea duty assignments for women are expanding. This policy has only affected female advancements to E-4 in selected ratings since being implemented.

Actions taken:

- Boards continue to routinely include minority board membership to ensure greater sensitivity.
- Revised selection board precepts to highlight possible bias and other minority issues identified by the CNO Study Group.
- Began development of equal opportunity training and instituted briefings for officers commensurate with their leadership position.

Actions planned:

- Implement equal opportunity training at all leadership levels.
- Increase awareness in commanders/commanding officers of their responsibility to keep minority officers competitive for promotion.

SECTION IV: PROFESSIONAL MILITARY EDUCATION

Goal: Ensure equitable selection of personnel to attend service schools and colleges and for postgraduate education.

Assessment:

- Minority and women officers continue to be selected to attend service colleges at a lower rate than the majority; however, the number of minorities and women selected is increasing. A lower selection rate suggests that the records of minorities and women may not be as competitive when compared to the majority since the top 60 percent of those selected for promotion are also selected to attend service colleges.
- Minority and women officers were selected for postgraduate education at rates comparable with the majority in FY-89. The composition of the Naval Postgraduate School mirrors that of the Navy officer community.

- Senior Enlisted Academy selections were comparable. The low number of American Natives being selected for and attending the academy is a concern even though the differences in selections between groups is not statistically significant.

Actions taken:

- Precepts to boards to draw attention to minority selection concerns continue.
- Screening boards continue to routinely include minority board membership to ensure greater sensitivity.

Actions planned:

- Analyze the low selection rate of minorities and women to attend service colleges, proposing corrective action if needed.
- Analyze the low number of American Native selections for the Senior Enlisted Academy, proposing corrective action if needed.

SECTION V: SEPARATIONS

Goal: Ensure separation of personnel from active service without discrimination.

Assessment:

- American Native, Black, and Hispanic male enlisteds still have a higher number of other than honorable and judicial separations than the rest of the Navy.

Actions taken:

- Study initiated to identify reasons for Black and Hispanic enlisteds having higher rates of separations with other than honorable and judicial discharges.

Actions planned:

- Take corrective action based upon study results.

SECTION VI: AUGMENTATION AND/OR RETENTION

Goal: Ensure minority augmentation and retention is comparable with total force retention.

Assessment:

- Augmentation of minority officers was comparable with the rest of the community except for Black males. No American Native officer has applied for augmentation in the three years data has been collected. The reason for the drop in Black male selections or the absence of American Native augmentation requests for the last three years is not known.
- Retention of minorities was comparable with or higher than the majority in FY-89.
- Continuation rates of officers were comparable except for Asian American/Pacific Islanders in FY-89. The reason for the lower rate is not known, and no clear trend is evident.

Actions taken:

- Study initiated to identify causes for variances in first term eligible to reenlist rates between minorities, especially Blacks, and the majority.

Actions planned:

- Take corrective action based upon study results.

SECTION VII: ASSIGNMENTS

Goal: Ensure equity in the assignment process for all Navy personnel.

Officer career development focuses on leadership, operational, professional development, and subspecialty tours unique to each officer designator. Assignments are made on the needs of the Navy, career development needs, and personal desires of the individual. Minority officers are detailed within the standard career development pattern of their particular community and as dictated by their performance. Career diversions made outside of normal career development patterns are made only to meet essential needs of the Navy. Particular care is taken to ensure that assignment officers and promotion

boards recognize the reasoning behind such career path deviations, and that an officer so assigned is judged only by his performance in the billet and not the billet itself.

Enlisted assignments are based upon sea/shore rotation cycles, the needs of the Navy and the desires of the individual. Specific assignments have no bearing on career advancement to E-6 since advancement to this paygrade is based on performance, longevity, and formal examination. Advancement to E-7 is based upon longevity, formal examination, and performance in supervisory, operational, or in-rating assignments. There is no formal examination for advancement to E-8/9, and selection is based upon performance in supervisory, operational, or in-rating assignments.

Assessment:

- The percentage of minority and female officers assigned to commander (O-5) command was lower than the majority percentage as was the percentage of Asian American/Pacific Islander male and female officers going to major (O-6) command. The number of minorities and women going to command has increased, but the small number is still not sufficient to support the Navy goal of a demographic balance at the senior officer and flag levels.
- Executive Officer assignments, necessary for continued career progression, were generally comparable between minority groups, women, and the majority. The number of minorities and women going to Executive Officer assignments has increased, but the small number is still not sufficient to support the Navy goal of a demographic balance at the senior officer level.
- Male minority officers were assigned less frequently to joint service billets in FY-89.
- Selections for command master chief assignments were generally comparable between all groups, but women were assigned less frequently than men. A demographic balance in senior enlisted positions is needed to provide visible role models for junior enlisted.

Actions taken:

- Continued review of minority officer assignments by senior supervisors in the NMPC Distribution Department and Equal Opportunity Division.
- Chief of Naval Personnel policy implemented for senior personnel leadership to plan career assignments for minority officers selected by boards of career significance.

SECTION VIII: DISCRIMINATION AND/OR SEXUAL HARASSMENT COMPLAINTS

Goal: Provide effective complaint procedures.

Assessment:

- Navy broadened the complaint data base in FY-89. The broader base indicates a higher incidence of substantiated complaints than previously reported. The reports that could be accurately classified by tracked group suggests that the incidence of substantiated sexual harassment complaints is comparable for all women regardless of ethnicity. There were no substantiated discrimination complaints recorded at the headquarters level; however, the number of substantiated complaints reported by commanders in chief suggests that discrimination does occur.

Actions taken:

- Complaint data base broadened.
- Grievance procedures publicized.
- Sexual harassment training required for all personnel.
- Shore commands required to designate an individual to assist personnel in processing complaints.
- Commanders/commanding officers directed to act on reprisals promptly.

Actions planned:

- More detailed reporting of complaints to facilitate further analysis.

SECTION IX: UTILIZATION OF SKILLS

Goal: Ensure, within legal constraints, minorities and women participate equitably in all occupational areas and warfare specialties.

Assessment:

Officers:

- Minority officers are under-represented in the aviation and submarine warfare areas and over-represented in professional, health care, administrator, and supply/

procurement areas. Officers in warfare specialties generally advance to flag rank faster and in greater numbers than their counterparts. The minority underrepresentation in the senior ranks will continue until minority representation in the unrestricted line community increases significantly. Women officers are overrepresented in health care and administrator areas. Increasing the number of officer billets open to women in aviation squadrons and ships will help increase the representation of women in the warfare specialties and give more women the prerequisites for flag rank.

Enlisted:

- Minority enlisted continue to be under-represented in electronics repair, other technical, electrical/mechanical, and craftsman areas. They are over-represented in health care, support/administration, service/supply, and general detail areas. Enlisted minority disparities in representation are ebbing slowly. Enlisted women are under-represented in gun crew/seamanship, electronics repair, electrical/mechanical, and craftsman areas and over-represented in communications/intelligence, health care, other technical, and support/administration areas. Increasing the number of enlisted billets open to women in aviation squadrons and ships and encouraging women to transfer to more technical ratings will help further reduce representation disparities.

Actions taken:

- Established distribution procedures designed to place minorities proportionately in all enlisted ratings.
- Minority Flight Attrition/Recruiting Working Group continued to make recommendations to increase the number of minorities in aviation.
- Established a working group to address minority under-representation in the submarine community.
- Evaluated changes to distribution procedures to improve placement of minorities across the enlisted rating structure.
- Developed plans to access more Upper Mental Group Blacks.
- Established minority goals for technical strands of Job Oriented Basic Skills (JOBS) program, and expanded JOBS to provide training for minorities and foster female participation. JOBS was implemented to provide upward mobility opportunity to enlisted personnel whose scores on the Armed Services Vocational Aptitude Battery are not sufficient to qualify for direct entry into "A" school.

- Evaluated effectiveness of Schoolhouse Skill Enhancement Training (S-SET). This training is designed to improve reading and mathematics skills and could reduce minority enlisted academic attrition in "A" schools.
- Publicized means for enlisted personnel, particularly minorities, to increase advancement opportunities through transfers to more technical ratings.

Actions planned:

- Set aside a portion of JOBS Program Electronics Strand for Navy Recruiting Command to fill first with minority accessions who qualify before opening to other qualified accessions.
- Use CNO Retention Team to further publicize means for individuals to increase advancement opportunities

SECTION X: DISCIPLINE

Goal: Ensure military justice is applied without discrimination.

Assessment:

- The incidence of individuals being referred to courts martial and receiving non-judicial punishment continues to decline.
- Black and American Native males were awarded courts martial at a higher rate than the rest of the total force.
- Black, Hispanic, and American Native males and Black females were given non-judicial punishment at a higher rate than the rest of the force.

Actions taken:

- Initiated study on disciplinary offenses among minorities.

Action planned:

- Take action based upon results of study.

RECRUITING AND/OR ACCESSIONS

MILITARY EQUAL OPPORTUNITY ASSESSMENT

RCS DD-FMEP(A)1760

PART I - DATA FROM CURRENT FISCAL YEAR

1. FY89 ASSESSMENT

2. DOD COMPONENT/SUBCOMPONENT:
U.S. NAVY

3. SOURCE AGENCY: NAVAL MILITARY PERSONNEL COMMAND
a. OFFICE: EQUAL OPPORTUNITY DIVISION (NMPC-61)
b. TELEPHONE NUMBER: AV 224-2007

4.a. SUBJECT: PRIOR SERVICE ENLISTED

b. CATEGORY: RECRUITING AND ACCESSIONS

TRACKED GROUPS	5. A			6. MALE			7. FEMALE			8. FOR OSD USE		
	A	B	C(A/B)	D(OSD)	A	B	C(A/B)	D(OSD)	A	B	C(A/B)	D(OSD)
(1) American Indian/Alaskan Native	25	5807	0.00		0	5807	0.00		25	5807	0.00	
(2) Asian American/Pacific Islander	113	5807	0.02		4	5807	0.00		117	5807	0.02	
(3) Black (Non-Hispanic)	836	5807	0.14		109	5807	0.02		945	5807	0.16	
(4) Hispanic	270	5807	0.05		22	5807	0.00		292	5807	0.05	
(5) White (Non-Hispanic)	4094	5807	0.71		332	5807	0.06		4426	5807	0.76	
(6) Other/Unknown	1	5807	0.00		1	5807	0.00		2	5807	0.00	
(7) TOTAL	5339	5807	0.92		468	5807	0.08		5807	5807	1.00	

9.a. THE NUMBERS IN COLUMN A ARE:

NUMBER ENTERING WITH PRIOR SERVICE (NAVETS AND OSVETS)

b. THE NUMBERS IN COLUMN B ARE:

TOTAL NUMBER ENTERING WITH PRIOR SERVICE (NAVETS AND OSVETS)

10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S): Achieve Hispanic enlisted composition of 7.9 percent and maintain Black and the remaining minority compositions at or above 12 percent and 1.4 percent, respectively. Expand Navy recruiting efforts in areas with concentrations of minorities (especially Hispanics).

11. ASSESSMENT: The Black enlisted composition goal of 12 percent was attained in FY-83 and has been exceeded since. Black enlisted composition was 16.9 percent at the end of FY-89. The Hispanic composition goal has not been attained and remains the only enlisted minority goal that the Navy has not made. Hispanic enlisted composition was 5.7 percent at the end of FY-89. Bureau of Census projections indicate that the Hispanic population in the United States is expanding, and Hispanics are expected to make up 7.9 percent of the general population by 1990. The Navy raised its Hispanic enlisted composition goal to 7.9 percent in FY-89 to acknowledge the growing Hispanic population. Navy Recruiting Command set a Hispanic enlisted accession goal of 9 percent in FY-89 to ensure adequate progress towards the composition goal and achieved 9.3 percent. Recruiting efforts have resulted in Hispanic enlisted end strength increasing an average of 10 percent annually since 1985. At this rate, the Navy could reach Hispanic enlisted composition goal as early as 1994.

PART II - DATA FROM PREVIOUS FISCAL YEARS

FY88 ASSESSMENT 4.a. SUBJECT: PRIOR SERVICE ENLISTED b. CATEGORY: RECRUITING AND ACCESSIONS

TRACKED GROUPS	5.			6.			7.			8.		
	A	B	C(A/B)	A	B	C(A/B)	A	B	C(A/B)	A	B	C(A/B)
(1) American Indian/Alaskan Native	17	3955	0.00		2	3955		19	3955		19	3955
(2) Asian American/Pacific Islander	63	3955	0.02		4	3955		67	3955		67	3955
(3) Black (Non-Hispanic)	573	3955	0.14		85	3955		658	3955		658	3955
(4) Hispanic	155	3955	0.04		24	3955		179	3955		179	3955
(5) White (Non-Hispanic)	2710	3955	0.69		317	3955		3027	3955		3027	3955
(6) Other/Unknown	4	3955	0.00		1	3955		5	3955		5	3955
(7) TOTAL	3522	3955	0.89		433	3955		3955	3955		3955	1.00

FY87 ASSESSMENT

TRACKED GROUPS	5.			6.			7.			8.		
	A	B	C(A/B)	A	B	C(A/B)	A	B	C(A/B)	A	B	C(A/B)
(1) American Indian/Alaskan Native	14	4383	0.00		4	4383		18	4383		18	4383
(2) Asian American/Pacific Islander	71	4383	0.02		2	4383		73	4383		73	4383
(3) Black (Non-Hispanic)	562	4383	0.13		73	4383		635	4383		635	4383
(4) Hispanic	163	4383	0.04		8	4383		171	4383		171	4383
(5) White (Non-Hispanic)	3210	4383	0.73		270	4383		3480	4383		3480	4383
(6) Other/Unknown	6	4383	0.00		0	4383		6	4383		6	4383
(7) TOTAL	4026	4383	0.92		357	4383		4383	4383		4383	1.00

FY86 ASSESSMENT

TRACKED GROUPS	5.			6.			7.			8.		
	A	B	C(A/B)	A	B	C(A/B)	A	B	C(A/B)	A	B	C(A/B)
(1) American Indian/Alaskan Native	17	4825	0.00		2	4825		19	4825		19	4825
(2) Asian American/Pacific Islander	89	4825	0.02		3	4825		92	4825		92	4825
(3) Black (Non-Hispanic)	518	4825	0.11		68	4825		586	4825		586	4825
(4) Hispanic	164	4825	0.03		12	4825		176	4825		176	4825
(5) White (Non-Hispanic)	3639	4825	0.75		304	4825		3943	4825		3943	4825
(6) Other/Unknown	9	4825	0.00		0	4825		9	4825		9	4825
(7) TOTAL	4436	4825	0.92		389	4825		4825	4825		4825	1.00

MILITARY EQUAL OPPORTUNITY ASSESSMENT

RCS DD-FM&P(A)1760

PART I - DATA FROM CURRENT FISCAL YEAR

1. FY89 ASSESSMENT

2. DOD COMPONENT/SUBCOMPONENT:
U.S. NAVY

3. SOURCE AGENCY: NAVAL MILITARY PERSONNEL COMMAND
a. OFFICE:
EQUAL OPPORTUNITY DIVISION (NMPC-61)
b. TELEPHONE NUMBER:
AV 224-2007

4.a. SUBJECT: NON-PRIOR SERVICE ENLISTED

b. CATEGORY: RECRUITING AND ACCESSIONS

TRACKED GROUPS	5.			6.			7.			8.		
	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)
(1) American Indian/Alaskan Native	453	74166	0.01	105	74166	0.00	558	74166	0.01			
(2) Asian American/Pacific Islander	1880	74166	0.03	201	74166	0.00	2081	74116	0.03			
(3) Black (Non-Hispanic)	11889	74166	0.16	2550	74166	0.03	14439	74166	0.19			
(4) Hispanic	5244	74166	0.07	891	74166	0.01	6135	74166	0.08			
(5) White (Non-Hispanic)	44867	74166	0.60	6022	74166	0.08	50889	74166	0.69			
(6) Other/Unknown	54	74166	0.00	10	74166	0.00	64	74166	0.00			
(7) TOTAL	64387	74166	0.87	9779	74166	0.13	74166	74166	1.00			

9.a. THE NUMBERS IN COLUMN A ARE:
NUMBER ENLISTING WITH NO PRIOR SERVICE

b. THE NUMBERS IN COLUMN B ARE:
TOTAL NUMBER WITH NO PRIOR SERVICE

10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S): Achieve Hispanic enlisted composition of 7.9 percent and maintain Black and the remaining minority compositions at or above 12 percent and 1.4 percent, respectively. Expand Navy recruiting efforts in areas with concentrations of minorities (especially Hispanics).

11. ASSESSMENT: The Black enlisted composition goal of 12 percent was attained in FY-83 and has been exceeded since. Black enlisted composition was 16.9 percent at the end of FY-89. The Hispanic composition goal has not been attained and remains the only enlisted minority goal that the Navy has not made. Hispanic enlisted composition was 5.7 percent at the end of FY-89. Bureau of Census projections indicate that the Hispanic population in the United States is expanding, and Hispanics are expected to make up 7.9 percent of the general population by 1990. The Navy raised its Hispanic enlisted composition goal to 7.9 percent in FY-89 to acknowledge the growing Hispanic population. Navy Recruiting Command set a Hispanic enlisted accession goal of 9 percent in FY-89 to ensure adequate progress towards the composition goal and achieved 9.3 percent. Recruiting efforts have resulted in Hispanic enlisted end strength increasing an average of 10 percent annually since 1985. At this rate, the Navy could reach Hispanic enlisted composition goal as early as 1994.

PART II - DATA FROM PREVIOUS FISCAL YEARS

FY88 ASSESSMENT 4.a. SUBJECT: NON-PRIOR SERVICE b. CATEGORY: RECRUITING AND ACCESSIONS

TRACKED GROUPS	5. MALE			6. FEMALE			7. TOTAL			8. FOR OSD USE
	A	B	C(A/B)	A	B	C(A/B)	A	B	C(A/B)	
(1) American Indian/Alaskan Native	374	70071	0.01	98	70071	0.00	472	70071	0.01	
(2) Asian American/Pacific Islander	1848	70071	0.03	194	70071	0.00	2042	70071	0.03	
(3) Black (Non-Hispanic)	10370	70071	0.15	2394	70071	0.03	12764	70071	0.18	
(4) Hispanic	4447	70071	0.06	756	70071	0.01	5203	70071	0.07	
(5) White (Non-Hispanic)	43952	70071	0.63	5572	70071	0.08	49524	70071	0.71	
(6) Other/Unknown	53	70071	0.00	13	70071	0.00	66	70071	0.00	
(7) TOTAL	61044	70071	0.87	9027	70071	0.13	70071	70071	1.00	

FY87 ASSESSMENT

TRACKED GROUPS	5. MALE			6. FEMALE			7. TOTAL			8. FOR OSD USE
	A	B	C(A/B)	A	B	C(A/B)	A	B	C(A/B)	
(1) American Indian/Alaskan Native	346	65800	0.01	60	65800	0.00	406	65800	0.01	
(2) Asian American/Pacific Islander	1718	65800	0.03	111	65800	0.00	1829	65800	0.03	
(3) Black (Non-Hispanic)	9921	65800	0.15	1808	65800	0.03	11729	65800	0.18	
(4) Hispanic	4574	65800	0.07	711	65800	0.01	5285	65800	0.08	
(5) White (Non-Hispanic)	42066	65800	0.64	4417	65800	0.07	46483	65800	0.71	
(6) Other/Unknown	54	65800	0.00	14	65800	0.00	68	65800	0.00	
(7) TOTAL	58679	65800	0.89	7121	65800	0.11	65800	65800	1.00	

FY86 ASSESSMENT

TRACKED GROUPS	5. MALE			6. FEMALE			7. TOTAL			8. FOR OSD USE
	A	B	C(A/B)	A	B	C(A/B)	A	B	C(A/B)	
(1) American Indian/Alaskan Native	337	69160	0.00	80	69160	0.00	417	69160	0.01	
(2) Asian American/Pacific Islander	1619	69160	0.02	140	69160	0.00	1759	69160	0.03	
(3) Black (Non-Hispanic)	9106	69160	0.13	2038	69160	0.03	11144	69160	0.16	
(4) Hispanic	3639	69160	0.05	619	69160	0.01	4258	69160	0.06	
(5) White (Non-Hispanic)	46033	69160	0.67	5346	69160	0.08	51379	69160	0.74	
(6) Other/Unknown	165	69160	0.00	38	69160	0.00	203	69160	0.00	
(7) TOTAL	60899	69160	0.88	8261	69160	0.12	69160	69160	1.00	

MILITARY EQUAL OPPORTUNITY ASSESSMENT												RCS DD-FM&P(A)1760	
PART I - DATA FROM CURRENT FISCAL YEAR													
1. FY89 ASSESSMENT		2. DOD COMPONENT/SUBCOMPONENT: U.S. NAVY				3. SOURCE AGENCY: NAVAL MILITARY PERSONNEL COMMAND				b. TELEPHONE NUMBER: AV 224-2007			
		a. OFFICE: EQUAL OPPORTUNITY DIVISION (NMPC-61)											
4.a. SUBJECT: NAVAL RESERVE OFFICER TRAINING CORPS (SCHOLARSHIP)		b. CATEGORY: RECRUITING AND ACCESSIONS											
TRACKED GROUPS		5.		6.		7.		8.		9.		10.	
		A	B	C(A/B)	D(OSD)	A	B	C(A/B)	D(OSD)	A	B	C(A/B)	D(OSD)
		MALE		FEMALE		TOTAL		FOR OSD USE					
		C(A/B)		C(A/B)		C(A/B)		C(A/B)					
		0.00		0.00		0.00		0.00					
		0.04		0.04		0.04		0.04					
		0.03		0.03		0.03		0.03					
		0.04		0.04		0.04		0.04					
		0.84		0.05		0.89		0.89					
		0.01		0.00		0.01		0.01					
		0.95		0.05		1.00		1.00					
(1) American Indian/Alaskan Native		4	1397	0.00	0.00	4	1397	0.00	0.00				
(2) Asian American/Pacific Islander		49	1397	0.04	0.00	50	1397	0.04	0.04				
(3) Black (Non-Hispanic)		37	1397	0.03	0.00	41	1397	0.03	0.03				
(4) Hispanic		53	1397	0.04	0.00	55	1397	0.04	0.04				
(5) White (Non-Hispanic)		1173	1397	0.84	0.05	1238	1397	0.89	0.89				
(6) Other/Unknown		8	1397	0.01	0.00	9	1397	0.01	0.01				
(7) TOTAL		1324	1397	0.95	0.05	1397	1397	1.00	1.00				
9.a. THE NUMBERS IN COLUMN A ARE: NUMBER ACCESSED		b. THE NUMBERS IN COLUMN B ARE: TOTAL NUMBER ACCESSED											
10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S): Monitor Naval Reserve Officer Training Corps (NROTC) actions to meet a minimum of 7 percent Black and 4 percent Hispanic commissions per year.													
11. ASSESSMENT: Naval Reserve Officer Training Corps (NROTC) programs did not attain commissioning goal for FY-89. Chief of Naval Education and Training (CNET) minority accession planning projects NROTC programs attaining Hispanic goal in FY-91 and Black goal in FY-92. The CNET minority accession plan established scholarships for qualified Blacks and Hispanics, Black and Hispanic recruiting goals for each NROTC unit based on the demographics of the campus, and active recruiting for NROTC scholarships by the Navy Recruiting Command. Black and Hispanic composition of the Class of 1992 support the CNET goal attainment projection.													

PART II - DATA FROM PREVIOUS FISCAL YEARS

FY88 ASSESSMENT

4.a. SUBJECT: NROTC SCHOLARSHIP | b. CATEGORY: RECRUITING AND ACCESSIONS

TRACKED GROUPS	5. MALE			6. FEMALE			7. TOTAL			8. FOR OSD USE
	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	
(1) American Indian/Alaskan Native	4	1594	0.00	0	1594	0.00	4	1594	0.00	
(2) Asian American/Pacific Islander	32	1594	0.02	3	1594	0.00	35	1594	0.02	
(3) Black (Non-Hispanic)	43	1594	0.03	5	1594	0.00	48	1594	0.03	
(4) Hispanic	26	1594	0.02	1	1594	0.00	27	1594	0.02	
(5) White (Non-Hispanic)	1376	1594	0.86	83	1594	0.05	1459	1594	0.92	
(6) Other/Unknown	21	1594	0.01	0	1594	0.00	21	1594	0.01	
(7) TOTAL	1502	1594	0.94	92	1594	0.06	1594	1594	1.00	

FY87 ASSESSMENT

TRACKED GROUPS	5. MALE			6. FEMALE			7. TOTAL			8. FOR OSD USE
	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	
(1) American Indian/Alaskan Native	1	1464	0.00	0	1464	0.00	1	1464	0.00	
(2) Asian American/Pacific Islander	7	1464	0.00	1	1464	0.00	8	1464	0.01	
(3) Black (Non-Hispanic)	52	1464	0.04	6	1464	0.00	58	1464	0.04	
(4) Hispanic	4	1464	0.00	0	1464	0.00	4	1464	0.00	
(5) White (Non-Hispanic)	1306	1464	0.89	68	1464	0.05	1374	1464	0.94	
(6) Other/Unknown	17	1464	0.01	2	1464	0.00	19	1464	0.01	
(7) TOTAL	1387	1464	0.95	77	1464	0.05	1464	1464	1.00	

FY86 ASSESSMENT

TRACKED GROUPS	5. MALE			6. FEMALE			7. TOTAL			8. FOR OSD USE
	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	
(1) American Indian/Alaskan Native	1	1197	0.00	0	1197	0.00	1	1197	0.00	
(2) Asian American/Pacific Islander	9	1197	0.01	2	1197	0.00	11	1197	0.01	
(3) Black (Non-Hispanic)	39	1197	0.03	7	1197	0.01	46	1197	0.04	
(4) Hispanic	23	1197	0.02	0	1197	0.00	23	1197	0.02	
(5) White (Non-Hispanic)	1037	1197	0.87	56	1197	0.05	1093	1197	0.91	
(6) Other/Unknown	22	1197	0.02	1	1197	0.00	23	1197	0.02	
(7) TOTAL	1131	1197	0.94	66	1197	0.06	1197	1197	1.00	

1. FY89 ASSESSMENT

2. DOD COMPONENT/SUBCOMPONENT:
U.S. NAVY3. SOURCE AGENCY: NAVAL MILITARY PERSONNEL COMMAND
a. OFFICE:
EQUAL OPPORTUNITY DIVISION (NMPC-61)b. TELEPHONE NUMBER:
AV 224-2007

4.a. SUBJECT: NAVAL RESERVE OFFICER TRAINING CORPS (COLLEGE PROGRAM)

b. CATEGORY: RECRUITING AND ACCESSIONS

TRACKED GROUPS	5.			6.			7.			8.			9.			10.			11.			12.			13.			14.			15.			16.			17.			18.			19.			20.			21.			22.			23.			24.			25.			26.			27.			28.			29.			30.			31.			32.			33.			34.			35.			36.			37.			38.			39.			40.			41.			42.			43.			44.			45.			46.			47.			48.			49.			50.			51.			52.			53.			54.			55.			56.			57.			58.			59.			60.			61.			62.			63.			64.			65.			66.			67.			68.			69.			70.			71.			72.			73.			74.			75.			76.			77.			78.			79.			80.			81.			82.			83.			84.			85.			86.			87.			88.			89.			90.			91.			92.			93.			94.			95.			96.			97.			98.			99.			100.			101.			102.			103.			104.			105.			106.			107.			108.			109.			110.			111.			112.			113.			114.			115.			116.			117.			118.			119.			120.			121.			122.			123.			124.			125.			126.			127.			128.			129.			130.			131.			132.			133.			134.			135.			136.			137.			138.			139.			140.			141.			142.			143.			144.			145.			146.			147.			148.			149.			150.			151.			152.			153.			154.			155.			156.			157.			158.			159.			160.			161.			162.			163.			164.			165.			166.			167.			168.			169.			170.			171.			172.			173.			174.			175.			176.			177.			178.			179.			180.			181.			182.			183.			184.			185.			186.			187.			188.			189.			190.			191.			192.			193.			194.			195.			196.			197.			198.			199.			200.			201.			202.			203.			204.			205.			206.			207.			208.			209.			210.			211.			212.			213.			214.			215.			216.			217.			218.			219.			220.			221.			222.			223.			224.			225.			226.			227.			228.			229.			230.			231.			232.			233.			234.			235.			236.			237.			238.			239.			240.			241.			242.			243.			244.			245.			246.			247.			248.			249.			250.			251.			252.			253.			254.			255.			256.			257.			258.			259.			260.			261.			262.			263.			264.			265.			266.			267.			268.			269.			270.			271.			272.			273.			274.			275.			276.			277.			278.			279.			280.			281.			282.			283.			284.			285.			286.			287.			288.			289.			290.			291.			292.			293.			294.			295.			296.			297.			298.			299.			300.			301.			302.			303.			304.			305.			306.			307.			308.			309.			310.			311.			312.			313.			314.			315.			316.			317.			318.			319.			320.			321.			322.			323.			324.			325.			326.			327.			328.			329.			330.			331.			332.			333.			334.			335.			336.			337.			338.			339.			340.			341.			342.			343.			344.			345.			346.			347.			348.			349.			350.			351.			352.			353.			354.			355.			356.			357.			358.			359.			360.			361.			362.			363.			364.			365.			366.			367.			368.			369.			370.			371.			372.			373.			374.			375.			376.			377.			378.			379.			380.			381.			382.			383.			384.			385.			386.			387.			388.			389.			390.			391.			392.			393.			394.			395.			396.			397.			398.			399.			400.			401.			402.			403.			404.			405.			406.			407.			408.			409.			410.			411.			412.			413.			414.			415.			416.			417.			418.			419.			420.			421.			422.			423.			424.			425.			426.			427.			428.			429.			430.			431.			432.			433.			434.			435.			436.			437.			438.			439.			440.			441.			442.			443.			444.			445.			446.			447.			448.			449.			450.			451.			452.			453.			454.			455.			456.			457.			458.			459.			460.			461.			462.			463.			464.			465.			466.			467.			468.			469.			470.			471.			472.			473.			474.			475.			476.			477.			478.			479.			480.			481.			482.			483.			484.			485.			486.			487.			488.			489.			490.			491.			492.			493.			494.			495.			496.			497.			498.			499.			500.			501.			502.			503.			504.			505.			506.			507.			508.			509.			510.			511.			512.			513.			514.			515.			516.			517.			518.			519.			520.			521.			522.			523.			524.			525.			526.			527.			528.			529.			530.			531.			532.			533.			534.			535.			536.			537.			538.			539.			540.			541.			542.			543.			544.			545.			546.			547.			548.			549.			550.			551.			552.			553.			554.			555.			556.			557.			558.			559.			560.			561.			562.			563.			564.			565.			566.			567.			568.			569.			570.			571.			572.			573.			574.			575.			576.			577.			578.			579.			580.			581.			582.			583.			584.			585.			586.			587.			588.			589.			590.			591.			592.			593.			594.			595.			596.			597.			598.			599.			600.			601.			602.			603.			604.			605.			606.			607.			608.			609.			610.			611.			612.			613.			614.			615.			616.			617.			618.			619.			620.			621.			622.			623.			624.			625.			626.			627.			628.			629.			630.			631.			632.			633.			634.			635.			636.			637.			638.			639.			640.			641.			642.			643.			644.			645.			646.			647.			648.			649.			650.			651.			652.			653.			654.			655.			656.			657.			658.			659.			660.			661.			662.			663.			664.			665.			666.			667.			668.			669.			670.			671.			672.			673.			674.			675.			676.			677.			678.			679.			680.			681.			682.			683.			684.			685.			686.			687.			688.			689.			690.			691.			692.			693.			694.			695.			696.			697.			698.			699.			700.			701.			702.			703.			704.			705.			706.			707.			708.			709.			710.			711.			712.			713.			714.			715.			716.			717.			718.			719.			720.			721.			722.			723.			724.			725.			726.			727.			728.			729.			730.			731.			732.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PART II - DATA FROM PREVIOUS FISCAL YEARS

FY88 ASSESSMENT 4.a. SUBJECT: NROTC (COLLEGE PROGRAM) b. CATEGORY: RECRUITING AND ACCESSIONS

TRACKED GROUPS	5.			6.			7.			8.		
	A	B	MALE C(A/B) D(OSD)	A	B	FEMALE C(A/B) D(OSD)	A	B	TOTAL C(A/B) D(OSD)	A	B	FOR OSD USE
(1) American Indian/Alaskan Native	1	284	0.00	0	284	0.00	1	284	0.00	1	284	
(2) Asian American/Pacific Islander	5	284	0.02	0	284	0.00	5	284	0.02	5	284	
(3) Black (Non-Hispanic)	11	284	0.04	6	284	0.02	17	284	0.06	17	284	
(4) Hispanic	4	284	0.01	1	284	0.00	5	284	0.02	5	284	
(5) White (Non-Hispanic)	224	284	0.79	28	284	0.10	252	284	0.89	252	284	
(6) Other/Unknown	3	284	0.01	1	284	0.00	4	284	0.01	4	284	
(7) TOTAL	248	284	0.87	36	284	0.13	284	284	1.00	284	284	

FY87 ASSESSMENT

TRACKED GROUPS	5.			6.			7.			8.		
	A	B	MALE C(A/B) D(OSD)	A	B	FEMALE C(A/B) D(OSD)	A	B	TOTAL C(A/B) D(OSD)	A	B	FOR OSD USE
(1) American Indian/Alaskan Native	1	192	0.01	1	192	0.01	2	192	0.01	2	192	
(2) Asian American/Pacific Islander	1	192	0.01	0	192	0.00	1	192	0.01	1	192	
(3) Black (Non-Hispanic)	6	192	0.03	6	192	0.03	12	192	0.06	12	192	
(4) Hispanic	0	192	0.00	1	192	0.01	1	192	0.01	1	192	
(5) White (Non-Hispanic)	145	192	0.76	25	192	0.13	170	192	0.89	170	192	
(6) Other/Unknown	5	192	0.03	1	192	0.01	6	192	0.03	6	192	
(7) TOTAL	158	192	0.82	34	192	0.18	192	192	1.00	192	192	

FY86 ASSESSMENT

TRACKED GROUPS	5.			6.			7.			8.		
	A	B	MALE C(A/B) D(OSD)	A	B	FEMALE C(A/B) D(OSD)	A	B	TOTAL C(A/B) D(OSD)	A	B	FOR OSD USE
(1) American Indian/Alaskan Native	0	174	0.00	0	174	0.00	0	174	0.00	0	174	
(2) Asian American/Pacific Islander	0	174	0.00	0	174	0.00	0	174	0.00	0	174	
(3) Black (Non-Hispanic)	9	174	0.05	5	174	0.03	14	174	0.08	14	174	
(4) Hispanic	1	174	0.01	0	174	0.00	1	174	0.01	1	174	
(5) White (Non-Hispanic)	135	174	0.78	21	174	0.12	156	174	0.90	156	174	
(6) Other/Unknown	3	174	0.02	0	174	0.00	3	174	0.02	3	174	
(7) TOTAL	148	174	0.85	26	174	0.15	174	174	1.00	174	174	

MILITARY EQUAL OPPORTUNITY ASSESSMENT

PART I - DATA FROM CURRENT FISCAL YEAR

1. FY89 ASSESSMENT

2. DOD COMPONENT/SUBCOMPONENT:
U.S. NAVY

3. SOURCE AGENCY: NAVAL MILITARY PERSONNEL COMMAND
a. OFFICE: EQUAL OPPORTUNITY DIVISION (NMPC-61)
b. TELEPHONE NUMBER: AV 224-2007

4.a. SUBJECT: SERVICE ACADEMY

b. CATEGORY: RECRUITING AND ACCESSIONS

TRACKED GROUPS	5. A		6. MALE C(A/B) D(OSD)		7. FEMALE C(A/B) D(OSD)		8. TOTAL C(A/B) D(OSD)		FOR OSD USE
	A	B	A	B	A	B	A	B	
(1) American Indian/Alaskan Native	2	1036	0.00	0.00	0	1036	0.00	0.00	
(2) Asian American/Pacific Islander	36	1036	0.03	0.00	5	1036	0.04	0.04	
(3) Black (Non-Hispanic)	41	1036	0.04	0.00	5	1036	0.04	0.04	
(4) Hispanic	34	1036	0.03	0.00	2	1036	0.03	0.03	
(5) White (Non-Hispanic)	808	1036	0.78	0.07	76	1036	0.85	0.85	
(6) Other/Unknown	20	1036	0.02	0.01	7	1036	0.03	0.03	
(7) TOTAL	941	1036	0.91	0.09	95	1036	1.00	1.00	

9.a. THE NUMBERS IN COLUMN A ARE:
NUMBER ACCESSED

b. THE NUMBERS IN COLUMN B ARE:
TOTAL NUMBER ACCESSED

10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S): Numbers include officers receiving Navy commissions at United States Naval Academy, United States Military Academy, United States Air Force Academy, and United States Merchant Marine Academy. Develop a plan for the Naval Academy to commission at least 7 percent Black and 4 percent Hispanic Navy officers beginning with the Class of 1994.

11. ASSESSMENT: The Naval Academy is making Hispanic goal, but is yet to attain Black goal. The accession plan developed by the Naval Academy in 1989 is designed to reduce attrition and increase accessions of Black candidates. An academic center to assist midshipmen having scholastic difficulty has been established, and the Candidate Guidance Office has increased efforts to market Black candidates.

PART II - DATA FROM PREVIOUS FISCAL YEARS

FY88 ASSESSMENT

4.a. SUBJECT: SERVICE ACADEMY

b. CATEGORY: RECRUITING AND ACCESSIONS

TRACKED GROUPS	5.			6.			7.			8.		
	MALE			FEMALE			TOTAL			FOR OSD USE		
	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)
(1) American Indian/Alaskan Native	1	879	0.00	0	879	0.00	1	879	0.00	1	879	0.00
(2) Asian American/Pacific Islander	13	879	0.01	3	879	0.00	16	879	0.02	16	879	0.02
(3) Black (Non-Hispanic)	28	879	0.03	5	879	0.01	33	879	0.04	33	879	0.04
(4) Hispanic	34	879	0.04	2	879	0.00	36	879	0.04	36	879	0.04
(5) White (Non-Hispanic)	716	879	0.81	62	879	0.07	778	879	0.89	778	879	0.89
(6) Other/Unknown	12	879	0.01	3	879	0.00	15	879	0.02	15	879	0.02
(7) TOTAL	804	879	0.91	75	879	0.09	879	879	1.00	879	879	1.00

FY87 ASSESSMENT

TRACKED GROUPS	5.			6.			7.			8.		
	MALE			FEMALE			TOTAL			FOR OSD USE		
	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)
(1) American Indian/Alaskan Native	4	850	0.00	0	850	0.00	4	850	0.00	4	850	0.00
(2) Asian American/Pacific Islander	11	850	0.01	0	850	0.00	11	850	0.01	11	850	0.01
(3) Black (Non-Hispanic)	21	850	0.02	1	850	0.00	22	850	0.03	22	850	0.03
(4) Hispanic	27	850	0.03	2	850	0.00	29	850	0.03	29	850	0.03
(5) White (Non-Hispanic)	717	850	0.84	55	850	0.06	772	850	0.91	772	850	0.91
(6) Other/Unknown	10	850	0.01	2	850	0.00	12	850	0.01	12	850	0.01
(7) TOTAL	790	850	0.93	60	850	0.07	850	850	1.00	850	850	1.00

FY86 ASSESSMENT

TRACKED GROUPS	5.			6.			7.			8.		
	MALE			FEMALE			TOTAL			FOR OSD USE		
	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)
(1) American Indian/Alaskan Native	1	850	0.00	0	850	0.00	1	850	0.00	1	850	0.00
(2) Asian American/Pacific Islander	13	850	0.02	1	850	0.00	14	850	0.02	14	850	0.02
(3) Black (Non-Hispanic)	20	850	0.02	3	850	0.00	23	850	0.03	23	850	0.03
(4) Hispanic	9	850	0.01	1	850	0.00	10	850	0.01	10	850	0.01
(5) White (Non-Hispanic)	718	850	0.84	56	850	0.07	774	850	0.91	774	850	0.91
(6) Other/Unknown	26	850	0.03	2	850	0.00	28	850	0.03	28	850	0.03
(7) TOTAL	787	850	0.93	63	850	0.07	850	850	1.00	850	850	1.00

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13. SOURCE AGENCY: NAVAL MILITARY PERSONNEL COMMAND

b. TELEPHONE NUMBER:
AV 224-2007

1b. CATEGORY: RECRUITING AND ACCESSIONS

TRACKED GROUPS	5.			6.			7.			8.		
	A	B	C(A/B)	D(OSD)	A	B	C(A/B)	D(OSD)	A	B	C(A/B)	D(OSD)
(1) American Indian/Alaskan Native	8	1471	0.01		1	1471	0.00		9	1471	0.01	
(2) Asian American/Pacific Islander	41	1471	0.03		5	1471	0.00		46	1471	0.03	
(3) Black (Non-Hispanic)	72	1471	0.05		17	1471	0.01		89	1471	0.06	
(4) Hispanic	80	1471	0.05		3	1471	0.00		83	1471	0.06	
(5) White (Non-Hispanic)	1115	1471	0.76		118	1471	0.08		1233	1471	0.84	
(6) Other/Unknown	7	1471	0.00		4	1471	0.00		11	1471	0.01	
(7) TOTAL	1323	1471	0.90		148	1471	0.10		1471	1471	1.00	

!b. THE NUMBERS IN COLUMN B ARE:

TOTAL NUMBER ACCESSED

10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S): Monitor Officer Candidate School (OCS) and Aviation Officer Candidate School (AOCS) commissions to ensure attainment of at least 7 percent Black and 4 percent Hispanic commissions per year.

11. **ASSESSMENT:** OCS achieved Black goal but fell short of Hispanic goal in FY-89. The opposite was true for AOCs. Combined OCS/AOCs commissions were above goal for Hispanics but fell short of goal for Blacks. Navy recruited sufficient Black candidates for OCS and AOCs to make goal; however, commissions that were delayed beyond the fiscal year by officer end strength ceilings and attrition caused Black commissions to fall short of goal by 14.

RESULTS

GOALS		ATTAINMENT	
FY-89	156 Black and 84 Hispanic	173 Black and 116 Hispanic	
FY-88	120 Black and 86 Hispanic	143 Black and 119 Hispanic	

PART II - DATA FROM PREVIOUS FISCAL YEARS

FY88 ASSESSMENT 4.a. SUBJECT: OCS+AOCs b. CATEGORY: RECRUITING AND ACCESSIONS

TRACKED GROUPS	5. MALE			6. FEMALE			7. TOTAL			8. FOR OSD USE		
	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)
(1) American Indian/Alaskan Native	8	1252	0.01	0	1252	0.00	8	1252	0.01	8	1252	0.01
(2) Asian American/Pacific Islander	26	1252	0.02	1	1252	0.00	27	1252	0.02	27	1252	0.02
(3) Black (Non-Hispanic)	88	1252	0.07	6	1252	0.00	94	1252	0.08	94	1252	0.08
(4) Hispanic	95	1252	0.08	2	1252	0.00	97	1252	0.08	97	1252	0.08
(5) White (Non-Hispanic)	8	1252	0.01	0	1252	0.00	8	1252	0.01	8	1252	0.01
(6) Other/Unknown	937	1252	0.75	81	1252	0.06	1018	1252	0.81	1018	1252	0.81
(7) TOTAL	1162	1252	0.93	90	1252	0.07	1252	1252	1.00	1252	1252	1.00

FY87 ASSESSMENT

TRACKED GROUPS	5. MALE			6. FEMALE			7. TOTAL			8. FOR OSD USE		
	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)
(1) American Indian/Alaskan Native	10	1934	0.01	0	1934	0.00	10	1934	0.01	10	1934	0.01
(2) Asian American/Pacific Islander	27	1934	0.01	0	1934	0.00	27	1934	0.01	27	1934	0.01
(3) Black (Non-Hispanic)	74	1934	0.04	5	1934	0.00	79	1934	0.04	79	1934	0.04
(4) Hispanic	103	1934	0.05	4	1934	0.00	107	1934	0.06	107	1934	0.06
(5) White (Non-Hispanic)	1632	1934	0.84	58	1934	0.03	1690	1934	0.87	1690	1934	0.87
(6) Other/Unknown	20	1934	0.01	1	1934	0.00	21	1934	0.01	21	1934	0.01
(7) TOTAL	1866	1934	0.96	68	1934	0.04	1934	1934	1.00	1934	1934	1.00

FY86 ASSESSMENT

TRACKED GROUPS	5. MALE			6. FEMALE			7. TOTAL			8. FOR OSD USE		
	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)
(1) American Indian/Alaskan Native	5	2510	0.00	1	2510	0.00	6	2510	0.00	6	2510	0.00
(2) Asian American/Pacific Islander	27	2510	0.01	2	2510	0.00	29	2510	0.01	29	2510	0.01
(3) Black (Non-Hispanic)	95	2510	0.04	12	2510	0.00	107	2510	0.04	107	2510	0.04
(4) Hispanic	108	2510	0.04	14	2510	0.01	122	2510	0.05	122	2510	0.05
(5) White (Non-Hispanic)	2090	2510	0.83	133	2510	0.05	2223	2510	0.89	2223	2510	0.89
(6) Other/Unknown	23	2510	0.01	0	2510	0.00	23	2510	0.01	23	2510	0.01
(7) TOTAL	2348	2510	0.94	162	2510	0.06	2510	2510	1.00	2510	2510	1.00

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MILITARY EQUAL OPPORTUNITY ASSESSMENT

PART 1 - DATA FROM CURRENT FISCAL YEAR

1. FY89 ASSESSMENT

2. DOD COMPONENT/SUBCOMPONENT: U.S. NAVY

3. SOURCE AGENCY: NAVAL MILITARY PERSONNEL COMMAND

3. OFFICE: EQUAL OPPORTUNITY DIVISION (NMPC-61)

b. TELEPHONE NUMBER: AV 224-2007

b. CATEGORY: RECRUITING AND ACCESSIONS

4.a. SUBJECT: DIRECT APPOINTMENT

TRACKED GROUPS	5. A		6. MALE		7. FEMALE		8. TOTAL		FOR OSD USE
	A	B	C(A/B)	D(OSD)	A	B	C(A/B)	D(OSD)	
(1) American Indian/Alaskan Native	1	940	0.00		1	940	0.00		
(2) Asian American/Pacific Islander	18	940	0.02		13	940	0.01		
(3) Black (Non-Hispanic)	38	940	0.04		28	940	0.03		
(4) Hispanic	26	940	0.03		17	940	0.02		
(5) White (Non-Hispanic)	468	940	0.50		275	940	0.29		
(6) Other/Unknown	44	940	0.05		11	940	0.01		
(7) TOTAL	595	940	0.63		345	940	0.37		

9.a. THE NUMBERS IN COLUMN A ARE:
NUMBER ACCESSED

b. THE NUMBERS IN COLUMN B ARE:
TOTAL NUMBER ACCESSED

10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S): Direct Appointment commissions include direct line commissions, direct commissions into Medical, Dental, Medical Service, Judge Advocate General, Nurse, and Chaplain Corps. Navy Recruiting Command goals for direct procurement reflect the Navy goal to commission a minimum of 7 percent Black and 4 percent Hispanic annually.

11. ASSESSMENT: Navy recruiting did not attain direct appointment goals because of low accessions into medical, medical service, and nurse corps. The low number of appointments caused Navy to fall short of total direct appointment goal and was not limited to minority goals.

DIRECT PROCUREMENT RECRUITING RESULTS

GOALS	ATTAINMENT	
	GOALS	ATTAINMENT
FY-89	79 Black and 46 Hispanic	70 Black and 41 Hispanic
FY-88	56 Black and 45 Hispanic	66 Black and 40 Hispanic
FY-87	47 Black and 40 Hispanic	52 Black and 16 Hispanic
FY-86	45 Black and 37 Hispanic	64 Black and 39 Hispanic

PART II - DATA FROM PREVIOUS FISCAL YEARS

FY88 ASSESSMENT 4. a. SUBJECT: DIRECT APPOINTMENT b. CATEGORY: RECRUITING AND ACCESSIONS

TRACKED GROUPS	5. MALE			6. FEMALE			7. TOTAL			8. FOR OSD USE
	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	
(1) American Indian/Alaskan Native	1	1030	0.00	3	1030	0.00	4	1030	0.00	
(2) Asian American/Pacific Islander	14	1030	0.01	4	1030	0.00	18	1030	0.02	
(3) Black (Non-Hispanic)	38	1030	0.04	28	1030	0.03	66	1030	0.06	
(4) Hispanic	28	1030	0.03	12	1030	0.01	40	1030	0.04	
(5) White (Non-Hispanic)	567	1030	0.55	276	1030	0.27	843	1030	0.82	
(6) Other/Unknown	50	1030	0.05	9	1030	0.01	59	1030	0.06	
(7) TOTAL	698	1030	0.68	332	1030	0.32	1030	1030	1.00	

FY87 ASSESSMENT

TRACKED GROUPS	5. MALE			6. FEMALE			7. TOTAL			8. FOR OSD USE
	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	
(1) American Indian/Alaskan Native	1	786	0.00	0	786	0.00	1	786	0.00	
(2) Asian American/Pacific Islander	4	786	0.01	5	786	0.01	9	786	0.01	
(3) Black (Non-Hispanic)	28	786	0.04	24	786	0.03	52	786	0.07	
(4) Hispanic	9	786	0.01	7	786	0.01	16	786	0.02	
(5) White (Non-Hispanic)	422	786	0.54	268	786	0.34	690	786	0.88	
(6) Other/Unknown	12	786	0.02	6	786	0.01	18	786	0.02	
(7) TOTAL	476	786	0.61	310	786	0.39	786	786	1.00	

FY86 ASSESSMENT

TRACKED GROUPS	5. MALE			6. FEMALE			7. TOTAL			8. FOR OSD USE
	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	
(1) American Indian/Alaskan Native	1	1217	0.00	0	1217	0.00	1	1217	0.00	
(2) Asian American/Pacific Islander	5	1217	0.00	4	1217	0.00	9	1217	0.01	
(3) Black (Non-Hispanic)	29	1217	0.02	35	1217	0.03	64	1217	0.05	
(4) Hispanic	17	1217	0.01	22	1217	0.02	39	1217	0.03	
(5) White (Non-Hispanic)	590	1217	0.48	356	1217	0.29	946	1217	0.78	
(6) Other/Unknown	96	1217	0.08	62	1217	0.05	158	1217	0.13	
(7) TOTAL	738	1217	0.61	479	1217	0.39	1217	1217	1.00	

MILITARY EQUAL OPPORTUNITY ASSESSMENT

PART I - DATA FROM CURRENT FISCAL YEAR

1. FY89 ASSESSMENT

2. DOD COMPONENT/SUBCOMPONENT: U.S. NAVY

3. SOURCE AGENCY: NAVAL MILITARY PERSONNEL COMMAND

a. OFFICE: EQUAL OPPORTUNITY DIVISION (NMPC-61)

b. TELEPHONE NUMBER: AV 224-2007

4.a. SUBJECT: ENLISTED COMMISSIONINGS

b. CATEGORY: RECRUITING AND ACCESSIONS

TRACKED GROUPS	5. A		6. MALE		7. FEMALE		8. FOR OSD USE	
	A	B	C(A/B)	D(OSD)	A	B	C(A/B)	D(OSD)
(1) American Indian/Alaskan Native	7	763	0.01		0	763	0.00	
(2) Asian American/Pacific Islander	34	763	0.04		1	763	0.00	
(3) Black (Non-Hispanic)	57	763	0.07		1	763	0.00	
(4) Hispanic	15	763	0.02		0	763	0.00	
(5) White (Non-Hispanic)	599	763	0.79		36	763	0.05	
(6) Other/Unknown	13	763	0.02		0	763	0.00	
(7) TOTAL	725	763	0.95		38	763	0.05	

9.a. THE NUMBERS IN COLUMN A ARE:
NUMBER ACCESSEDb. THE NUMBERS IN COLUMN B ARE:
TOTAL NUMBER ACCESSED

10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S): Enlisted commissionings include the Limited Duty Officer Program, Chief Warrant Officer Program, Medical Service Corps from enlisted, Enlisted Commissioning Program (ECP), Baccalaureate Degree Completion Program (BDCP), Nuclear Power Officer Candidate (NPOC) Program, and Naval Aviation Cadet (NAVCAD) Program. Second echelon commanders are to advocate increased minority applications for officer programs from subordinate commands.

11. ASSESSMENT: The number of minorities receiving commissions under enlisted commissioning programs in FY-89 was the largest ever recorded. The number of Black and Hispanic enlisteds receiving commissions has continued to increase for the last 3 years. Since enlisted commissioning programs are voluntary, it is difficult to draw relevant conclusions.

PART II - DATA FROM PREVIOUS FISCAL YEARS

FY88 ASSESSMENT		4.a. SUBJECT: ENLISTED COMMISSIONINGS b. CATEGORY: RECRUITING AND ACCESSIONS									
TRACKED GROUPS	5.	MALE			FEMALE			7.			8. FOR OSD USE
		A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	
(1) American Indian/Alaskan Native	3	821	0.00		0	821	0.00		3	821	0.00
(2) Asian American/Pacific Islander	4	821	0.00		0	821	0.00		4	821	0.00
(3) Black (Non-Hispanic)	53	821	0.06		3	821	0.00		56	821	0.07
(4) Hispanic	8	821	0.01		1	821	0.00		9	821	0.01
(5) White (Non-Hispanic)	709	821	0.86		28	821	0.03		737	821	0.90
(6) Other/Unknown	12	821	0.01		0	821	0.00		12	821	0.01
(7) TOTAL	789	821	0.96		32	821	0.04		821	821	1.00

FY87 ASSESSMENT											
TRACKED GROUPS	5.	MALE			FEMALE			7.			8. FOR OSD USE
		A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	
(1) American Indian/Alaskan Native	2	682	0.00		0	682	0.00		2	682	0.00
(2) Asian American/Pacific Islander	2	682	0.00		0	682	0.00		2	682	0.00
(3) Black (Non-Hispanic)	41	682	0.06		2	682	0.00		43	682	0.06
(4) Hispanic	10	682	0.01		0	682	0.00		10	682	0.01
(5) White (Non-Hispanic)	576	682	0.84		27	682	0.04		603	682	0.88
(6) Other/Unknown	22	682	0.03		0	682	0.00		22	682	0.03
(7) TOTAL	653	682	0.96		29	682	0.04		682	682	1.00

FY86 ASSESSMENT											
TRACKED GROUPS	5.	MALE			FEMALE			7.			8. FOR OSD USE
		A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	
(1) American Indian/Alaskan Native	4	922	0.00		0	922	0.00		4	922	0.00
(2) Asian American/Pacific Islander	1	922	0.00		0	922	0.00		1	922	0.00
(3) Black (Non-Hispanic)	56	922	0.06		1	922	0.00		57	922	0.06
(4) Hispanic	26	922	0.03		2	922	0.00		28	922	0.03
(5) White (Non-Hispanic)	699	922	0.76		39	922	0.04		738	922	0.80
(6) Other/Unknown	87	922	0.09		7	922	0.01		94	922	0.10
(7) TOTAL	873	922	0.95		49	922	0.05		922	922	1.00

MILITARY EQUAL OPPORTUNITY ASSESSMENT

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PART I - DATA FROM CURRENT FISCAL YEAR

1. FY89 ASSESSMENT

2. DOD COMPONENT/SUBCOMPONENT:

U.S. NAVY

3. SOURCE AGENCY: NAVAL MILITARY PERSONNEL COMMAND

a. OFFICE:

EQUAL OPPORTUNITY DIVISION (NMPC-61)

b. TELEPHONE NUMBER:

AV 224-2007

4.a. SUBJECT: PROFESSIONAL BRANCHES (LEGAL, CHAPLAIN, MEDICAL)

b. CATEGORY: RECRUITING AND ACCESSIONS

TRACKED GROUPS	5.			6.			7.			8.		
	A	B	C(A/B)	D(OSD)	A	B	C(A/B)	D(OSD)				
(1) American Indian/Alaskan Native	1	868	0.00		1	868	0.00		2	868	0.00	
(2) Asian American/Pacific Islander	18	868	0.02		11	868	0.01		29	868	0.03	
(3) Black (Non-Hispanic)	33	868	0.04		28	868	0.03		61	868	0.07	
(4) Hispanic	24	868	0.03		16	868	0.02		40	868	0.05	
(5) White (Non-Hispanic)	411	868	0.47		270	868	0.31		681	868	0.78	
(6) Other/Unknown	44	868	0.05		11	868	0.01		55	868	0.06	
(7) TOTAL	531	868	0.61		337	868	0.39		868	868	1.00	

9.a. THE NUMBERS IN COLUMN A ARE:
NUMBER ACCESED

b. THE NUMBERS IN COLUMN B ARE:
TOTAL NUMBER ACCESED

10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S): Commissions into the Professional branches include Medical, Dental, Medical Service, Judge Advocate General, Nurse, and Chaplain Corps. Navy Recruiting Command goals for direct procurement reflect the Navy goal to commission a minimum of 7 percent Black and 4 percent Hispanic annually.

11. ASSESSMENT: Navy recruiting did not attain direct appointment goals because of low accessions into medical, medical service, and nurse corps. The low number of appointments caused Navy to fall short of total direct appointment goal and was not limited to minority goals. Data listed above is included in the direct appointment data on page 1-14 but is listed separately to show the number commissioned into professional branches.

DIRECT PROCUREMENT RECRUITING RESULTS

	GOALS		ATTAINMENT	
	FY-89	FY-88	FY-87	FY-86
	79 Black and 46 Hispanic	56 Black and 45 Hispanic	47 Black and 40 Hispanic	45 Black and 37 Hispanic
	79 Black and 41 Hispanic	66 Black and 40 Hispanic	52 Black and 16 Hispanic	64 Black and 39 Hispanic

PART II - DATA FROM PREVIOUS FISCAL YEARS

FY88 ASSESSMENT 4.a. SUBJECT: PROFESSIONAL BRANCHES b. CATEGORY: RECRUITING AND ACCESSIONS

TRACKED GROUPS	5. MALE			6. FEMALE			7. TOTAL			8. FOR OSD USE
	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	
(1) American Indian/Alaskan Native	1	1094	0.00	3	1094	0.00	4	1094	0.00	
(2) Asian American/Pacific Islander	14	1094	0.01	6	1094	0.01	20	1094	0.02	
(3) Black (Non-Hispanic)	40	1094	0.04	20	1094	0.02	60	1094	0.05	
(4) Hispanic	29	1094	0.03	12	1094	0.01	41	1094	0.04	
(5) White (Non-Hispanic)	616	1094	0.56	289	1094	0.26	905	1094	0.83	
(6) Other/Unknown	53	1094	0.05	11	1094	0.01	64	1094	0.06	
(7) TOTAL	753	1094	0.69	341	1094	0.31	1094	1094	1.00	

FY87 ASSESSMENT

TRACKED GROUPS	5. MALE			6. FEMALE			7. TOTAL			8. FOR OSD USE
	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	
(1) American Indian/Alaskan Native	0	278	0.00	0	278	0.00	0	278	0.00	
(2) Asian American/Pacific Islander	2	278	0.01	0	278	0.00	2	278	0.01	
(3) Black (Non-Hispanic)	10	278	0.04	1	278	0.00	11	278	0.04	
(4) Hispanic	4	278	0.01	0	278	0.00	4	278	0.01	
(5) White (Non-Hispanic)	232	278	0.83	25	278	0.09	257	278	0.92	
(6) Other/Unknown	4	278	0.01	0	278	0.00	4	278	0.01	
(7) TOTAL	252	278	0.91	26	278	0.09	278	278	1.00	

FY86 ASSESSMENT

TRACKED GROUPS	5. MALE			6. FEMALE			7. TOTAL			8. FOR OSD USE
	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	
(1) American Indian/Alaskan Native	1	383	0.00	0	383	0.00	1	383	0.00	
(2) Asian American/Pacific Islander	2	383	0.01	1	383	0.00	3	383	0.01	
(3) Black (Non-Hispanic)	4	383	0.01	2	383	0.01	6	383	0.02	
(4) Hispanic	3	383	0.01	3	383	0.01	6	383	0.02	
(5) White (Non-Hispanic)	303	383	0.79	36	383	0.09	339	383	0.89	
(6) Other/Unknown	26	383	0.07	2	383	0.01	28	383	0.07	
(7) TOTAL	339	383	0.89	44	383	0.11	383	383	1.00	

COMPOSITION

DISTRIBUTION OF ACTIVE DUTY FORCES
BY SERVICE RANK, SEX, AND ETHNIC GROUP
SEP 1980

NAVY
COMMISSIONED OFFICER

GRADE	MALE										FEMALE													
	WHITE	X	AI/AN	Z	AA/PI	X	BLACK	Z	HISPA	X	O/U	X	WHITE	X	AI/AN	Z	AA/PI	X	BLACK	Z	HISPA	X	O/U	Z
0-11	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
0-10	10	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
0-9	20	93.5	0	0.0	1	3.2	0	0.0	1	3.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
0-8	70	96.3	0	0.0	1	1.2	1	1.2	1	1.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
0-7	120	90.2	1	0.8	0	0.0	2	1.5	2	1.5	0	0.0	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL	244	90.1	1	0.8	2	0.8	3	1.2	4	1.6	0	0.0	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
0-6	3457	97.1	11	0.3	30	0.8	25	0.7	24	0.6	21	0.6	90	86.8	1	0.9	7	6.1	5	4.4	2	1.8	0	0.0
0-5	6025	95.5	25	0.3	80	1.1	122	1.7	64	0.9	36	0.5	474	91.3	1	0.2	18	3.5	10	3.7	2	0.4	5	1.0
0-4	11164	92.3	60	0.4	142	1.2	367	3.0	107	1.4	204	1.7	1443	90.0	11	0.7	18	1.1	85	5.3	17	1.1	30	1.9
TOTAL	21746	94.1	82	0.4	252	1.1	514	2.2	255	1.1	261	1.1	2016	90.1	13	0.6	43	1.9	100	4.9	21	0.9	35	1.8
0-3	18344	90.3	50	0.3	444	2.2	686	3.4	476	2.3	302	0.3	2481	85.9	12	0.4	54	1.9	229	8.0	73	2.5	37	1.3
0-2	8007	89.7	26	0.3	226	2.3	403	4.1	314	3.2	58	0.1	1035	83.1	7	0.6	24	1.9	116	9.3	44	3.5	20	1.6
0-1	7391	87.8	17	0.2	237	2.8	378	4.5	311	3.7	83	0.1	942	85.8	1	0.1	30	2.7	80	7.3	30	2.7	15	1.4
TOTAL	34642	89.6	102	0.3	907	2.3	1467	3.8	1101	2.8	443	1.1	4438	85.2	20	0.4	108	2.1	425	6.2	147	2.6	72	1.4
OFF																								
TOTAL	56632	91.3	185	0.3	1181	1.0	1884	3.2	1360	2.2	704	1.1	6450	86.7	33	0.4	191	2.0	534	7.2	168	2.3	107	1.4

GRADE	TOTAL										O/D	X
	WHITE	AI/AN	AA/PI	BLACK	HISPA	X	BLACK	HISPA	X			
0-11	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
0-10	10	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
0-9	20	93.5	0	0.0	1	3.2	0	0.0	1	3.2	0	0.0
0-8	70	96.3	0	0.0	1	1.2	1	1.2	1	1.2	0	0.0
0-7	120	96.2	1	0.0	0	0.0	2	1.5	2	1.5	0	0.0
TOTAL	240	90.1	1	0.4	2	0.8	3	1.2	4	1.6	0	0.0
0-6	3756	96.8	12	0.3	37	1.0	30	0.6	26	0.7	21	0.5
0-5	7360	95.2	26	0.3	98	1.3	141	1.8	60	0.8	41	0.5
0-4	12607	92.1	57	0.4	160	1.2	452	3.3	184	1.3	234	1.7
TOTAL	23762	93.7	95	0.4	295	1.2	623	2.5	276	1.1	296	1.2
0-3	20805	89.8	71	0.3	498	2.1	915	3.9	549	2.4	330	1.5
0-2	9042	88.9	33	0.3	250	2.2	510	4.6	358	3.2	78	0.7
0-1	8333	87.6	18	0.2	267	2.6	458	4.8	341	3.6	98	1.0
TOTAL	30000	89.1	122	0.3	1015	2.3	1892	4.3	1248	2.8	515	1.2
OFF.												
TOTAL	63608	90.8	218	0.3	1312	1.9	2518	3.6	1528	2.2	811	1.2

DISTRIBUTION OF ACTIVE DUTY FORCES
SERVICE MARK, SEX, AND ETHNIC GROUP

SEP 1989

NAVY
WARRANT OFFICER

GRADE	MALE						FEMALE					
	WHITE	AI/AN	AA/PI	BLACK	HISPA	O/U	WHITE	AI/AN	AA/PI	BLACK	HISPA	O/U
W-4	637	88.2	7	1.0	15	2.1	43	6.0	15	2.1	5	0.7
W-3	457	85.3	5	0.6	27	3.5	52	6.8	16	2.1	13	1.7
W-2	1050	84.0	11	0.9	46	3.7	86	7.0	22	1.8	33	2.6
W-1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
W-0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL	2344	85.5	23	0.8	96	3.2	183	6.7	53	1.9	51	1.9

GRADE	TOTAL						TOTAL					
	WHITE	AI/AN	AA/PI	BLACK	HISPA	O/U	WHITE	AI/AN	AA/PI	BLACK	HISPA	O/U
W-4	641	88.3	7	1.0	15	2.1	43	5.9	15	2.1	5	0.7
W-3	667	85.5	5	0.6	27	3.5	52	6.7	16	2.1	13	1.7
W-2	1073	84.2	11	0.9	46	3.6	89	7.0	22	1.7	33	2.6
W-1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
W-0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL	2381	85.6	23	0.8	98	3.2	184	6.6	53	1.9	51	1.8

DISTRIBUTION OF ACTIVE DUTY FORCES
BY SERVICE, RANK, SEX, AND ETHNIC GROUP
SEP 1980
NAVY
ENLISTED

DDMC-3035EO

GRADE	MALE										FEMALE									
	WHITE	AI/AN	AI/PI	BLACK	HISPA	O/U	WHITE	AI/AN	AI/PI	BLACK	HISPA	O/U	WHITE	AI/AN	AI/PI	BLACK	HISPA	O/U	WHITE	AI/AN
E-9	3077	84.4	61.3	300	6.6	267	5.7	63	1.3	36	0.8	0.0	31	81.2	0	0.0	3	8.8	0	0.0
E-8	8184	81.4	117	1.2	165	0.5	517	5.5	165	1.6	85	0.8	165	81.1	2	0.0	12	5.1	3	1.4
E-7	23732	78.5	223	0.7	3410	10.4	2374	7.1	792	2.4	200	0.9	1185	84.9	6	0.6	148	10.6	26	1.9
TOTAL	37873	79.7	401	0.8	4687	8.8	3138	6.6	1020	2.1	411	0.9	1411	85.9	11	0.7	162	9.9	29	1.8
E-6	59293	76.8	426	0.6	5405	7.0	8880	11.5	2500	3.2	631	0.8	4249	76.0	44	0.8	104	1.0	1019	16.2
E-5	70420	75.4	322	0.3	4199	4.5	13845	14.8	4022	4.3	579	0.8	7350	68.3	57	0.5	215	2.0	2637	24.5
TOTAL	129625	76.1	748	0.4	9604	5.8	22725	13.3	6522	3.8	1220	0.7	11599	70.9	101	0.6	319	2.0	3656	22.4
E-4	70537	73.7	439	0.5	3517	3.7	13114	15.8	5855	6.1	301	0.3	7156	61.8	83	0.7	223	1.0	3181	21.5
E-3	30350	66.3	332	0.6	1889	3.4	13099	22.1	4468	7.5	67	0.1	5094	56.6	92	1.0	181	2.0	2734	30.9
E-2	31882	64.0	318	0.7	1387	3.0	9057	20.6	3614	7.7	42	0.1	3525	60.2	61	1.0	138	2.4	1635	27.6
E-1	28854	61.4	338	0.8	1276	2.9	10405	23.3	3848	8.6	49	0.1	3202	60.0	57	1.1	118	2.2	1475	27.6
TOT	170653	69.1	1427	0.6	8189	3.3	48275	19.6	17785	7.2	479	0.2	18869	59.8	283	0.9	680	2.1	9025	28.6
E-10	334151	72.8	2376	0.6	22440	4.8	74130	16.0	25327	5.4	2110	0.5	31800	64.3	405	0.8	985	2.0	12843	25.9
TOTAL	370050	71.0	2081	0.6	23435	4.6	86982	18.9	28578	5.6	2319	0.5	31800	64.3	405	0.8	985	2.0	12843	25.9
E-9	4008	84.4	61.3	309	6.5	270	5.7	63	1.3	36	0.8	0.0	31	81.2	0	0.0	3	8.8	0	0.0
E-8	8359	81.6	118	1.2	165	0.5	517	5.5	165	1.6	85	0.8	165	81.1	2	0.0	12	5.1	3	1.4
E-7	26817	78.8	232	0.7	3428	10.0	2472	7.2	818	2.4	301	0.9	1185	84.9	6	0.6	148	10.6	26	1.9
TOTAL	39284	79.0	412	0.8	4883	8.5	3300	6.7	1049	2.1	425	0.9	1411	85.9	11	0.7	162	9.9	29	1.8
E-6	63454	76.8	470	0.6	5500	6.7	9890	12.0	2635	3.2	683	0.8	4249	76.0	44	0.8	104	1.0	1019	16.2
E-5	77770	74.7	379	0.4	4414	4.2	16482	15.6	4456	4.3	643	0.6	7350	68.3	57	0.5	215	2.0	2637	24.5
TOTAL	141224	75.6	849	0.5	9923	5.3	26381	14.1	7091	3.8	1326	0.7	11599	70.9	101	0.6	319	2.0	3656	22.4
E-4	77715	72.4	522	0.5	3740	3.5	18295	17.0	6727	6.3	359	0.3	7156	61.8	83	0.7	223	1.0	3181	21.5
E-3	44354	65.1	424	0.6	2170	3.2	15833	23.2	5276	7.7	107	0.2	5094	56.6	92	1.0	181	2.0	2734	30.9
E-2	35417	67.1	379	0.7	1525	2.9	11202	21.4	4104	7.8	49	0.1	3525	60.2	61	1.0	138	2.4	1635	27.6
E-1	32058	64.0	365	0.8	1394	2.6	11880	23.7	4331	6.6	53	0.1	3202	60.0	57	1.1	118	2.2	1475	27.6
TOT	189542	69.1	1720	0.6	8679	3.2	57300	20.6	20438	7.3	568	0.2	18869	59.8	283	0.9	680	2.1	9025	28.6
E-10	370050	71.0	2081	0.6	23435	4.6	86982	18.9	28578	5.6	2319	0.5	31800	64.3	405	0.8	985	2.0	12843	25.9
TOTAL	370050	71.0	2081	0.6	23435	4.6	86982	18.9	28578	5.6	2319	0.5	31800	64.3	405	0.8	985	2.0	12843	25.9

DISTRIBUTION OF ACTIVE DUTY FORCES
BY SERVICE, RANK, SEX, AND ETHNIC GROUP

SEP 1980
NAVY

TOTAL PERSONNEL

GRADE	MALE						FEMALE					
	WHITE	AI/AN	AI/PI	BLACK	HISPA	O/W	WHITE	AI/AN	AI/PI	BLACK	HISPA	O/W
0-11	0	0	0	0	0	0	0	0	0	0	0	0
0-10	10	100	0	0	0	0	0	0	0	0	0	0
0-9	20	93.5	0	0	0	0	0	0	0	0	0	0
0-8	70	98.3	0	0	1	1.2	0	0	0	0	0	0
0-7	120	98.2	1	0	2	1.5	0	0	0	0	0	0
0-6	3657	97.1	30	0.8	25	0.7	2	100.0	0	0	0	0
0-5	6925	95.9	25	0.3	80	1.1	99	85.8	1	0.9	7	6.1
0-4	11184	92.3	48	0.4	142	1.2	474	91.3	1	0.2	18	3.9
0-3	16344	90.3	59	0.3	444	2.2	1443	90.0	11	0.7	16	1.1
0-2	8907	89.7	26	0.3	226	2.3	2161	85.9	12	0.4	54	1.9
0-1	7391	87.8	17	0.2	237	2.8	1035	83.1	7	0.6	24	1.9
OFF.							942	85.8	1	0.1	30	2.7
TOTAL	36632	91.3	185	0.3	1161	1.9	6456	86.7	33	0.4	151	2.0
W-4	637	88.2	7	1.0	15	2.1	4	100.0	0	0.0	0	0.0
W-3	657	85.3	5	0.6	27	3.5	10	100.0	0	0.0	0	0.0
W-2	1050	84.0	11	0.8	46	3.7	23	95.8	0	0.0	0	0.0
W-1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
W-0							0	0.0	0	0.0	0	0.0
TOTAL	2344	85.5	25	0.6	88	3.2	37	97.4	0	0.0	0	0.0
O/W												
TOTAL	58976	91.1	208	0.3	1249	1.9	6403	86.7	33	0.4	151	2.0
E-9	3977	84.4	61	1.3	309	6.6	31	91.2	0	0.0	0	0.0
E-8	8164	81.4	117	1.2	948	9.5	105	91.1	2	0.9	0	0.0
E-7	25732	78.5	223	0.7	3410	10.4	1185	84.9	9	0.6	16	1.1
E-6	59205	76.8	426	0.6	5405	7.0	4249	76.0	44	0.8	104	1.9
E-5	76420	75.4	322	0.3	4199	4.5	7350	68.3	57	0.5	215	2.0
E-4	70557	73.7	439	0.5	3517	3.7	7150	61.8	83	0.7	223	1.9
E-3	30350	66.3	332	0.6	1989	3.4	5604	56.6	92	1.0	181	2.9
E-2	31892	68.0	318	0.7	1387	3.0	3525	60.2	61	1.0	138	2.4
E-1	28854	84.4	338	0.8	1276	2.9	3202	60.0	57	1.1	116	2.3
E-0												
TOTAL	336151	72.8	2576	0.6	22440	4.8	31899	64.3	405	0.8	995	2.0
GRAND												
TOT	397127	75.0	2784	0.5	23689	4.5	36392	67.2	438	0.8	1146	2.0

* TOTAL FEMALE 57089 *

* TOTAL MALE 52931 *

DMC-30350

DISTRIBUTION OF ACTIVE DUTY FORCES
BY SERVICE, RACE, SEX AND ETHNIC GROUP
SEP 1989

NAVY

TOTAL PERSONNEL

GRADE	WHITE	BLACK	ASIAN	AM/PN	TOTAL	BLACK	WHITE	ASIAN	AM/PN	TOTAL	BLACK	WHITE	ASIAN	AM/PN	TOTAL
0-11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0-10	10	100	0	0	110	0	0	0	0	0	0	0	0	0	10
0-9	20	035	0	0	1	3.2	0	0	1	3.2	0	0	0	0	31
0-8	70	003	0	0	1	1.2	1	1.2	1	1.2	0	0	0	0	82
0-7	128	002	1	0	0	2	1.5	2	1.5	0	0	0	0	0	133
0-6	3756	008	12	0.3	37	1.0	30	0.8	26	0.7	21	0.5	3862	0	3862
0-5	7309	052	26	0.3	98	1.3	141	1.8	66	0.8	41	0.5	7771	0	7771
0-4	12607	021	57	0.4	160	1.2	452	3.3	184	1.3	234	1.7	13604	0	13604
0-3	20805	008	71	0.3	498	2.1	015	3.9	549	2.4	339	1.5	23177	0	23177
0-2	9942	008	33	0.3	250	2.2	519	4.6	358	3.2	78	0.7	11180	0	11180
0-1	8333	008	18	0.2	207	2.8	458	4.8	341	3.6	96	1.0	9515	0	9515
OFF															
TOTAL	63080	90.8	218	0.3	1312	1.9	2518	3.6	1528	2.2	811	1.2	60475	0	60475
W 4	641	003	7	1.0	15	4.3	5.9	15	2.1	5	0.7	726	0	726	0
W 3	607	055	5	0.6	27	3.5	92	6.7	16	2.1	13	1.7	780	0	780
W 2	1073	042	11	0.9	46	3.6	80	7.0	21	1.7	33	2.6	1374	0	1374
W 1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WAK															
TOTAL	2381	85.6	23	0.8	88	3.2	184	6.6	53	1.9	51	1.8	2780	0	2780
O/W															
TOTAL	65160	90.6	241	0.3	1400	1.9	2702	3.7	1581	2.2	862	1.2	72253	0	72253
E-9	4008	84.4	61	1.3	306	6.5	270	5.7	63	1.3	36	0.8	4747	0	4747
E-8	8150	81.6	119	1.2	940	9.3	558	5.4	168	1.6	88	0.9	10240	0	10240
E-7	26817	78.8	232	0.7	3428	10.0	2472	7.2	816	2.4	301	0.9	34166	0	34166
E-6	63054	70.8	470	0.6	5509	6.7	9890	12.0	2635	3.2	683	0.8	82850	0	82850
E-5	77770	74.7	379	0.4	4411	4.2	16882	15.8	4456	4.3	643	0.6	104144	0	104144
E-4	77715	72.4	522	0.5	3740	3.5	18295	17.0	6727	6.3	359	0.3	107358	0	107358
E-3	44394	65.1	424	0.6	2170	3.2	15833	23.2	5276	7.7	107	0.2	68104	0	68104
E-2	35417	61.1	379	0.7	1525	2.9	11002	21.4	4104	7.8	40	0.1	52766	0	52766
E-1	32056	64.0	305	0.8	1394	2.8	11890	23.7	4331	8.6	53	0.1	50109	0	50109
EEL															
TOT	370050	71.9	2081	0.6	23435	4.6	86082	16.9	28578	5.6	2310	0.5	514343	0	514343
GRAND															
TOT	435510	74.2	3222	0.5	24385	4.2	89084	15.3	30159	5.1	3181	0.5	586600	0	586600

PROMOTIONS

MILITARY EQUAL OPPORTUNITY ASSESSMENT

PART I - DATA FROM CURRENT FISCAL YEAR

1. FY89 ASSESSMENT

2. DOD COMPONENT/SUBCOMPONENT:
U.S. NAVY

3. SOURCE AGENCY: NAVAL MILITARY PERSONNEL COMMAND

b. TELEPHONE NUMBER:
AV 224-2007

a. OFFICE:
EQUAL OPPORTUNITY DIVISION (NMPC-61)

4.a. SUBJECT: LINE LIEUTENANT (O-3)

b. CATEGORY: OFFICER PROMOTIONS

TRACKED GROUPS	5. MALE			6. FEMALE			7. TOTAL			8. FOR OSD USE	
	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)		
(1) American Indian/Alaskan Native	6	8	0.75	1	2	0.50	7	10	0.70		
(2) Asian American/Pacific Islander	97	112	0.87	4	5	0.80	101	117	0.86		
(3) Black (Non-Hispanic)	129	148	0.87	25	25	1.00	154	173	0.89		
(4) Hispanic	98	121	0.81	12	12	1.00	110	133	0.83		
(5) White (Non-Hispanic)	3603	3817	0.94	244	255	0.96	3847	4072	0.94		
(6) Other/Unknown	24	26	0.92	1	1	1.00	25	27	0.93		
(7) TOTAL	3957	4232	0.94	287	300	0.96	4244	4532	0.94		

9.a. THE NUMBERS IN COLUMN A ARE:
IN-ZONE SELECTED

b. THE NUMBERS IN COLUMN B ARE:
IN-ZONE CONSIDERED

10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S): Monitor and assess promotion and advancement data and identify any significant variances in promotion or advancement opportunities for minorities or women.

11. ASSESSMENT: Minority in-zone selection rates to line Lieutenant are lower than the majority, particularly among males. Black and Hispanic rates continue to be lower as they have been in the previous years. Rates are comparable among females as are the overall rates for male and female.

	Selection Percentages			
	Black	Hispanic	Female	Navy-wide
FY-89	89%	83%	96%	94%
FY-88	86%	92%	96%	94%
FY-87	87%	87%	94%	94%
FY-86	85%	86%	96%	94%

PART II - DATA FROM PREVIOUS FISCAL YEARS

FY88 ASSESSMENT		4.a. SUBJECT: LINE LIEUTENANT (O-3)				b. CATEGORY: OFFICER PROMOTIONS			
TRACKED GROUPS	5.	MALE		FEMALE		7.		TOTAL	
		A	B	A	B	A	B	C(A/B)	D(OSD)
(1) American Indian/Alaskan Native	7	7	7	3	3	10	10	1.00	1.00
(2) Asian American/Pacific Islander	78	84	0.93	2	2	80	86	0.93	0.93
(3) Black (Non-Hispanic)	117	141	0.83	37	38	154	179	0.86	0.86
(4) Hispanic	92	100	0.92	14	15	106	115	0.92	0.92
(5) White (Non-Hispanic)	3822	4036	0.95	264	275	4086	4311	0.95	0.95
(6) Other/Unknown	18	22	0.82	0	0	18	22	0.82	0.82
(7) TOTAL	4134	4390	0.94	320	333	4454	4723	0.94	0.94

FY87 ASSESSMENT		6.				7.			
TRACKED GROUPS	5.	MALE		FEMALE		TOTAL		FOR OSD USE	
		A	B	A	B	A	B	C(A/B)	D(OSD)
(1) American Indian/Alaskan Native	10	10	1.00	0	0	10	10	1.00	1.00
(2) Asian American/Pacific Islander	39	42	0.93	4	4	43	46	0.93	0.93
(3) Black (Non-Hispanic)	102	119	0.86	21	23	123	142	0.87	0.87
(4) Hispanic	84	97	0.87	2	2	86	99	0.87	0.87
(5) White (Non-Hispanic)	2608	2769	0.94	211	223	2819	2992	0.94	0.94
(6) Other/Unknown	40	45	0.89	2	2	42	47	0.89	0.89
(7) TOTAL	2883	3082	0.94	240	254	3123	3336	0.94	0.94

FY86 ASSESSMENT		6.				7.			
TRACKED GROUPS	5.	MALE		FEMALE		TOTAL		FOR OSD USE	
		A	B	A	B	A	B	C(A/B)	D(OSD)
(1) American Indian/Alaskan Native	2	2	1.00	0	0	2	2	1.00	1.00
(2) Asian American/Pacific Islander	37	42	0.88	6	6	43	48	0.90	0.90
(3) Black (Non-Hispanic)	90	106	0.85	29	34	119	140	0.85	0.85
(4) Hispanic	89	105	0.85	9	9	98	114	0.86	0.86
(5) White (Non-Hispanic)	3155	3334	0.95	277	287	3432	3621	0.95	0.95
(6) Other/Unknown	35	41	0.85	2	2	37	43	0.86	0.86
(7) TOTAL	3408	3630	0.94	323	338	3731	3968	0.94	0.94

MILITARY EQUAL OPPORTUNITY ASSESSMENT

RCS DD-FM&P(A)1760

PART I - DATA FROM CURRENT FISCAL YEAR

1. FY89 ASSESSMENT

2. DOD COMPONENT/SUBCOMPONENT:
U.S. NAVY

3. SOURCE AGENCY: NAVAL MILITARY PERSONNEL COMMAND
a. OFFICE:
EQUAL OPPORTUNITY DIVISION (NMPC-61)
b. TELEPHONE NUMBER:
AV 224-2007

4.a. SUBJECT: STAFF LIEUTENANT (O-3)

b. CATEGORY: OFFICER PROMOTIONS

TRACKED GROUPS	5. A		6. MALE		7. FEMALE		8. TOTAL		9. FOR OSD USE	
	A	B	C(A/B)	D(OSD)	A	B	C(A/B)	D(OSD)	A	B
(1) American Indian/Alaskan Native	1	1	1.00		1	1	1.00		2	2
(2) Asian American/Pacific Islander	18	19	0.95		8	24	0.75		27	0.89
(3) Black (Non-Hispanic)	37	39	0.95		39	75	0.97		78	0.96
(4) Hispanic	29	34	0.85		17	45	0.94		51	0.88
(5) White (Non-Hispanic)	456	488	0.93		319	770	0.98		807	0.95
(6) Other/Unknown	13	13	1.00		16	29	1.00		29	1.00
(7) TOTAL	554	594	0.93		400	945	0.98		994	0.95

9.a. THE NUMBERS IN COLUMN A ARE:
IN-ZONE SELECTED

b. THE NUMBERS IN COLUMN B ARE:
IN-ZONE CONSIDERED BY TRACKED GROUP

10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S): Monitor and assess promotion and advancement data and identify any significant variances in promotion or advancement opportunities for minorities or women.

11. ASSESSMENT: The in-zone selection rates to staff Lieutenant were comparable for all minorities except Hispanics. Even though the Hispanic rate was lower, the number selected was the highest in four years. Females were selected at a higher rate than males. The in-zone selection rate for Asian American/Pacific Islander females was lower, but the small number in-zone is not statistically significant.

	Selection Percentages			
	Black	Hispanic	Female	Navy-wide
FY-89	96%	88%	98%	95%
FY-88	81%	95%	92%	90%
FY-87	91%	90%	94%	92%
FY-86	88%	100%	95%	95%

PART II - DATA FROM PREVIOUS FISCAL YEARS

FY88 ASSESSMENT		4.a. SUBJECT: STAFF LIEUTENANT (O-3)				b. CATEGORY: OFFICER PROMOTIONS			
TRACKED GROUPS	5.		6.		7.		8.		
	A	B	MALE C(A/B)	D(OSD)	A	B	TOTAL C(A/B)	D(OSD)	
(1) American Indian/Alaskan Native	2	2	1.00		1	1	3	1.00	
(2) Asian American/Pacific Islander	15	16	0.94		5	6	22	0.91	
(3) Black (Non-Hispanic)	37	46	0.80		15	18	64	0.81	
(4) Hispanic	15	16	0.94		6	6	22	0.95	
(5) White (Non-Hispanic)	460	512	0.90		254	274	786	0.91	
(6) Other/Unknown	11	11	1.00		4	4	15	1.00	
(7) TOTAL	540	603	0.90		285	309	912	0.90	

FY87 ASSESSMENT		6.				7.			
TRACKED GROUPS	5.		6.		A	7.		TOTAL	8. FOR OSD USE
	A	B	MALE C(A/B)	D(OSD)		A	B		
(1) American Indian/Alaskan Native	1	1	1.00		0	0	1	1.00	
(2) Asian American/Pacific Islander	5	7	0.71		0	0	5	0.71	
(3) Black (Non-Hispanic)	27	30	0.90		14	15	41	0.91	
(4) Hispanic	20	23	0.87		6	6	26	0.90	
(5) White (Non-Hispanic)	346	375	0.92		184	196	530	0.93	
(6) Other/Unknown	18	20	0.90		9	9	27	0.93	
(7) TOTAL	417	456	0.91		213	226	630	0.92	

FY86 ASSESSMENT		6.				7.			
TRACKED GROUPS	5.		6.		A	7.		TOTAL	8. FOR OSD USE
	A	B	MALE C(A/B)	D(OSD)		A	B		
(1) American Indian/Alaskan Native	0	0	--		0	0	0	0	
(2) Asian American/Pacific Islander	10	10	1.00		5	5	15	1.00	
(3) Black (Non-Hispanic)	34	39	0.87		22	25	56	0.88	
(4) Hispanic	9	9	1.00		5	5	14	1.00	
(5) White (Non-Hispanic)	595	629	0.95		279	293	874	0.95	
(6) Other/Unknown	22	22	1.00		8	8	30	1.00	
(7) TOTAL	670	709	0.94		319	336	989	0.95	

MILITARY EQUAL OPPORTUNITY ASSESSMENT

RCS DD-FM&P(A)1760

PART I - DATA FROM CURRENT FISCAL YEAR

1. FY89 ASSESSMENT

2. DOD COMPONENT/SUBCOMPONENT:
U.S. NAVY

3. SOURCE AGENCY: NAVAL MILITARY PERSONNEL COMMAND
a. OFFICE:
EQUAL OPPORTUNITY DIVISION (NMPC-61)
b. TELEPHONE NUMBER:
AV 224-2007

4.a. SUBJECT: LINE LIEUTENANT COMMANDER (O-4)

b. CATEGORY: OFFICER PROMOTIONS

TRACKED GROUPS	5. MALE			6. FEMALE			7. TOTAL			8. FOR OSD USE
	A	B	C(A/B)	A	B	C(A/B)	A	B	C(A/B)	
(1) American Indian/Alaskan Native	5	5	1.00	0	0	--	5	5	1.00	
(2) Asian American/Pacific Islander	15	21	0.71	4	5	0.80	19	26	0.73	
(3) Black (Non-Hispanic)	39	64	0.61	9	14	0.64	48	78	0.62	
(4) Hispanic	17	26	0.65	1	1	1.00	18	27	0.67	
(5) White (Non-Hispanic)	1203	1619	0.74	180	240	0.75	1383	1859	0.74	
(6) Other/Unknown	5	7	0.71	1	3	0.33	6	10	0.60	
(7) TOTAL	1284	1742	0.74	195	263	0.74	1479	2005	0.74	

9.a. THE NUMBERS IN COLUMN A ARE:
IN-ZONE SELECTED

b. THE NUMBERS IN COLUMN B ARE:
IN-ZONE CONSIDERED

10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S): Monitor and assess promotion and advancement data and identify any significant variances in promotion or advancement opportunities for minorities or women.

11. ASSESSMENT: The in-zone selection rate for Black officers to line Lieutenant Commander was lower than other groups, particularly for males, as it was for the three previous years. The number of minority officers selected for line Lieutenant Commander this year is the highest in the six years of collected data. Selection rates among females were comparable, as were total selection rates for male and female.

	Selection Percentages			
	Black	Hispanic	Female	Navy-wide
FY-89	62%	67%	74%	74%
FY-88	68%	50%	75%	72%
FY-87	66%	68%	75%	76%
FY-86	61%	67%	75%	75%

PART II - DATA FROM PREVIOUS FISCAL YEARS

FY88 ASSESSMENT 4.a. SUBJECT: LINE LIEUTENANT COMMANDER (O-4) b. CATEGORY: OFFICER PROMOTIONS

TRACKED GROUPS	5.		6.		7.		8.	
	A	B	MALE C(A/B)	D(OSD)	A	B	TOTAL C(A/B)	D(OSD)
(1) American Indian/Alaskan Native	0	1	0.00		0	0	1	0.00
(2) Asian American/Pacific Islander	16	25	0.64		0	0	25	0.64
(3) Black (Non-Hispanic)	17	24	0.71		2	4	28	0.68
(4) Hispanic	6	12	0.50		0	0	12	0.50
(5) White (Non-Hispanic)	732	1004	0.73		77	101	1105	0.73
(6) Other/Unknown	3	8	0.38		0	0	8	0.38
(7) TOTAL	774	1074	0.72		79	105	1179	0.72

FY87 ASSESSMENT

TRACKED GROUPS	5.		6.		7.		8.	
	A	B	MALE C(A/B)	D(OSD)	A	B	TOTAL C(A/B)	D(OSD)
(1) American Indian/Alaskan Native	2	4	0.50		1	2	6	0.50
(2) Asian American/Pacific Islander	6	6	1.00		1	1	7	1.00
(3) Black (Non-Hispanic)	43	65	0.66		8	12	77	0.66
(4) Hispanic	14	21	0.67		1	1	22	0.68
(5) White (Non-Hispanic)	1248	1632	0.76		116	154	1786	0.76
(6) Other/Unknown	14	20	0.70		0	0	20	0.70
(7) TOTAL	1327	1748	0.76		127	170	1918	0.76

FY86 ASSESSMENT

TRACKED GROUPS	5.		6.		7.		8.	
	A	B	MALE C(A/B)	D(OSD)	A	B	TOTAL C(A/B)	D(OSD)
(1) American Indian/Alaskan Native	4	6	0.67		0	1	7	0.57
(2) Asian American/Pacific Islander	6	8	0.75		0	0	8	0.75
(3) Black (Non-Hispanic)	44	72	0.61		6	10	82	0.61
(4) Hispanic	14	20	0.70		0	1	21	0.67
(5) White (Non-Hispanic)	1165	1540	0.76		123	160	1700	0.76
(6) Other/Unknown	9	12	0.75		0	1	13	0.69
(7) TOTAL	1242	1658	0.75		129	173	1831	0.75

MILITARY EQUAL OPPORTUNITY ASSESSMENT
RCS DD-FM&P(A)1760

1. FY89 ASSESSMENT
2. DOD COMPONENT/SUBCOMPONENT:
U.S. NAVY
3. SOURCE AGENCY: NAVAL MILITARY PERSONNEL COMMAND
a. OFFICE:
EQUAL OPPORTUNITY DIVISION (NMPC-61)
b. TELEPHONE NUMBER:
AV 224-2007

4.a. SUBJECT: STAFF LIEUTENANT COMMANDER (O-4)
b. CATEGORY: OFFICER PROMOTIONS

PART I - DATA FROM CURRENT FISCAL YEAR

TRACKED GROUPS	5. MALE			6. FEMALE			7. TOTAL			8. FOR OSD USE
	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	
(1) American Indian/Alaskan Native	4	7	0.57	2	2	1.00	6	9	0.67	
(2) Asian American/Pacific Islander	18	24	0.75	0	0	--	18	24	0.75	
(3) Black (Non-Hispanic)	15	22	0.68	6	10	0.60	21	32	0.66	
(4) Hispanic	14	17	0.82	1	3	0.33	15	20	0.75	
(5) White (Non-Hispanic)	473	657	0.72	110	145	0.76	583	802	0.73	
(6) Other/Unknown	105	123	0.85	5	7	0.71	110	130	0.85	
(7) TOTAL	629	850	0.74	124	167	0.74	753	1017	0.74	

9.a. THE NUMBERS IN COLUMN A ARE:
IN-ZONE SELECTED
b. THE NUMBERS IN COLUMN B ARE:
IN-ZONE CONSIDERED

10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S): Monitor and assess promotion and advancement data and identify any significant variances in promotion or advancement opportunities for minorities or women.

11. ASSESSMENT: The in-zone selection rates to staff Lieutenant Commander were comparable except for a lower rate for white males. The number of minority officers selected to staff Lieutenant Commander this year is the highest in six years of collected data.

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FY88 ASSESSMENT		4. a. SUBJECT: STAFF LIEUTENANT COMMANDER (O-4)				b. CATEGORY: OFFICER PROMOTIONS			
TRACKED GROUPS		5.		6.		7.		8.	
		MALE		FEMALE		TOTAL		FOR OSD USE	
		A	B	C(A/B)	D(OSD)	A	B	C(A/B)	D(OSD)
(1) American Indian/Alaskan Native	1	1	1	1.00		1	1	1.00	
(2) Asian American/Pacific Islander	8	14	0	0.57		0	2	0.00	
(3) Black (Non-Hispanic)	10	17	2	0.59		2	6	0.33	
(4) Hispanic	9	9	0	1.00		0	2	0.00	
(5) White (Non-Hispanic)	462	585	93	0.79		93	132	0.70	
(6) Other/Unknown	86	108	11	0.80		11	14	0.79	
(7) TOTAL	576	734	107	0.78		107	157	0.68	

FY87 ASSESSMENT

TRACKED GROUPS	5.			6.			7.			8.		
	A	B	MALE C(A/B)	A	B	MALE C(A/B)	A	B	MALE C(A/B)	A	B	MALE C(A/B)
(1) American Indian/Alaskan Native	6	7	0.86	1	1	1.00	7	8	0.88			
(2) Asian American/Pacific Islander	5	5	1.00	0	0	--	5	5	1.00			
(3) Black (Non-Hispanic)	15	20	0.75	9	17	0.53	24	37	0.65			
(4) Hispanic	8	10	0.80	0	1	0.00	8	11	0.73			
(5) White (Non-Hispanic)	497	623	0.80	146	212	0.69	643	835	0.77			
(6) Other/Unknown	184	209	0.88	41	48	0.85	225	257	0.88			
(7) TOTAL	715	874	0.82	197	279	0.71	912	1153	0.79			

FY86 ASSESSMENT

TRACKED GROUPS	5.			6.			7.			8.		
	A	B	MALE C(A/B) D(OSD)	A	B	MALE C(A/B) D(OSD)	A	B	MALE C(A/B) D(OSD)	A	B	MALE C(A/B) D(OSD)
(1) American Indian/Alaskan Native	4	4	1.00	1	1	1.00	5	5	1.00			
(2) Asian American/Pacific Islander	5	8	0.63	1	1	1.00	6	9	0.67			
(3) Black (Non-Hispanic)	19	23	0.83	4	5	0.80	23	28	0.82			
(4) Hispanic	5	7	0.71	0	0	--	5	7	0.71			
(5) White (Non-Hispanic)	575	706	0.81	93	116	0.80	668	822	0.81			
(6) Other/Unknown	89	104	0.86	12	12	1.00	101	116	0.87			
(7) TOTAL	697	852	0.82	111	135	0.82	808	987	0.82			

1. FY89 ASSESSMENT

2. DOD COMPONENT/SUBCOMPONENT: U.S. NAVY

3. SOURCE AGENCY: NAVAL MILITARY PERSONNEL COMMAND

a. OFFICE: EQUAL OPPORTUNITY DIVISION (NMPC-61)

b. TELEPHONE NUMBER: AV 224-2007

4. a. SUBJECT: LINE COMMANDER (O-5)

b. CATEGORY: OFFICER PROMOTIONS

TRACKED GROUPS	5. MALE			6. FEMALE			7. TOTAL			8. FOR OSD USE	
	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)		
(1) American Indian/Alaskan Native	0	3	0.00	0	0	--	0	3	0.00		
(2) Asian American/Pacific Islander	3	8	0.38	0	0	--	3	8	0.38		
(3) Black (Non-Hispanic)	23	37	0.62	3	7	0.43	26	44	0.59		
(4) Hispanic	7	8	0.88	0	0	--	7	8	0.88		
(5) White (Non-Hispanic)	721	1166	0.62	64	98	0.65	785	1264	0.62		
(6) Other/Unknown	6	10	0.60	0	1	0.00	6	11	0.55		
(7) TOTAL	760	1232	0.62	67	106	0.63	827	1338	0.62		

9. a. THE NUMBERS IN COLUMN A ARE: IN-ZONE SELECTED

b. THE NUMBERS IN COLUMN B ARE: IN-ZONE CONSIDERED

10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S): Monitor and assess promotion and advancement data and identify any significant variances in promotion or advancement opportunities for minorities or women.

11. ASSESSMENT: The in-zone selection rates to line Commander were comparable except for American Native males, but the small number in-zone is not statistically significant. The number of minority officers selected to line Commander this year is the highest in six years and suggests a positive trend in the number of minorities being selected. The small number of minorities and women considered for promotion indicates that the Navy does not yet have sufficient numbers of minorities and women competing for the senior grades.

Selection Percentages			
	Black	Hispanic	Female
FY-89	59%	88%	63%
FY-88	47%	62%	66%
FY-87	80%	45%	63%
FY-86	61%	22%	54%
			Navy-wide
			62%
			63%
			64%
			63%

PART II - DATA FROM PREVIOUS FISCAL YEARS

FY88 ASSESSMENT 4.a. SUBJECT: LINE COMMANDER (O-5) b. CATEGORY: OFFICER PROMOTIONS

TRACKED GROUPS	5.		6.		7.		8.	
	A	B	MALE C(A/B)	D(OSD)	A	B	TOTAL C(A/B)	D(OSD)
(1) American Indian/Alaskan Native	4	5	0.80		0	1	0.00	
(2) Asian American/Pacific Islander	3	7	0.43		1	1	1.00	
(3) Black (Non-Hispanic)	7	12	0.58		0	3	0.00	
(4) Hispanic	7	12	0.58		1	1	1.00	
(5) White (Non-Hispanic)	549	866	0.63		42	60	0.70	
(6) Other/Unknown	2	2	1.00		0	1	0.00	
(7) TOTAL	572	904	0.63		44	67	0.66	

FY87 ASSESSMENT

TRACKED GROUPS	5.		6.		7.		8.	
	A	B	MALE C(A/B)	D(OSD)	A	B	TOTAL C(A/B)	D(OSD)
(1) American Indian/Alaskan Native	2	5	0.40		0	0	--	
(2) Asian American/Pacific Islander	2	2	1.00		0	0	--	
(3) Black (Non-Hispanic)	12	13	0.92		4	7	0.57	
(4) Hispanic	5	9	0.56		0	2	0.00	
(5) White (Non-Hispanic)	597	927	0.64		57	88	0.65	
(6) Other/Unknown	3	10	0.30		1	2	0.50	
(7) TOTAL	621	966	0.64		62	99	0.63	

FY86 ASSESSMENT

TRACKED GROUPS	5.		6.		7.		8.	
	A	B	MALE C(A/B)	D(OSD)	A	B	TOTAL C(A/B)	D(OSD)
(1) American Indian/Alaskan Native	4	5	0.80		0	0	--	
(2) Asian American/Pacific Islander	3	5	0.60		0	0	--	
(3) Black (Non-Hispanic)	10	17	0.59		1	1	1.00	
(4) Hispanic	2	8	0.25		0	1	0.00	
(5) White (Non-Hispanic)	754	1153	0.65		24	42	0.57	
(6) Other/Unknown	1	7	0.14		0	2	0.00	
(7) TOTAL	774	1195	0.65		25	46	0.54	

MILITARY EQUAL OPPORTUNITY ASSESSMENT

PART I - DATA FROM CURRENT FISCAL YEAR

1. FY89 ASSESSMENT

2. DOD COMPONENT/SUBCOMPONENT:
U.S. NAVY

3. SOURCE AGENCY: NAVAL MILITARY PERSONNEL COMMAND

a. OFFICE:
EQUAL OPPORTUNITY DIVISION (NMPC-61)b. TELEPHONE NUMBER:
AV 224-2007

4.a. SUBJECT: STAFF COMMANDER (O-5)

b. CATEGORY: OFFICER PROMOTIONS

TRACKED GROUPS	5. MALE		6. FEMALE		7. TOTAL		8. FOR OSD USE	
	A	B	A	B	A	B	C(A/B) D(OSD)	D(OSD)
(1) American Indian/Alaskan Native	1	2	0	0	1	2	0.50	
(2) Asian American/Pacific Islander	7	9	0	0	7	9	0.78	
(3) Black (Non-Hispanic)	9	13	3	3	10	16	0.63	
(4) Hispanic	3	5	1	1	4	6	0.67	
(5) White (Non-Hispanic)	246	375	68	68	292	443	0.66	
(6) Other/Unknown	8	12	3	3	10	15	0.67	
(7) TOTAL	274	416	75	75	324	491	0.66	

9.a. THE NUMBERS IN COLUMN A ARE:

b. THE NUMBERS IN COLUMN B ARE:
IN-ZONE CONSIDERED

10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S): Monitor and assess promotion and advancement data and identify any significant variances in promotion or advancement opportunities for minorities or women.

11. ASSESSMENT: The in-zone selection rates to staff Commander were comparable for all groups. There may be a problem with the selection of Black women, but the small number considered makes relevant conclusions difficult. The small number of minorities and women considered for promotion does indicate that the Navy does not yet have sufficient numbers of minorities and women competing for the senior grades.

	Selection Percentages		
	Black	Hispanic	Female
FY-89	63%	67%	66%
FY-88	63%	50%	58%
FY-87	50%	46%	62%
FY-86	57%	64%	69%
			Navy-wide
			67%
			63%
			68%
			69%

PART II - DATA FROM PREVIOUS FISCAL YEARS

FY88 ASSESSMENT		4.a. SUBJECT: STAFF COMMANDER (O-5)				b. CATEGORY: OFFICER PROMOTIONS			
TRACKED GROUPS	5.		6.		7.		8.		
	A	B	MALE C(A/B)	D(OSD)	A	B	TOTAL C(A/B)	D(OSD)	
(1) American Indian/Alaskan Native	2	2	1.00		0	0	2	1.00	
(2) Asian American/Pacific Islander	1	2	0.50		0	0	2	0.50	
(3) Black (Non-Hispanic)	5	7	0.71		7	12	19	0.63	
(4) Hispanic	2	4	0.50		0	0	4	0.50	
(5) White (Non-Hispanic)	208	321	0.65		38	63	384	0.64	
(6) Other/Unknown	14	23	0.61		0	2	25	0.56	
(7) TOTAL	232	359	0.65		45	77	436	0.64	

FY87 ASSESSMENT		6.				7.			
TRACKED GROUPS	5.		6.		A	7.		A	8.
	A	B	MALE C(A/B)	D(OSD)		B	TOTAL C(A/B)		
(1) American Indian/Alaskan Native	0	1	0.00		1	1	2	0.50	
(2) Asian American/Pacific Islander	1	4	0.25		1	1	5	0.40	
(3) Black (Non-Hispanic)	14	25	0.56		1	5	30	0.50	
(4) Hispanic	6	13	0.46		0	0	13	0.46	
(5) White (Non-Hispanic)	368	521	0.71		25	37	393	0.70	
(6) Other/Unknown	18	28	0.64		1	3	31	0.61	
(7) TOTAL	407	592	0.69		29	47	639	0.68	

FY86 ASSESSMENT		6.				7.			
TRACKED GROUPS	5.		6.		A	7.		A	8.
	A	B	MALE C(A/B)	D(OSD)		B	TOTAL C(A/B)		
(1) American Indian/Alaskan Native	2	2	1.00		0	0	2	1.00	
(2) Asian American/Pacific Islander	4	6	0.67		2	3	9	0.67	
(3) Black (Non-Hispanic)	12	20	0.60		0	1	21	0.57	
(4) Hispanic	6	9	0.67		1	2	11	0.64	
(5) White (Non-Hispanic)	353	510	0.69		42	59	569	0.69	
(6) Other/Unknown	9	17	0.53		5	7	24	0.58	
(7) TOTAL	386	564	0.68		50	72	636	0.69	

MILITARY EQUAL OPPORTUNITY ASSESSMENT

PART I - DATA FROM CURRENT FISCAL YEAR

1. FY89 ASSESSMENT

2. DOD COMPONENT/SUBCOMPONENT:
U.S. NAVY

3. SOURCE AGENCY: NAVAL MILITARY PERSONNEL COMMAND

a. OFFICE:
EQUAL OPPORTUNITY DIVISION (NMPC-61)b. TELEPHONE NUMBER:
AV 224-2007

4.a. SUBJECT: LINE CAPTAIN (O-6)

b. CATEGORY: OFFICER PROMOTIONS

TRACKED GROUPS	5. A		6. MALE		7. FEMALE		8. TOTAL		9. FOR OSD USE	
	A	B	C(A/B)	D(OSD)	A	B	C(A/B)	D(OSD)	A	B
(1) American Indian/Alaskan Native	0	0	--		0	0	--		0	0
(2) Asian American/Pacific Islander	1	1	1.00		0	0	--		1	1
(3) Black (Non-Hispanic)	1	3	0.33		0	0	--		3	0.33
(4) Hispanic	0	0	--		0	0	--		0	--
(5) White (Non-Hispanic)	289	596	0.48		19	0.32			295	0.48
(6) Other/Unknown	0	3	--		0	0	--		0	3
(7) TOTAL	291	603	0.48		19	0.32			297	0.48

9.a. THE NUMBERS IN COLUMN A ARE:

IN-ZONE SELECTED

b. THE NUMBERS IN COLUMN B ARE:

IN-ZONE CONSIDERED

10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S): Monitor and assess promotion and advancement data and identify any significant variances in promotion or advancement opportunities for minorities or women.

11. ASSESSMENT: The in-zone selection rates to line Captain were comparable for all groups. What is not reflected in the figures is that three Black males, one Hispanic male, and two majority females were selected from below the zone this year. The small number of minorities and women considered for promotion indicates that the Navy does not yet have sufficient numbers of minorities and women competing for the senior grades. The trend for the number in-zone has remained constant for the six years of collected data.

	Selection Percentages			
	Black	Hispanic	Female	Navy-wide
FY-89	33%	--	32%	48%
FY-88	50%	67%	30%	45%
FY-87	33%	100%	17%	48%
FY-86	33%	33%	29%	50%

PART II - DATA FROM PREVIOUS FISCAL YEARS

FY88 ASSESSMENT

4.a. SUBJECT: LINE CAPTAIN (O-6)

b. CATEGORY: OFFICER PROMOTIONS

TRACKED GROUPS	5.			6.			7.			8.		
	A	B	C(A/B)	A	B	C(A/B)	A	B	C(A/B)	A	B	C(A/B)
(1) American Indian/Alaskan Native	0	1	0.00	0	0	--	0	0	0.00	1	0	0.00
(2) Asian American/Pacific Islander	0	1	0.00	0	0	--	0	0	0.00	1	0	0.00
(3) Black (Non-Hispanic)	1	2	0.50	0	0	--	0	1	0.50	2	1	0.50
(4) Hispanic	2	3	0.67	0	0	--	0	2	0.67	3	0	0.67
(5) White (Non-Hispanic)	246	547	0.45	3	10	0.30	249	557	0.45	252	564	0.45
(6) Other/Unknown	0	0	--	0	0	--	0	0	--	0	0	--
(7) TOTAL	249	554	0.45	3	10	0.30	252	564	0.45	252	564	0.45

FY87 ASSESSMENT

TRACKED GROUPS	5.			6.			7.			8.		
	A	B	C(A/B)	A	B	C(A/B)	A	B	C(A/B)	A	B	C(A/B)
(1) American Indian/Alaskan Native	0	1	0.00	0	0	--	0	0	0.00	1	0	0.00
(2) Asian American/Pacific Islander	0	2	0.00	0	0	--	0	0	0.00	2	0	0.00
(3) Black (Non-Hispanic)	1	3	0.33	0	0	--	1	1	0.33	3	0	0.33
(4) Hispanic	1	1	1.00	0	0	--	1	1	1.00	1	1	1.00
(5) White (Non-Hispanic)	312	635	0.49	1	6	0.17	313	641	0.49	315	650	0.48
(6) Other/Unknown	0	2	0.00	0	0	--	0	0	0.00	2	0	0.00
(7) TOTAL	314	644	0.49	1	6	0.17	315	650	0.48	315	650	0.48

FY86 ASSESSMENT

TRACKED GROUPS	5.			6.			7.			8.		
	A	B	C(A/B)	A	B	C(A/B)	A	B	C(A/B)	A	B	C(A/B)
(1) American Indian/Alaskan Native	0	2	0.00	0	0	--	0	0	0.00	2	0	0.00
(2) Asian American/Pacific Islander	0	2	0.00	0	0	--	0	0	0.00	2	0	0.00
(3) Black (Non-Hispanic)	4	11	0.36	0	1	0.00	4	12	0.33	4	12	0.33
(4) Hispanic	2	6	0.33	0	0	--	2	6	0.33	2	6	0.33
(5) White (Non-Hispanic)	390	767	0.51	2	6	0.33	392	773	0.51	398	800	0.50
(6) Other/Unknown	0	5	0.00	0	0	--	0	5	0.00	0	5	0.00
(7) TOTAL	396	793	0.50	2	7	0.29	398	800	0.50	398	800	0.50

MILITARY EQUAL OPPORTUNITY ASSESSMENT

PART 1 - DATA FROM CURRENT FISCAL YEAR

1. FY89 ASSESSMENT

2. DOD COMPONENT/SUBCOMPONENT: U.S. NAVY

3. SOURCE AGENCY: NAVAL MILITARY PERSONNEL COMMAND
a. OFFICE: EQUAL OPPORTUNITY DIVISION (NMPC-61)
b. TELEPHONE NUMBER: AV 224-2007

4. a. SUBJECT: STAFF CAPTAIN (O-6)

b. CATEGORY: OFFICER PROMOTIONS

TRACKED GROUPS	5. MALE				6. FEMALE				7. TOTAL				8. FOR OSD USE	
	A	B	C(A/B)	D(OSD)	A	B	C(A/B)	D(OSD)	A	B	C(A/B)	D(OSD)		
(1) American Indian/Alaskan Native	0	0	--		0	0	0		0	0	--			
(2) Asian American/Pacific Islander	1	6	0.17		0	0	0		1	6	0.17			
(3) Black (Non-Hispanic)	4	5	0.80		0	1	0		4	6	0.67			
(4) Hispanic	3	5	0.60		0	0	--		3	5	0.60			
(5) White (Non-Hispanic)	136	287	0.47		12	12	1.00		148	299	0.49			
(6) Other/Unknown	2	2	1.00		0	0	--		2	2	1.00			
(7) TOTAL	146	305	0.48		12	13	0.92		158	318	0.50			

9. a. THE NUMBERS IN COLUMN A ARE:
IN-ZONE SELECTED

b. THE NUMBERS IN COLUMN B ARE:
IN-ZONE CONSIDERED

10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S): Monitor and assess promotion and advancement data and identify any significant variances in promotion or advancement opportunities for minorities or women.

11. ASSESSMENT: The in-zone selection rates to staff Captain were comparable except for Black females, but with only one Black female in-zone, the difference is not statistically significant. The small number of minorities and women considered for promotion indicates that the Navy does not yet have sufficient numbers of minorities and women competing for the senior grades. The number of minority officers selected to staff Captain is the highest in six years of collected data and suggests a positive trend.

	Selection Percentages			
	Black	Hispanic	Female	Navy-wide
FY-89	67%	60%	92%	50%
FY-88	60%	0%	55%	49%
FY-87	33%	50%	36%	45%
FY-86	25%	75%	42%	47%

PART II - DATA FROM PREVIOUS FISCAL YEARS

FY88 ASSESSMENT 4.a. SUBJECT: STAFF CAPTAIN (O-6) b. CATEGORY: OFFICER PROMOTIONS

TRACKED GROUPS	5.		6.		7.		8.	
	A	B	MALE C(A/B)	D(OSD)	A	B	MALE C(A/B)	D(OSD)
(1) American Indian/Alaskan Native	0	2	0.00		0	2	0.00	
(2) Asian American/Pacific Islander	2	10	0.20		1	2	0.50	
(3) Black (Non-Hispanic)	3	5	0.60		0	0	--	
(4) Hispanic	0	1	0.00		0	0	--	
(5) White (Non-Hispanic)	117	236	0.50		4	8	0.50	
(6) Other/Unknown	2	3	0.67		1	1	1.00	
(7) TOTAL	124	257	0.48		6	11	0.55	

FY87 ASSESSMENT

TRACKED GROUPS	5.		6.		7.		8.	
	A	B	MALE C(A/B)	D(OSD)	A	B	MALE C(A/B)	D(OSD)
(1) American Indian/Alaskan Native	0	0	--		0	0	--	
(2) Asian American/Pacific Islander	0	5	0.00		0	0	0.00	
(3) Black (Non-Hispanic)	1	2	0.50		0	1	0.00	
(4) Hispanic	2	4	0.50		0	0	--	
(5) White (Non-Hispanic)	116	251	0.46		12	32	0.38	
(6) Other/Unknown	7	13	0.54		1	3	0.33	
(7) TOTAL	126	275	0.46		13	36	0.36	

FY86 ASSESSMENT

TRACKED GROUPS	5.		6.		7.		8.	
	A	B	MALE C(A/B)	D(OSD)	A	B	MALE C(A/B)	D(OSD)
(1) American Indian/Alaskan Native	0	1	0.00		0	1	0.00	
(2) Asian American/Pacific Islander	1	8	0.13		1	1	1.00	
(3) Black (Non-Hispanic)	1	4	0.25		0	0	--	
(4) Hispanic	2	3	0.67		1	1	1.00	
(5) White (Non-Hispanic)	152	307	0.50		11	25	0.44	
(6) Other/Unknown	3	14	0.21		0	4	0.00	
(7) TOTAL	159	337	0.47		13	31	0.42	

MILITARY EQUAL OPPORTUNITY ASSESSMENT

RCS DD-FMSP(A)1760

PART I - DATA FROM CURRENT FISCAL YEAR

1. FY89 ASSESSMENT

2. DOD COMPONENT/SUBCOMPONENT:
U.S. NAVY

3. SOURCE AGENCY: NAVAL MILITARY PERSONNEL COMMAND
a. OFFICE: EQUAL OPPORTUNITY DIVISION (NMPC-61)
b. TELEPHONE NUMBER: AV 224-2007

4. a. SUBJECT: FIRST CLASS PETTY OFFICER (E-6)

b. CATEGORY: ENLISTED ADVANCEMENTS

TRACKED GROUPS	5. MALE			6. D(OSD)	FEMALE			7. TOTAL			8. FOR OSD USE
	A	B	C(A/B)		A	B	C(A/B)	A	B	C(A/B)	
(1) American Indian/Alaskan Native	39	216	0.18		2	38	0.05		41	254	0.16
(2) Asian American/Pacific Islander	570	2986	0.19		22	161	0.14		592	3147	0.19
(3) Black (Non-Hispanic)	230	1875	0.12		50	411	0.12		280	2286	0.12
(4) Hispanic	372	2508	0.15		35	290	0.12		407	2798	0.15
(5) White (Non-Hispanic)	11043	52415	0.21		949	7277	0.13		11992	59692	0.20
(6) Other/Unknown	36	258	0.14		4	51	0.08		40	309	0.13
(7) TOTAL	12290	60258	0.20		1062	8228	0.13		13352	68486	0.19

9. a. THE NUMBERS IN COLUMN A ARE:
NUMBER ADVANCED

b. THE NUMBERS IN COLUMN B ARE:
NUMBER CONSIDERED

10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S): Monitor and assess promotion and advancement data and identify any significant variances in promotion or advancement opportunities for minorities and women.

11. ASSESSMENT: Advancement rates for Black and Hispanic enlisted males to First Class Petty Officer were lower than the majority in FY-89. The same was true for FY-88, the first year advancement data to First Class Petty Officer was collected. Female advancement rates were comparable among the groups, but the overall female rate was lower than the male rate. Limited data makes it difficult to draw relevant conclusions.

		Selection Percentages		
		Black	Hispanic	Female
FY-89	12%	15%	13%	19%
FY-88	14%	19%	14%	24%

PART II - DATA FROM PREVIOUS FISCAL YEARS

FY88 ASSESSMENT 4.a. SUBJECT: FIRST CLASS PETTY OFFICER (E-6) b. CATEGORY: ENLISTED ADVANCEMENTS

TRACKED GROUPS	5. MALE			6. FEMALE			7. TOTAL			8. FOR OSD USE
	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	
(1) American Indian/Alaskan Native	43	201	0.21	4	34	0.12	47	235	0.20	
(2) Asian American/Pacific Islander	518	2433	0.21	11	111	0.10	529	2544	0.21	
(3) Black (Non-Hispanic)	254	1692	0.15	43	402	0.11	297	2094	0.14	
(4) Hispanic	397	2011	0.20	34	239	0.14	431	2250	0.19	
(5) White (Non-Hispanic)	11948	44403	0.27	919	6621	0.14	12867	51024	0.25	
(6) Other/Unknown	50	224	0.22	6	50	0.12	56	274	0.20	
(7) TOTAL	13210	50964	0.26	1017	7457	0.14	14227	58421	0.24	

FY87 ASSESSMENT

TRACKED GROUPS	5. MALE			6. FEMALE			7. TOTAL			8. FOR OSD USE
	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	
(1) American Indian/Alaskan Native										
(2) Asian American/Pacific Islander										
(3) Black (Non-Hispanic)										
(4) Hispanic										
(5) White (Non-Hispanic)										
(6) Other/Unknown										
(7) TOTAL										

DATA NOT COLLECTED FOR FY87

FY86 ASSESSMENT

TRACKED GROUPS	5. MALE			6. FEMALE			7. TOTAL			8. FOR OSD USE
	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	
(1) American Indian/Alaskan Native										
(2) Asian American/Pacific Islander										
(3) Black (Non-Hispanic)										
(4) Hispanic										
(5) White (Non-Hispanic)										
(6) Other/Unknown										
(7) TOTAL										

DATA NOT COLLECTED FOR FY86

1. FY89 ASSESSMENT

2. DOD COMPONENT/SUBCOMPONENT: U.S. NAVY

3. SOURCE AGENCY: NAVAL MILITARY PERSONNEL COMMAND

4. OFFICE: EQUAL OPPORTUNITY DIVISION (NMPC-61)

5. TELEPHONE NUMBER: AV 224-2007

6. SUBJECT: CHIEF PETTY OFFICER (E-7)

7. CATEGORY: ENLISTED ADVANCEMENTS

TRACKED GROUPS	5. MALE			6. FEMALE			7. TOTAL			8. FOR OSD USE
	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	
(1) American Indian/Alaskan Native	29	247	0.12	0	28	0.00	29	275	0.11	
(2) Asian American/Pacific Islander	605	3720	0.16	5	53	0.09	610	3773	0.16	
(3) Black (Non-Hispanic)	202	1749	0.12	12	164	0.07	214	1913	0.11	
(4) Hispanic	178	1349	0.13	8	61	0.13	186	1410	0.13	
(5) White (Non-Hispanic)	5081	35461	0.14	309	2671	0.12	5390	38132	0.14	
(6) Other/Unknown	27	177	0.15	1	17	0.06	28	194	0.14	
(7) TOTAL	6122	42703	0.14	335	2994	0.11	6457	45697	0.14	

9. THE NUMBERS IN COLUMN A ARE: NUMBER SELECTED

10. THE NUMBERS IN COLUMN B ARE: NUMBER TAKING E-7 ADVANCEMENT EXAMINATION

10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S): Monitor and assess promotion and advancement data and identify any significant variances in promotion or advancement opportunities for minorities or women. The data presented is based on all who participated in the Chief Petty Officer advancement examination process.

11. ASSESSMENT: Advancing to Chief Petty Officer is a two-step process. Individuals must score high enough on the E-7 advancement examination to be eligible for consideration by the E-7 selection board. The selection board then selects individuals for advancement from those eligible. The differences in the selection rate of minorities taking the examination were not statistically significant except for Black males. Candidates from the minority groups with an exam score high enough to be considered by the selection board were selected at rates comparable with the majority. The selection opportunity for females was lower than their male counterparts. Only Hispanic females going before the board were selected at a rate comparable with males.

Selection Percentages			
	Black	Hispanic	Female
FY-89	11%	13%	11%
FY-88	9%	11%	11%
FY-87	12%	13%	15%
FY-86	14%	16%	14%
			Navy-wide
			14%
			13%
			15%
			17%

PART II - DATA FROM PREVIOUS FISCAL YEARS

FY88 ASSESSMENT 4.a. SUBJECT: CHIEF PETTY OFFICER (E-7) b. CATEGORY: ENLISTED ADVANCEMENTS

TRACKED GROUPS	5.		6.		7.		8.	
	A	B	MALE C(A/B)	D(OSD)	A	B	MALE C(A/B)	D(OSD)
(1) American Indian/Alaskan Native	26	250	0.10		2	27	0.07	
(2) Asian American/Pacific Islander	452	3895	0.12		3	37	0.08	
(3) Black (Non-Hispanic)	127	1515	0.08		19	149	0.13	
(4) Hispanic	133	1161	0.11		6	53	0.11	
(5) White (Non-Hispanic)	4313	32174	0.13		251	2292	0.11	
(6) Other/Unknown	20	165	0.12		2	14	0.14	
(7) TOTAL	5071	39160	0.13		283	2572	0.11	

FY87 ASSESSMENT

TRACKED GROUPS	5.		6.		7.		8.	
	A	B	MALE C(A/B)	D(OSD)	A	B	MALE C(A/B)	D(OSD)
(1) American Indian/Alaskan Native	36	287	0.13		0	19	0.00	
(2) Asian American/Pacific Islander	42	254	0.17		2	10	0.20	
(3) Black (Non-Hispanic)	192	1556	0.12		6	121	0.05	
(4) Hispanic	144	1111	0.13		6	47	0.13	
(5) White (Non-Hispanic)	5145	32024	0.16		336	2072	0.16	
(6) Other/Unknown	582	4479	0.13		2	32	0.06	
(7) TOTAL	6141	39711	0.15		352	2301	0.15	

FY86 ASSESSMENT

TRACKED GROUPS	5.		6.		7.		8.	
	A	B	MALE C(A/B)	D(OSD)	A	B	MALE C(A/B)	D(OSD)
(1) American Indian/Alaskan Native	34	289	0.12		1	21	0.05	
(2) Asian American/Pacific Islander	32	237	0.14		0	7	0.00	
(3) Black (Non-Hispanic)	193	1434	0.13		18	114	0.16	
(4) Hispanic	162	983	0.16		6	43	0.14	
(5) White (Non-Hispanic)	5393	29680	0.18		246	1728	0.14	
(6) Other/Unknown	693	4633	0.15		6	31	0.19	
(7) TOTAL	6507	37256	0.17		277	1944	0.14	

MILITARY EQUAL OPPORTUNITY ASSESSMENT

PART I - DATA FROM CURRENT FISCAL YEAR

1. FY89 ASSESSMENT

2. DOD COMPONENT/SUBCOMPONENT: U.S. NAVY

3. SOURCE AGENCY: NAVAL MILITARY PERSONNEL COMMAND
b. TELEPHONE NUMBER: AV 224-2007

b. CATEGORY: ENLISTED ADVANCEMENTS

4.a. SUBJECT: SENIOR CHIEF PETTY OFFICER (E-8)

TRACKED GROUPS	5. MALE			6. FEMALE			7. TOTAL			8. FOR OSD USE
	A	B	C(A/B)	A	B	C(A/B)	A	B	C(A/B)	
(1) American Indian/Alaskan Native	20	139	0.14	0	6	0.00	20	145	0.14	
(2) Asian American/Pacific Islander	377	2107	0.18	1	5	0.20	378	2112	0.18	
(3) Black (Non-Hispanic)	103	600	0.17	7	36	0.19	110	636	0.17	
(4) Hispanic	63	467	0.13	2	11	0.18	65	478	0.14	
(5) White (Non-Hispanic)	2307	16017	0.14	88	617	0.14	2395	16634	0.14	
(6) Other/Unknown	7	63	0.11	1	5	0.20	8	68	0.12	
(7) TOTAL	2877	19393	0.15	99	680	0.15	2976	20073	0.15	

9.a. THE NUMBERS IN COLUMN A ARE:
NUMBER SELECTED

b. THE NUMBERS IN COLUMN B ARE:
NUMBER CONSIDERED

10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S): Monitor and assess promotion and advancement data and identify any significant variances in promotion or advancement opportunities for minorities or women.

11. ASSESSMENT Selection rates for minorities and females were comparable to or better than the majority. This year, Blacks, Hispanics, and Asian Americans/Pacific Islanders had the highest selection rates. Blacks and Asian Americans/Pacific Islanders had the highest number selected in six years of collected data.

	Selection Percentages		
	Black	Hispanic	Female
FY-89	17%	14%	15%
FY-88	12%	12%	13%
FY-87	13%	11%	13%
FY-86	10%	10%	6%

PART II - DATA FROM PREVIOUS FISCAL YEARS

FY88 ASSESSMENT 14.B. SUBJECT: SENIOR CHIEF PETTY OFFICER (E-B) 6. CATEGORY: ENLISTED ADVANCEMENTS

TRACKED GROUPS	5. MALE			6. FEMALE			7. TOTAL			8. FOR OSD USE	
	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)		
(1) American Indian/Alaskan Native	22	154	0.14	1	6	0.17	23	160	0.14		
(2) Asian American/Pacific Islander	246	2123	0.12	0	4	0.00	246	2127	0.12		
(3) Black (Non-Hispanic)	70	574	0.12	1	27	0.04	71	601	0.12		
(4) Hispanic	50	416	0.12	2	10	0.20	52	426	0.12		
(5) White (Non-Hispanic)	1925	15641	0.12	71	522	0.14	1996	16163	0.12		
(6) Other/Unknown	5	60	0.08	0	1	0.00	5	61	0.08		
(7) TOTAL	2318	18968	0.12	75	570	0.13	2393	19538	0.12		

FY87 ASSESSMENT

TRACKED GROUPS	5. MALE			6. FEMALE			7. TOTAL			8. FOR OSD USE	
	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)		
(1) American Indian/Alaskan Native	44	191	0.23	1	8	0.13	45	199	0.23		
(2) Asian American/Pacific Islander	19	112	0.17	0	2	0.00	19	114	0.17		
(3) Black (Non-Hispanic)	75	555	0.14	0	17	0.00	75	572	0.13		
(4) Hispanic	41	374	0.11	0	9	0.00	41	383	0.11		
(5) White (Non-Hispanic)	2196	15514	0.14	58	424	0.14	2254	15938	0.14		
(6) Other/Unknown	273	2092	0.13	1	5	0.20	274	2097	0.13		
(7) TOTAL	2648	18838	0.14	60	465	0.13	2708	19303	0.14		

FY86 ASSESSMENT

TRACKED GROUPS	5. MALE			6. FEMALE			7. TOTAL			8. FOR OSD USE	
	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)		
(1) American Indian/Alaskan Native	32	198	0.16	0	5	0.00	32	203	0.16		
(2) Asian American/Pacific Islander	11	103	0.11	0	0	--	11	103	0.11		
(3) Black (Non-Hispanic)	50	493	0.10	0	14	0.00	50	507	0.10		
(4) Hispanic	36	342	0.11	0	4	0.00	36	346	0.10		
(5) White (Non-Hispanic)	2013	14511	0.14	19	287	0.07	2032	14798	0.14		
(6) Other/Unknown	128	1655	0.08	0	2	0.00	128	1657	0.08		
(7) TOTAL	2270	17302	0.13	19	312	0.06	2289	17614	0.13		

1. FY89 ASSESSMENT

2. DOD COMPONENT/SUBCOMPONENT: U.S. NAVY

3. SOURCE AGENCY: NAVAL MILITARY PERSONNEL COMMAND

a. OFFICE: EQUAL OPPORTUNITY DIVISION (NMPC-61)

b. TELEPHONE NUMBER: AV 224-2007

4. a. SUBJECT: MASTER CHIEF PETTY OFFICER (E-9)

b. CATEGORY: ENLISTED ADVANCEMENTS

TRACKED GROUPS	5. MALE			6. FEMALE			7. TOTAL			8. FOR OSD USE
	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	
(1) American Indian/Alaskan Native	11	51	0.22	0	0	--	11	51	0.22	
(2) Asian American/Pacific Islander	116	324	0.36	0	0	--	116	324	0.36	
(3) Black (Non-Hispanic)	18	99	0.18	1	1	1.00	19	100	0.19	
(4) Hispanic	17	66	0.26	0	0	--	17	66	0.26	
(5) White (Non-Hispanic)	1000	3876	0.26	13	48	0.27	1013	3924	0.26	
(6) Other/Unknown	3	14	0.21	0	0	--	3	14	0.21	
(7) TOTAL	1165	4430	0.26	14	49	0.29	1179	4479	0.26	

9. a. THE NUMBERS IN COLUMN A ARE: NUMBER SELECTED

b. THE NUMBERS IN COLUMN B ARE: NUMBER CONSIDERED

10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S): Monitor and assess promotion and advancement data and identify any significant variances in promotion or advancement opportunities for minorities or women.

11. ASSESSMENT: Selection rates for minorities and females were comparable or better than the majority. This year, Hispanic and Asian Americans/Pacific Islanders had the highest selection rates and number selected in six years of collected data. The selection rate for Black males was lower than the other groups, but the difference is not statistically significant.

	Selection Percentages		
	Black	Hispanic	Female
FY-89	19%	26%	29%
FY-88	28%	17%	23%
FY-87	23%	22%	24%
FY-86	19%	13%	13%
Navy-wide			26%

PART II - DATA FROM PREVIOUS FISCAL YEARS

FY88 ASSESSMENT 14.a. SUBJECT: MASTER CHIEF PETTY OFFICER (E-9) 14.b. CATEGORY: ENLISTED ADVANCEMENTS

TRACKED GROUPS	5.			6.			7.			8.		
	A	B	C(A/B)	D(OSD)	A	B	C(A/B)	D(OSD)	A	B	C(A/B)	D(OSD)
(1) American Indian/Alaskan Native	15	56	0.27		0	0	--		15	56	0.27	
(2) Asian American/Pacific Islander	81	384	0.21		0	0	--		81	384	0.21	
(3) Black (Non-Hispanic)	33	117	0.28		0	1	0.00		33	118	0.28	
(4) Hispanic	12	69	0.17		0	0	--		12	69	0.17	
(5) White (Non-Hispanic)	902	4068	0.22		13	56	0.23		915	4124	0.22	
(6) Other/Unknown	4	14	0.29		0	0	--		4	14	0.29	
(7) TOTAL	1047	4708	0.22		13	57	0.23		1060	4765	0.22	

FY87 ASSESSMENT

TRACKED GROUPS	5.			6.			7.			8.		
	A	B	C(A/B)	D(OSD)	A	B	C(A/B)	D(OSD)	A	B	C(A/B)	D(OSD)
(1) American Indian/Alaskan Native	10	59	0.17		0	0	--		10	59	0.17	
(2) Asian American/Pacific Islander	5	27	0.19		0	0	--		5	27	0.19	
(3) Black (Non-Hispanic)	28	128	0.22		1	1	1.00		29	129	0.22	
(4) Hispanic	14	65	0.22		0	0	--		14	65	0.22	
(5) White (Non-Hispanic)	813	3950	0.21		10	44	0.23		823	3994	0.21	
(6) Other/Unknown	85	371	0.23		0	0	--		85	371	0.23	
(7) TOTAL	955	4600	0.21		11	45	0.24		966	4645	0.21	

FY86 ASSESSMENT

TRACKED GROUPS	5.			6.			7.			8.		
	A	B	C(A/B)	D(OSD)	A	B	C(A/B)	D(OSD)	A	B	C(A/B)	D(OSD)
(1) American Indian/Alaskan Native	9	34	0.26		0	0	--		9	34	0.26	
(2) Asian American/Pacific Islander	4	24	0.17		0	0	--		4	24	0.17	
(3) Black (Non-Hispanic)	22	114	0.19		0	0	--		22	114	0.19	
(4) Hispanic	6	46	0.13		0	0	--		6	46	0.13	
(5) White (Non-Hispanic)	779	3221	0.24		3	24	0.13		782	3245	0.24	
(6) Other/Unknown	61	294	0.21		0	0	--		61	294	0.21	
(7) TOTAL	881	3733	0.24		3	24	0.13		884	3757	0.24	

PROFESSIONAL MILITARY EDUCATION

MILITARY EQUAL OPPORTUNITY ASSESSMENT										RCS DD-FM&P(A)1760		
PART I - DATA FROM CURRENT FISCAL YEAR												
1. FY89 ASSESSMENT		2. DOD COMPONENT/SUBCOMPONENT: U.S. NAVY		3. SOURCE AGENCY: NAVAL MILITARY PERSONNEL COMMAND a. OFFICE: EQUAL OPPORTUNITY DIVISION (NMPC-61)		b. TELEPHONE NUMBER: AV 224-2007						
4. a. SUBJECT: SERVICE COLLEGE		b. CATEGORY: PROFESSIONAL MILITARY EDUCATION										
TRACKED GROUPS	5.		6.		7.		8.		9.		FOR OSD USE	
	A	B	MALE C(A/B)	D(OSD)	A	B	FEMALE C(A/B)	D(OSD)	A	B		TOTAL C(A/B)
(1) American Indian/Alaskan Native	1	10	0.10		1	2	0.50		2	12	0.17	
(2) Asian American/Pacific Islander	11	45	0.24		2	4	0.50		13	49	0.27	
(3) Black (Non-Hispanic)	45	101	0.45		2	19	0.11		47	120	0.39	
(4) Hispanic	25	44	0.57		0	3	0.00		25	47	0.53	
(5) White (Non-Hispanic)	1772	3068	0.58		189	418	0.45		1961	3486	0.56	
(6) Other/Unknown	7	126	0.06		1	8	0.13		8	134	0.06	
(7) TOTAL	1861	3394	0.55		195	454	0.43		2056	3848	0.53	
9. a. THE NUMBERS IN COLUMN A ARE: NUMBER SELECTED TO ATTEND		b. THE NUMBERS IN COLUMN B ARE: NUMBER OF O-4 THROUGH O-6 SELECTEES CONSIDERED										
10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S): Ensure equitable selection of personnel to attend service schools and colleges and for postgraduate education.												
11. ASSESSMENT: Previous assessments analyzed personnel attending all Navy service schools. This assessment focuses on selection for service colleges to assess whether minority and women officers are being afforded the same opportunity to receive professional military education as their majority counterparts. Overall selection of minority and women officers was below the majority in FY-89 as has been the case since service college data has been recorded; however, over the last four years the number of minorities and women being selected continues to increase.												

PART II - DATA FROM PREVIOUS FISCAL YEARS

FY88 ASSESSMENT 4.a. SUBJECT: SERVICE COLLEGE 1.b. CATEGORY: PROFESSIONAL MILITARY EDUCATION

TRACKED GROUPS	5.		6.		7.		8.	
	A	B	MALE C(A/B)	D(OSD)	A	B	FEMALE C(A/B)	D(OSD)
(1) American Indian/Alaskan Native	3	7	0.43		0	1	0.00	
(2) Asian American/Pacific Islander	7	30	0.23		0	2	0.00	
(3) Black (Non-Hispanic)	29	43	0.67		5	11	0.45	
(4) Hispanic	11	26	0.42		0	1	0.00	
(5) White (Non-Hispanic)	1449	2314	0.63		116	257	0.45	
(6) Other/Unknown	1	107	0.01		0	12	0.00	
(7) TOTAL	1500	2527	0.59		121	284	0.43	

FY87 ASSESSMENT

TRACKED GROUPS	5.		6.		7.		8.	
	A	B	MALE C(A/B)	D(OSD)	A	B	FEMALE C(A/B)	D(OSD)
(1) American Indian/Alaskan Native	8	10	0.80		0	3	0.00	
(2) Asian American/Pacific Islander	9	14	0.64		0	2	0.00	
(3) Black (Non-Hispanic)	35	86	0.41		5	22	0.23	
(4) Hispanic	12	36	0.33		0	1	0.00	
(5) White (Non-Hispanic)	1693	3138	0.54		124	357	0.35	
(6) Other/Unknown	2	226	0.01		0	44	0.00	
(7) TOTAL	1759	3510	0.50		129	429	0.30	

FY86 ASSESSMENT

TRACKED GROUPS	5.		6.		7.		8.	
	A	B	MALE C(A/B)	D(OSD)	A	B	FEMALE C(A/B)	D(OSD)
(1) American Indian/Alaskan Native	4	14	0.29		1	1	1.00	
(2) Asian American/Pacific Islander	8	19	0.42		1	4	0.25	
(3) Black (Non-Hispanic)	15	90	0.17		4	11	0.36	
(4) Hispanic	12	31	0.39		2	2	1.00	
(5) White (Non-Hispanic)	1409	3389	0.42		63	295	0.21	
(6) Other/Unknown	0	111	0.00		0	30	0.00	
(7) TOTAL	1448	3654	0.40		71	343	0.21	

MILITARY EQUAL OPPORTUNITY ASSESSMENT

RCS DD-FM&P(A)1760

PART I - DATA FROM CURRENT FISCAL YEAR

1. FY89 ASSESSMENT

2. DOD COMPONENT/SUBCOMPONENT:
U.S. NAVY

3. SOURCE AGENCY: NAVAL MILITARY PERSONNEL COMMAND

a. OFFICE:
EQUAL OPPORTUNITY DIVISION (NMPC-61)

b. TELEPHONE NUMBER:

AV 224-2007

4.a. SUBJECT: POST GRADUATE EDUCATION

b. CATEGORY: PROFESSIONAL MILITARY EDUCATION

TRACKED GROUPS	5.		6.		7.		8.	
	A	B	MALE C(A/R)	D(OSD)	A	B	MALE C(A/B)	D(OSD)
(1) American Indian/Alaskan Native	3	141	0.02		0	25	0.00	
(2) Asian American/Pacific Islander	38	696	0.05		1	97	0.01	
(3) Black (Non-Hispanic)	74	1200	0.06		20	338	0.06	
(4) Hispanic	59	731	0.08		11	94	0.12	
(5) White (Non-Hispanic)	2390	40090	0.06		235	4477	0.05	
(6) Other/Unknown	12	563	0.02		2	72	0.03	
(7) TOTAL	2576	43421	0.06		269	5103	0.05	

9.a. THE NUMBERS IN COLUMN A ARE:
NUMBER SELECTED TO ATTEND

b. THE NUMBERS IN COLUMN B ARE:
O-3 THROUGH O-6 CONSIDERED

10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S): Ensure equitable selection of personnel to attend service schools and colleges and for postgraduate education.

11. ASSESSMENT: Minority and women officer selections for post graduate education were comparable with the majority, and Hispanic officer selection rates were notably higher in FY-89. Women officers were selected at a rate comparable with their male counterparts in FY-89. By comparison, women officers were selected at a lower rate in FY-88, but were higher in FY-87 and comparable in FY-86. The low number of American Natives and Asian American/Pacific Islanders selected makes it more difficult for officers from these groups to remain competitive. The demographic composition of the Navy student body at Naval Postgraduate School mirrors that of the Navy officer community.

PART II - DATA FROM PREVIOUS FISCAL YEARS

FY88 ASSESSMENT 4. a. SUBJECT: POST GRADUATE EDUCATION b. CATEGORY: PROFESSIONAL MILITARY EDUCATION

TRACKED GROUPS	5. MALE		6. FEMALE		7. TOTAL		8. FOR OSD USE	
	A	B C(A/B) D(OSD)	A	B C(A/B) D(OSD)	A	B C(A/B) D(OSD)		
(1) American Indian/Alaskan Native	6	125 0.05	0	20 0.00	6	145 0.04		
(2) Asian American/Pacific Islander	40	723 0.06	8	87 0.09	48	810 0.06		
(3) Black (Non-Hispanic)	109	1352 0.08	30	313 0.10	139	1665 0.08		
(4) Hispanic	88	815 0.11	10	79 0.13	98	894 0.11		
(5) White (Non-Hispanic)	3357	39754 0.08	314	4287 0.07	3671	44041 0.08		
(6) Other/Unknown	345	879 0.39	35	133 0.26	380	1012 0.38		
(7) TOTAL	3945	43648 0.09	397	4919 0.08	4342	48567 0.09		

FY87 ASSESSMENT

TRACKED GROUPS	5. MALE		6. FEMALE		7. TOTAL		8. FOR OSD USE	
	A	B C(A/B) D(OSD)	A	B C(A/B) D(OSD)	A	B C(A/B) D(OSD)		
(1) American Indian/Alaskan Native	5	124 0.04	0	22 0.00	5	146 0.03		
(2) Asian American/Pacific Islander	15	329 0.05	3	42 0.07	18	371 0.05		
(3) Black (Non-Hispanic)	48	1120 0.04	24	294 0.08	72	1414 0.05		
(4) Hispanic	34	578 0.06	5	68 0.07	39	646 0.06		
(5) White (Non-Hispanic)	1884	37624 0.05	360	4195 0.09	2244	41819 0.05		
(6) Other/Unknown	26	1665 0.02	5	225 0.02	31	1890 0.02		
(7) TOTAL	2012	41440 0.05	397	4846 0.08	2409	46286 0.05		

FY86 ASSESSMENT

TRACKED GROUPS	5. MALE		6. FEMALE		7. TOTAL		8. FOR OSD USE	
	A	B C(A/B) D(OSD)	A	B C(A/B) D(OSD)	A	B C(A/B) D(OSD)		
(1) American Indian/Alaskan Native	1	130 0.01	0	22 0.00	1	152 0.01		
(2) Asian American/Pacific Islander	13	305 0.04	1	36 0.03	14	341 0.04		
(3) Black (Non-Hispanic)	44	1084 0.04	17	259 0.07	61	1343 0.05		
(4) Hispanic	42	517 0.08	6	59 0.10	48	576 0.08		
(5) White (Non-Hispanic)	1389	37007 0.04	196	4015 0.05	1585	41022 0.04		
(6) Other/Unknown	19	1557 0.01	3	221 0.01	22	1778 0.01		
(7) TOTAL	1508	40600 0.04	223	4612 0.05	1731	45212 0.04		

MILITARY EQUAL OPPORTUNITY ASSESSMENT

PART I - DATA FROM CURRENT FISCAL YEAR

1. FY89 ASSESSMENT

2. DOD COMPONENT/SUBCOMPONENT: U.S. NAVY

3. SOURCE AGENCY: NAVAL MILITARY PERSONNEL COMMAND
b. TELEPHONE NUMBER: AV 224-2007

a. OFFICE: EQUAL OPPORTUNITY DIVISION (NMPC-61)

4.a. SUBJECT: SENIOR ENLISTED ACADEMY

b. CATEGORY: PROFESSIONAL MILITARY EDUCATION

TRACKED GROUPS	5.		6.		7.		8.	
	A	B	MALE C(A/B)	D(OSD)	A	B	TOTAL C(A/B)	D(OSD)
(1) American Indian/Alaskan Native	0	178	0.00		0	180	0.00	
(2) Asian American/Pacific Islander	20	1257	0.02		20	1257	0.02	
(3) Black (Non-Hispanic)	19	814	0.02		19	828	0.02	
(4) Hispanic	5	228	0.02		5	231	0.02	
(5) White (Non-Hispanic)	222	12141	0.02		235	12367	0.02	
(6) Other/Unknown	1	121	0.01		1	124	0.01	
(7) TOTAL	267	14739	0.02		280	14987	0.02	

9.a. THE NUMBERS IN COLUMN A ARE:
NUMBER SELECTED

b. THE NUMBERS IN COLUMN B ARE:
E8 AND E9 COMPOSITION

10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S): Ensure equitable selection of personnel to attend service schools and colleges and for postgraduate education.

11. ASSESSMENT: Differences in selection rates for the Senior Enlisted Academy were not statistically significant in FY-89. Though application is voluntary, the low number of American Natives and women selected does not fully support the Navy goal of fair and equal military education selection opportunities for all service members. The Senior Enlisted Academy is an important ingredient in promoting senior role models for junior enlisteds from all minority groups.

PART II - DATA FROM PREVIOUS FISCAL YEARS

FY88 ASSESSMENT 4. a. SUBJECT: SENIOR ENLISTED ACADEMY b. CATEGORY: PROFESSIONAL MILITARY EDUCATION

TRACKED GROUPS	5. A		MALE		6. A		FEMALE		7. A		TOTAL		8. FOR OSD USE
	A	B	C(A/B)	D(OSD)	A	B	C(A/B)	D(OSD)	A	B	C(A/B)	D(OSD)	
(1) American Indian/Alaskan Native	5	189	0.03		0	1	0.00		5	190	0.03		
(2) Asian American/Pacific Islander	13	1093	0.01		0	1	0.00		13	1094	0.01		
(3) Black (Non-Hispanic)	14	753	0.02		0	7	0.00		14	760	0.02		
(4) Hispanic	3	211	0.01		0	2	0.00		3	213	0.01		
(5) White (Non-Hispanic)	158	12155	0.01		6	170	0.04		164	12325	0.01		
(6) Other/Unknown	2	115	0.02		0	0	--		2	115	0.02		
(7) TOTAL	195	14516	0.01		6	181	0.03		201	14697	0.01		

FY87 ASSESSMENT

TRACKED GROUPS	5. A		MALE		6. A		FEMALE		7. A		TOTAL		8. FOR OSD USE
	A	B	C(A/B)	D(OSD)	A	B	C(A/B)	D(OSD)	A	B	C(A/B)	D(OSD)	
(1) American Indian/Alaskan Native	1	187	0.01		0	1	0.00		1	188	0.01		
(2) Asian American/Pacific Islander	1	988	0.00		0	0	--		1	988	0.00		
(3) Black (Non-Hispanic)	4	735	0.01		1	5	0.20		5	740	0.01		
(4) Hispanic	0	196	0.00		0	1	0.00		0	197	0.00		
(5) White (Non-Hispanic)	128	12444	0.01		2	116	0.02		130	12560	0.01		
(6) Other/Unknown	11	110	0.10		0	0	--		11	110	0.10		
(7) TOTAL	145	14660	0.01		3	123	0.02		148	14783	0.01		

FY86 ASSESSMENT

TRACKED GROUPS	5. A		MALE		6. A		FEMALE		7. A		TOTAL		8. FOR OSD USE
	A	B	C(A/B)	D(OSD)	A	B	C(A/B)	D(OSD)	A	B	C(A/B)	D(OSD)	
(1) American Indian/Alaskan Native													
(2) Asian American/Pacific Islander													
(3) Black (Non-Hispanic)													
(4) Hispanic													
(5) White (Non-Hispanic)													
(6) Other/Unknown													
(7) TOTAL													

DATA NOT AVAILABLE FOR FY-86

SEPARATIONS

MILITARY EQUAL OPPORTUNITY ASSESSMENT

RCS DD-FMFP(A)1760

PART I - DATA FROM CURRENT FISCAL YEAR

1. FY89 ASSESSMENT

2. DOD COMPONENT/SUBCOMPONENT:
U.S. NAVY

3. SOURCE AGENCY: NAVAL MILITARY PERSONNEL COMMAND

b. TELEPHONE NUMBER:
AV 224-2007

4.a. SUBJECT: ENLISTED

b. CATEGORY: SEPARATIONS

TRACKED GROUPS	5. MALE			6. FEMALE			7. TOTAL			8. FOR OSD USE	
	A	B	C(A/B)	A	B	C(A/B)	A	B	C(A/B)	D(OSD)	D(OSD)
(1) American Indian/Alaskan Native	133	304	0.44	14	38	0.37	147	342	0.43		
(2) Asian American/Pacific Islander	167	1558	0.11	11	72	0.15	178	1630	0.11		
(3) Black (Non-Hispanic)	3378	8315	0.41	183	1140	0.16	3561	9455	0.38		
(4) Hispanic	961	2573	0.37	44	322	0.14	1005	2895	0.35		
(5) White (Non-Hispanic)	11038	41561	0.27	411	4162	0.10	11449	45723	0.25		
(6) Other/Unknown	60	252	0.24	2	34	0.06	62	286	0.22		
(7) TOTAL	15737	54563	0.29	665	5768	0.12	16402	60331	0.27		

9.a. THE NUMBERS IN COLUMN A ARE:

NUMBER OF OTHER THAN HONORABLE AND JUDICIAL SEPARATIONS

b. THE NUMBERS IN COLUMN B ARE:

TOTAL INVOLUNTARY SEPARATIONS FOR EACH TRACKED GROUP

10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S): Ensure that the administration of Navy discharges occurs without ethnic or gender discrimination.

11. ASSESSMENT: While other than honorable and judicial separation rates continue to decline, Black and Hispanic males, and American Natives continue to be separated at significantly higher rates. Males continue to be separated at a higher rate than females. Navy Personnel Research and Development Center is scheduled to complete its study of this disparity by early 1990.

PART 11 - DATA FROM PREVIOUS FISCAL YEARS

FY88 ASSESSMENT

4.a. SUBJECT: ENLISTED

b. CATEGORY: SEPARATIONS

TRACKED GROUPS	5.			6.			7.			8.		
	A	B	C(A/B)	A	B	C(A/B)	A	B	C(A/B)	A	B	C(A/B)
(1) American Indian/Alaskan Native	50	128	0.39	4	18	0.22	54	146	0.37			
(2) Asian American/Pacific Islander	32	378	0.08	0	18	0.00	32	396	0.08			
(3) Black (Non-Hispanic)	1238	2410	0.51	62	292	0.21	1300	2702	0.48			
(4) Hispanic	376	752	0.50	18	68	0.26	394	820	0.48			
(5) White (Non-Hispanic)	4390	13150	0.33	158	1118	0.14	4548	14268	0.32			
(6) Other/Unknown	14	54	0.26	0	8	0.00	14	62	0.23			
(7) TOTAL	6100	16872	0.36	242	1522	0.16	6342	18394	0.34			

FY87 ASSESSMENT

TRACKED GROUPS	5.			6.			7.			8.		
	A	B	C(A/B)	A	B	C(A/B)	A	B	C(A/B)	A	B	C(A/B)
(1) American Indian/Alaskan Native	46	110	0.42	8	14	0.57	54	124	0.44			
(2) Asian American/Pacific Islander	96	111	0.86	4	16	0.25	100	127	0.79			
(3) Black (Non-Hispanic)	1116	3033	0.37	184	268	0.69	1300	3301	0.39			
(4) Hispanic	417	766	0.54	35	82	0.43	452	848	0.53			
(5) White (Non-Hispanic)	8897	13210	0.67	495	1547	0.32	9392	14757	0.64			
(6) Other/Unknown	56	105	0.53	7	16	0.44	63	121	0.52			
(7) TOTAL	10628	17335	0.61	733	1943	0.38	11361	19278	0.59			

FY86 ASSESSMENT

TRACKED GROUPS	5.			6.			7.			8.		
	A	B	C(A/B)	A	B	C(A/B)	A	B	C(A/B)	A	B	C(A/B)
(1) American Indian/Alaskan Native	46	103	0.45	7	17	0.41	53	120	0.44			
(2) Asian American/Pacific Islander	110	120	0.92	6	10	0.60	116	130	0.89			
(3) Black (Non-Hispanic)	1049	3141	0.33	193	255	0.76	1242	3396	0.37			
(4) Hispanic	408	675	0.60	40	86	0.47	448	761	0.59			
(5) White (Non-Hispanic)	8780	14142	0.62	649	1567	0.41	9429	15709	0.60			
(6) Other/Unknown	68	118	0.58	5	11	0.45	73	129	0.57			
(7) TOTAL	10461	18299	0.57	900	1946	0.46	11361	20245	0.56			

MILITARY EQUAL OPPORTUNITY ASSESSMENT

PART I - DATA FROM CURRENT FISCAL YEAR

1. FY89 ASSESSMENT

2. DOD COMPONENT/SUBCOMPONENT: U.S. NAVY

3. SOURCE AGENCY: NAVAL MILITARY PERSONNEL COMMAND
b. TELEPHONE NUMBER: AV 224-2007

a. OFFICE: EQUAL OPPORTUNITY DIVISION (NMPC-61)

b. CATEGORY: SEPARATIONS

4.a. SUBJECT: OFFICER

TRACKED GROUPS	5. A		6. MALE C(A/B) D(OSD)		7. FEMALE C(A/B) D(OSD)		8. TOTAL C(A/B) D(OSD)		FOR OSD USE
	A	B	A	B	A	B	A	B	
(1) American Indian/Alaskan Native	0	0	0	0	0	0	0	1	0.00
(2) Asian American/Pacific Islander	0	35	0	0	0	0	0	35	0.00
(3) Black (Non-Hispanic)	2	53	0	9	2	62	0	62	0.03
(4) Hispanic	0	27	0	2	0	29	0	29	0.00
(5) White (Non-Hispanic)	15	690	2	128	17	818	0	818	0.02
(6) Other/Unknown	0	17	0	3	0	20	0	20	0.00
(7) TOTAL	17	822	2	143	19	965	0	965	0.02

9.a. THE NUMBERS IN COLUMN A ARE:
NUMBER OF OTHER THAN HONORABLE AND JUDICIAL SEPARATIONS

b. THE NUMBERS IN COLUMN B ARE:
TOTAL INVOLUNTARY SEPARATIONS FOR EACH TRACKED GROUP

10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S): Ensure that the administration of Navy discharges occurs without ethnic or gender discrimination.

11. ASSESSMENT: No statistically significant differences were found.

PART II - DATA FROM PREVIOUS FISCAL YEARS

FY88 ASSESSMENT 4.4. SUBJECT: OFFICER b. CATEGORY: SEPARATIONS

TRACKED GROUPS	5. MALE		6. D(OSD)		7. FEMALE		8. TOTAL		9. FOR OSD USE	
	A	B	C(A/B)	D(OSD)	A	B	C(A/B)	D(OSD)	A	B
(1) American Indian/Alaskan Native	0	2	0.00		0	1	0.00		0	3
(2) Asian American/Pacific Islander	0	7	0.00		0	2	0.00		0	9
(3) Black (Non-Hispanic)	0	48	0.00		0	8	0.00		0	56
(4) Hispanic	0	12	0.00		0	2	0.00		0	14
(5) White (Non-Hispanic)	6	565	0.01		3	71	0.04		9	636
(6) Other/Unknown	2	23	0.09		0	4	0.00		2	27
(7) TOTAL	8	657	0.01		3	88	0.03		11	745

FY87 ASSESSMENT

TRACKED GROUPS	5. MALE		6. D(OSD)		7. FEMALE		8. TOTAL		9. FOR OSD USE	
	A	B	C(A/B)	D(OSD)	A	B	C(A/B)	D(OSD)	A	B
(1) American Indian/Alaskan Native	0	1	0.00		0	0	--		0	1
(2) Asian American/Pacific Islander	0	9	0.00		0	2	0.00		0	9
(3) Black (Non-Hispanic)	0	49	0.00		0	10	0.00		0	59
(4) Hispanic	2	21	0.10		0	3	0.00		2	24
(5) White (Non-Hispanic)	13	515	0.03		0	57	0.00		13	572
(6) Other/Unknown	0	21	0.00		1	3	0.33		1	24
(7) TOTAL	15	616	0.02		1	75	0.01		16	689

FY86 ASSESSMENT

TRACKED GROUPS	5. MALE		6. D(OSD)		7. FEMALE		8. TOTAL		9. FOR OSD USE	
	A	B	C(A/B)	D(OSD)	A	B	C(A/B)	D(OSD)	A	B
(1) American Indian/Alaskan Native	0	1	0.00		0	1	0.00		0	2
(2) Asian American/Pacific Islander	0	7	0.00		0	1	0.00		0	7
(3) Black (Non-Hispanic)	0	26	0.00		0	6	0.00		0	32
(4) Hispanic	1	14	0.07		0	1	0.00		1	15
(5) White (Non-Hispanic)	24	415	0.06		1	48	0.02		25	463
(6) Other/Unknown	0	14	0.00		5	11	0.45		5	12
(7) TOTAL	25	477	0.05		6	68	0.09		31	531

AUGMENTATION AND/OR RETENTION

MILITARY EQUAL OPPORTUNITY ASSESSMENT

RCS DD-FM&P(A)1760

PART I - DATA FROM CURRENT FISCAL YEAR

1. FY89 ASSESSMENT

2. DOD COMPONENT/SUBCOMPONENT:

U.S. NAVY

3. SOURCE AGENCY: NAVAL MILITARY PERSONNEL COMMAND

a. OFFICE: EQUAL OPPORTUNITY DIVISION (NMPC-61)

b. TELEPHONE NUMBER: AV 224-2007

4.a. SUBJECT: OFFICER AUGMENTATION

b. CATEGORY: AUGMENTATION/RETENTION

TRACKED GROUPS	5.			6.			7.			8.		
	A	B	C(A/B)	MALE D(OSD)	A	B	C(A/B)	MALE D(OSD)	A	B	C(A/B)	FOR OSD USE D(OSD)
(1) American Indian/Alaskan Native	0	0	0	0	0	0	0	0	0	0	0	0
(2) Asian American/Pacific Islander	3	14	0.21	0	2	3	0.67	0	5	17	0.29	0
(3) Black (Non-Hispanic)	36	115	0.31	27	7	49	0.55	63	164	0.38	0.38	0
(4) Hispanic	36	77	0.47	7	20	20	0.35	43	97	0.44	0.44	0
(5) White (Non-Hispanic)	871	2056	0.42	177	376	376	0.47	1048	2432	0.43	0.43	0
(6) Other/Unknown	50	127	0.39	19	33	33	0.58	69	160	0.43	0.43	0
(7) TOTAL	996	2389	0.42	232	481	481	0.48	1228	2870	0.43	0.43	0

9.a. THE NUMBERS IN COLUMN A ARE:

NUMBER AUGMENTED FROM EACH TRACKED GROUP

b. THE NUMBERS IN COLUMN B ARE:

NUMBER CONSIDERED IN EACH TRACKED GROUP

10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S): Monitor and analyze officer augmentation demographically, identify causes and propose corrective action if significant variances exist between minorities and the majority.

11. ASSESSMENT: Differences in augmentation rates were not statistically significant except for Black male officers in FY-89. The reason for the absence of American Native augmentation requests for the last three years or the drop in Black male officer augmentation in FY-89 is not known. The augmentation rate for women was higher than for men in FY-89 as it was for the two previous years.

PART II - DATA FROM PREVIOUS FISCAL YEARS

FY88 ASSESSMENT
4.a. SUBJECT: OFFICER AUGMENTATION | b. CATEGORY: AUGMENTATION/RETENTION

TRACKED GROUPS	5.			6.			7.			8.		
	A	B	MALE C(A/B)	A	B	FEMALE C(A/B)	A	B	TOTAL C(A/B)	D(OSD)		FOR OSD USE
(1) American Indian/Alaskan Native	0	0	--	0	0	0	0	0	0	--		
(2) Asian American/Pacific Islander	0	0	--	0	0	0	0	0	0	--		
(3) Black (Non-Hispanic)	67	162	0.41	47	89	0.53	114	251	0.45			
(4) Hispanic	36	93	0.39	10	26	0.38	46	119	0.39			
(5) White (Non-Hispanic)	1384	3106	0.45	297	587	0.51	1681	3693	0.46			
(6) Other/Unknown	103	222	0.46	27	60	0.45	130	282	0.46			
(7) TOTAL	1591	3583	0.44	381	762	0.50	1972	4345	0.45			

FY87 ASSESSMENT

TRACKED GROUPS	5.			6.			7.			8.		
	A	B	MALE C(A/B)	A	B	FEMALE C(A/B)	A	B	TOTAL C(A/B)	D(OSD)		FOR OSD USE
(1) American Indian/Alaskan Native	0	0	--	0	0	0	0	0	0	--		
(2) Asian American/Pacific Islander	0	0	--	0	0	0	0	0	0	--		
(3) Black (Non-Hispanic)	53	130	0.41	28	59	0.47	81	189	0.43			
(4) Hispanic	35	79	0.44	8	15	0.53	43	94	0.46			
(5) White (Non-Hispanic)	1238	2949	0.42	273	580	0.47	1511	3529	0.43			
(6) Other/Unknown	68	161	0.42	6	17	0.35	74	178	0.42			
(7) TOTAL	1394	3319	0.42	315	671	0.47	1709	3990	0.43			

FY86 ASSESSMENT

TRACKED GROUPS	5.			6.			7.			8.		
	A	B	MALE C(A/B)	A	B	FEMALE C(A/B)	A	B	TOTAL C(A/B)	D(OSD)		FOR OSD USE
(1) American Indian/Alaskan Native												
(2) Asian American/Pacific Islander												
(3) Black (Non-Hispanic)												
(4) Hispanic												
(5) White (Non-Hispanic)												
(6) Other/Unknown												
(7) TOTAL												

DATA NOT AVAILABLE FOR FY-86

MILITARY EQUAL OPPORTUNITY ASSESSMENT

PART I - DATA FROM CURRENT FISCAL YEAR

1. FY89 ASSESSMENT

2. DOD COMPONENT/SUBCOMPONENT:

U.S. NAVY

3. SOURCE AGENCY: NAVAL MILITARY PERSONNEL COMMAND

b. TELEPHONE NUMBER:
AV 224-2007

a. OFFICE:

EQUAL OPPORTUNITY DIVISION (NMPC-61)

4. a. SUBJECT: ENLISTED COHORT REPORT

b. CATEGORY: AUGMENTATION/RETENTION

TRACKED GROUPS	5.		6.		7.		8.	
	A	B	MALE C(A/B)	D(OSD)	A	B	TOTAL C(A/B) D(OSD)	FOR OSD USE
(1) American Indian/Alaskan Native	425	473	0.90		516	574	0.90	
(2) Asian American/Pacific Islander	1973	2092	0.94		2159	2293	0.94	
(3) Black (Non-Hispanic)	13900	15530	0.90		16338	18239	0.90	
(4) Hispanic	5306	5903	0.90		6059	6740	0.90	
(5) White (Non-Hispanic)	44802	50560	0.89		50257	56968	0.88	
(6) Other/Unknown	177	195	0.91		194	215	0.90	
(7) TOTAL	66583	74773	0.89		75223	85029	0.89	

9. a. THE NUMBERS IN COLUMN A ARE:

NUMBER REMAINING ON ACTIVE DUTY AT END FY-89

b. THE NUMBERS IN COLUMN B ARE:

NUMBER OF ACCESSIONS IN A GIVEN FISCAL YEAR

10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S): Monitor and analyze enlisted retention rates demographically; identify causes and propose corrective action if significant variances exist between minorities and the total force.

11. ASSESSMENT: Data listed above (provided by Defense Manpower Data Center) correlate with Navy retention data and show that minority retention continues to be equal to or higher than the majority.

PART 11 - DATA FROM PREVIOUS FISCAL YEARS

FY-84 ACCESSIONS 4.a. SUBJECT: ENLISTED COHORT REPORT b. CATEGORY: AUGMENTATION/RETENTION

TRACKED GROUPS	5. MALE			6. FEMALE			7. TOTAL			8. FOR OSD USE
	A	B	C(A/B)	A	B	C(A/B)	A	B	C(A/B)	
(1) American Indian/Alaskan Native	84	320	0.26	11	33	0.33	95	353	0.27	
(2) Asian American/Pacific Islander	1044	1552	0.67	46	99	0.46	1090	1651	0.66	
(3) Black (Non-Hispanic)	3899	10373	0.38	676	1617	0.42	4575	11990	0.38	
(4) Hispanic	1195	3717	0.32	144	452	0.32	1339	4169	0.32	
(5) White (Non-Hispanic)	18359	54078	0.34	1655	5649	0.29	20014	59727	0.34	
(6) Other/Unknown	186	506	0.37	21	67	0.31	207	573	0.36	
(7) TOTAL	24767	70546	0.35	2553	7917	0.32	27320	78463	0.35	

FY-79 ACCESSIONS

TRACKED GROUPS	5. MALE			6. FEMALE			7. TOTAL			8. FOR OSD USE
	A	B	C(A/B)	A	B	C(A/B)	A	B	C(A/B)	
(1) American Indian/Alaskan Native	21	219	0.10	7	45	0.16	28	264	0.11	
(2) Asian American/Pacific Islander	455	816	0.56	14	42	0.33	469	858	0.55	
(3) Black (Non-Hispanic)	1765	8391	0.21	309	979	0.32	2074	9370	0.22	
(4) Hispanic	426	2098	0.20	36	152	0.24	462	2250	0.21	
(5) White (Non-Hispanic)	7480	48090	0.16	923	6358	0.15	8403	54448	0.15	
(6) Other/Unknown	1437	7929	0.18	213	1071	0.20	1650	9000	0.18	
(7) TOTAL	11584	67543	0.17	1502	8647	0.17	13086	76190	0.17	

FY-74 ACCESSIONS

TRACKED GROUPS	5. MALE			6. FEMALE			7. TOTAL			8. FOR OSD USE
	A	B	C(A/B)	A	B	C(A/B)	A	B	C(A/B)	
(1) American Indian/Alaskan Native	--	--	--	--	--	--	--	--	--	
(2) Asian American/Pacific Islander	--	--	--	--	--	--	--	--	--	
(3) Black (Non-Hispanic)	783	9120	0.09	129	737	0.18	912	9857	0.09	
(4) Hispanic	237	3366	0.07	23	209	0.11	260	3575	0.07	
(5) White (Non-Hispanic)	5285	68699	0.08	468	5666	0.08	5753	74365	0.08	
(6) Other/Unknown	143	922	0.16	5	58	0.09	148	980	0.15	
(7) TOTAL	6448	82107	0.08	625	6670	0.09	7073	88777	0.08	

PART I - DATA FROM CURRENT FISCAL YEAR

1. FY89 ASSESSMENT

2. DOD COMPONENT/SUBCOMPONENT: U.S. NAVY

3. SOURCE AGENCY: NAVAL MILITARY PERSONNEL COMMAND
 a. OFFICE: EQUAL OPPORTUNITY DIVISION (NMFPC-61)
 b. TELEPHONE NUMBER: AV 224-2007

4.a. SUBJECT: OFFICER COHORT REPORT

b. CATEGORY: AUGMENTATION/RETENTION

TRACKED GROUPS	5. MALE			6. FEMALE			7. TOTAL			8. FOR OSD USE	
	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)		
(1) American Indian/Alaskan Native	21	22	0.95	1	1	1.00	22	23	0.96		
(2) Asian American/Pacific Islander	169	175	0.97	23	23	1.00	192	198	0.97		
(3) Black (Non-Hispanic)	267	271	0.99	65	65	1.00	332	336	0.99		
(4) Hispanic	235	237	0.99	29	30	0.97	264	267	0.99		
(5) White (Non-Hispanic)	4601	4659	0.99	666	675	0.99	5267	5334	0.99		
(6) Other/Unknown	171	176	0.97	31	31	1.00	202	207	0.98		
(7) TOTAL	5464	5540	0.99	815	825	0.99	6279	6365	0.99		

9.a. THE NUMBERS IN COLUMN A ARE:
 TOTAL NUMBER REMAINING ON ACTIVE DUTY AT THE END OF FY-89

b. THE NUMBERS IN COLUMN B ARE:
 NUMBER OF ACCESSIONS IN A GIVEN FISCAL YEAR

10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S): Monitor and analyze officer continuation rates demographically, identify causes and propose corrective action if significant variances exist between minorities and the total community.

11. ASSESSMENT: The data listed above (provided by Defense Manpower Data Center) shows American Native and Asian American/Pacific Islander males having lower continuation rates, but no relevant conclusions or trends can be drawn from the data.

PART 11 - DATA FROM PREVIOUS FISCAL YEARS

FY-84 ACCESSIONS 14.a. SUBJECT: OFFICER COHORT REPORT 14.b. CATEGORY: AUGMENTATION/RETENTION

TRACKED GROUPS	5.			6.			7.			8.		
	A	B	C(A/B)	D(OSD)	A	B	C(A/B)	D(OSD)	A	B	C(A/B)	D(OSD)
(1) American Indian/Alaskan Native	13	16	0.81		2	2	1.00		15	18	0.83	
(2) Asian American/Pacific Islander	46	73	0.63		9	12	0.75		55	85	0.65	
(3) Black (Non-Hispanic)	128	197	0.65		33	48	0.69		161	245	0.66	
(4) Hispanic	93	148	0.63		6	8	0.75		99	156	0.63	
(5) White (Non-Hispanic)	3060	4382	0.70		369	626	0.59		3429	5008	0.68	
(6) Other/Unknown	157	318	0.49		22	45	0.49		179	363	0.49	
(7) TOTAL	3497	5134	0.68		441	741	0.60		3938	5371	0.73	

FY-79 ACCESSIONS

TRACKED GROUPS	5.			6.			7.			8.		
	A	B	C(A/B)	D(OSD)	A	B	C(A/B)	D(OSD)	A	B	C(A/B)	D(OSD)
(1) American Indian/Alaskan Native	0	3	0.00		1	1	1.00		1	4	0.25	
(2) Asian American/Pacific Islander	24	44	0.55		2	7	0.29		26	51	0.51	
(3) Black (Non-Hispanic)	78	164	0.48		11	32	0.34		89	196	0.45	
(4) Hispanic	18	35	0.51		2	5	0.40		20	40	0.50	
(5) White (Non-Hispanic)	2311	4655	0.50		291	639	0.46		2602	5294	0.49	
(6) Other/Unknown	181	607	0.30		10	42	0.24		191	649	0.29	
(7) TOTAL	2612	5508	0.47		317	726	0.44		2929	6234	0.47	

FY-74 ACCESSIONS

TRACKED GROUPS	5.			6.			7.			8.		
	A	B	C(A/B)	D(OSD)	A	B	C(A/B)	D(OSD)	A	B	C(A/B)	D(OSD)
(1) American Indian/Alaskan Native	7	30	0.23		0	4	0.00		7	34	0.21	
(2) Asian American/Pacific Islander	32	111	0.29		13	29	0.45		45	140	0.32	
(3) Black (Non-Hispanic)	21	80	0.26		2	9	0.22		23	89	0.26	
(4) Hispanic	1549	5244	0.30		179	702	0.25		1728	5946	0.29	
(5) White (Non-Hispanic)	65	331	0.20		2	6	0.33		67	337	0.20	
(6) Other/Unknown	1674	5796	0.29		196	750	0.26		1870	6546	0.29	
(7) TOTAL												

ASSIGNMENTS

SECTION VII: ASSIGNMENTS

BACKGROUND: The Navy has a stated goal of ensuring equity in the assignment process for all personnel. The DoD purpose for this category is to ensure representation of all minorities and women in career enhancing assignments or billets.

DISCUSSION: The definition of "career enhancing billet" varies by service. Information as related to the Navy Officer and enlisted assignment process is provided below. Selected areas were examined for the first time in this assessment to detect possible adverse trends.

OFFICERS: Professional development paths have been established for each of the Navy's unrestricted line, restricted line, staff corps, limited duty, and warrant officer communities. These professional development paths focus on completion of leadership, operational, professional development, and subspecialty tours unique to each community. An officer remains competitive for promotion and assignment to billets of increased responsibility principally on the basis of successful performance regardless of assignment. The needs of the Navy, specific career path development needs, and the personal desires of the individual are all considerations in the assignment process.

ENLISTED: The term "career enhancing billet" has limited applicability to Navy enlisted personnel. Enlisted assignments are made based in part upon the sea/shore rotation cycle established for each enlisted occupational skill, the needs of the Navy, and the desires of the individual. Specific assignments have no bearing on career advancement to paygrade E-6 since promotion to this paygrade is solely a function of performance, longevity, and formal examination. Promotion to grades E-7/8/9 is a function of performance in supervisory, operational, or in-rating assignments.

ACTION: The Navy has identified specific action steps designed to ensure an equitable assignment process. All personnel are assigned duties applicable to their particular community and as dictated by their performance. Assignments outside this pattern are only made to meet essential needs of the Navy. Particular care is taken to ensure assignment personnel and selection board personnel recognize such deviations, and that minority personnel, so assigned, are given appropriate consideration. Additionally, every effort is made to ensure that proportional attendance of minorities and women occurs at professional development points such as service colleges and the Senior Enlisted Academy.

!RCS DD-FM&P(A)1760

UNCLASSIFIED

8. FOR OSD USE

!b. THE NUMBERS IN COLUMN B ARE:

THE NUMBERS IN COLUMN
TOTAL NUMBER OF O-6s

.....

Alexander males were

PART II - DATA FROM PREVIOUS FISCAL YEARS

FY88 ASSESSMENT 4.a. SUBJECT: COMMANDING OFFICER BILLETS (O-6) b. CATEGORY: ASSIGNMENTS

TRACKED GROUPS	5.			6.			7.			8.		
	A	B	MALE C(A/B) D(OSD)	A	B	FEMALE C(A/B) D(OSD)	A	B	TOTAL C(A/B) D(OSD)	A	B	FOR OSD USE
(1) American Indian/Alaskan Native	2	11	0.18	0	0	--	2	11	0.18			
(2) Asian American/Pacific Islander	0	27	0.00	0	5	0.00	0	32	0.00			
(3) Black (Non-Hispanic)	8	23	0.35	1	5	0.20	9	28	0.32			
(4) Hispanic	4	20	0.20	0	1	0.00	4	21	0.19			
(5) White (Non-Hispanic)	932	3629	0.26	15	102	0.15	947	3731	0.25			
(6) Other/Unknown	1	24	0.04	0	0	--	1	24	0.04			
(7) TOTAL	947	3734	0.25	16	113	0.14	963	3847	0.25			

FY87 ASSESSMENT

TRACKED GROUPS	5.			6.			7.			8.		
	A	B	MALE C(A/B) D(OSD)	A	B	FEMALE C(A/B) D(OSD)	A	B	TOTAL C(A/B) D(OSD)	A	B	FOR OSD USE
(1) American Indian/Alaskan Native												
(2) Asian American/Pacific Islander												
(3) Black (Non-Hispanic)												
(4) Hispanic												
(5) White (Non-Hispanic)												
(6) Other/Unknown												
(7) TOTAL												

FY86 ASSESSMENT

TRACKED GROUPS	5.			6.			7.			8.		
	A	B	MALE C(A/B) D(OSD)	A	B	FEMALE C(A/B) D(OSD)	A	B	TOTAL C(A/B) D(OSD)	A	B	FOR OSD USE
(1) American Indian/Alaskan Native												
(2) Asian American/Pacific Islander												
(3) Black (Non-Hispanic)												
(4) Hispanic												
(5) White (Non-Hispanic)												
(6) Other/Unknown												
(7) TOTAL												

PART I - DATA FROM CURRENT FISCAL YEAR

1. FY89 ASSESSMENT

2. DOD COMPONENT/SUBCOMPONENT: U.S. NAVY

3. SOURCE AGENCY: NAVAL MILITARY PERSONNEL COMMAND
a. OFFICE: EQUAL OPPORTUNITY DIVISION (NMPC-61)
b. TELEPHONE NUMBER: AV 224-2007

4. a. SUBJECT: COMMANDING OFFICER BILLETS (O-5) b. CATEGORY: ASSIGNMENTS

TRACKED GROUPS	5. A B		6. MALE C(A/B) D(OSD)		7. FEMALE C(A/B) D(OSD)		8. TOTAL C(A/B) D(OSD)		FOR OSD USE
	A	B	A	B	A	B	A	B	
(1) American Indian/Alaskan Native	1	25	0.04	0	1	0.00	1	26	0.04
(2) Asian American/Pacific Islander	3	80	0.04	0	18	0.00	3	98	0.03
(3) Black (Non-Hispanic)	11	122	0.09	1	19	0.05	12	141	0.09
(4) Hispanic	6	64	0.09	0	2	0.00	6	66	0.09
(5) White (Non-Hispanic)	1142	6925	0.16	41	474	0.09	1183	7399	0.16
(6) Other/Unknown	1	21	0.05	0	5	0.00	1	26	0.04
(7) TOTAL	1164	7237	0.16	42	519	0.08	1206	7756	0.16

9. a. THE NUMBERS IN COLUMN A ARE:

O-5s IN COMMANDING OFFICER BILLETS IN FY-89

b. THE NUMBERS IN COLUMN B ARE:

TOTAL NUMBER OF O-5s

10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S): Monitor minority officer assignments to detect which do not support normal career progression.

11. ASSESSMENT: Minorities held a higher number of O-5 command billets in FY-89 compared to FY-88, but the overall assignment percentages for both minorities and women were significantly lower than the majority percentage. The commander command selection opportunity for women and minority line officers was comparable with or better than the majority in FY-89, but the small number of minority and women officers with the prerequisites for command keeps the Navy from realizing a demographic balance at the Captain level.

PART II - DATA FROM PREVIOUS FISCAL YEARS

FY88 ASSESSMENT 14.a. SUBJECT: COMMANDING OFFICER BILLETS (O-5) 14.b. CATEGORY: ASSIGNMENTS

TRACKED GROUPS	5. MALE		6. FEMALE		7. TOTAL		8. FOR OSD USE
	A	B	A	B	A	B	
(1) American Indian/Alaskan Native	0	21	0	2	0	23	0.00
(2) Asian American/Pacific Islander	2	80	0	21	2	101	0.02
(3) Black (Non-Hispanic)	9	114	1	13	10	127	0.08
(4) Hispanic	5	60	0	1	5	61	0.08
(5) White (Non-Hispanic)	1093	7192	33	424	1126	7616	0.15
(6) Other/Unknown	4	60	0	9	4	69	0.06
(7) TOTAL	1113	7527	34	470	1147	7997	0.14

FY87 ASSESSMENT

TRACKED GROUPS	5. MALE		6. FEMALE		7. TOTAL		8. FOR OSD USE
	A	B	A	B	A	B	
(1) American Indian/Alaskan Native							
(2) Asian American/Pacific Islander							
(3) Black (Non-Hispanic)							
(4) Hispanic							
(5) White (Non-Hispanic)							
(6) Other/Unknown							
(7) TOTAL							

DATA NOT AVAILABLE FOR FY-87

FY86 ASSESSMENT

TRACKED GROUPS	5. MALE		6. FEMALE		7. TOTAL		8. FOR OSD USE
	A	B	A	B	A	B	
(1) American Indian/Alaskan Native							
(2) Asian American/Pacific Islander							
(3) Black (Non-Hispanic)							
(4) Hispanic							
(5) White (Non-Hispanic)							
(6) Other/Unknown							
(7) TOTAL							

DATA NOT AVAILABLE FOR FY-86

MILITARY EQUAL OPPORTUNITY ASSESSMENT

RCS DD-FM2P(A)1760

PART 1 - DATA FROM CURRENT FISCAL YEAR

1. FY89 ASSESSMENT

2. DOD COMPONENT/SUBCOMPONENT:
U.S. NAVY

3. SOURCE AGENCY: NAVAL MILITARY PERSONNEL COMMAND

a. OFFICE: EQUAL OPPORTUNITY DIVISION (NMPC-61)
b. TELEPHONE NUMBER: AV 224-2007

4.a. SUBJECT: COMMANDING OFFICER BILLETTS (O-4)

b. CATEGORY: ASSIGNMENTS

TRACKED GROUPS	5. A		6. MALE		7. FEMALE		8. TOTAL		9. FOR OSD USE	
	A	B	C(A/B)	D(OSD)	A	B	C(A/B)	D(OSD)	A	B
(1) American Indian/Alaskan Native	0	46	0.00		1	11	0.09		1	57
(2) Asian American/Pacific Islander	2	142	0.01		0	18	0.00		2	160
(3) Black (Non-Hispanic)	12	367	0.03		4	85	0.05		16	452
(4) Hispanic	5	167	0.03		0	17	0.00		5	184
(5) White (Non-Hispanic)	192	11164	0.02		37	1443	0.03		229	12607
(6) Other/Unknown	7	204	0.03		2	30	0.07		9	234
(7) TOTAL	218	12090	0.02		44	1604	0.03		262	13694

9.a. THE NUMBERS IN COLUMN A ARE:
O-4s IN COMMANDING OFFICER BILLETTS IN FY-89

b. THE NUMBERS IN COLUMN B ARE:
TOTAL NUMBER OF O-4s

10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S): Monitor minority officer assignments to detect which do not support normal career progression.

11. ASSESSMENT: Minorities held a higher number of O-4 command billets in FY-89 compared to FY-88, and the representation of minority officers in O-4 command billets was comparable or higher than the majority representation. Women had a higher representation than men in O-4 command billets in both FY-88 and FY-89. Minority officers completing command tours is essential to the Navy attaining a demographic balance of minority officers at senior levels.

PART II - DATA FROM PREVIOUS FISCAL YEARS

FY88 ASSESSMENT 4.a. SUBJECT: COMMANDING OFFICER BILLETTS (O-4) b. CATEGORY: ASSIGNMENTS

TRACKED GROUPS	5. MALE		6. FEMALE		7. TOTAL		8. FOR OSD USE
	A	B	A	B	A	B	
(1) American Indian/Alaskan Native	0	50	0	10	0	60	
(2) Asian American/Pacific Islander	0	112	0	16	0	128	
(3) Black (Non-Hispanic)	8	355	5	89	13	444	
(4) Hispanic	2	163	0	18	2	181	
(5) White (Non-Hispanic)	150	1174	40	1328	190	12502	
(6) Other/Unknown	8	276	4	49	12	325	
(7) TOTAL	168	12130	49	1510	217	13640	

FY87 ASSESSMENT

TRACKED GROUPS	5. MALE		6. FEMALE		7. TOTAL		8. FOR OSD USE
	A	B	A	B	A	B	
(1) American Indian/Alaskan Native							
(2) Asian American/Pacific Islander							
(3) Black (Non-Hispanic)							
(4) Hispanic							
(5) White (Non-Hispanic)							
(6) Other/Unknown							
(7) TOTAL							

DATA NOT AVAILABLE FOR FY-87

FY86 ASSESSMENT

TRACKED GROUPS	5. MALE		6. FEMALE		7. TOTAL		8. FOR OSD USE
	A	B	A	B	A	B	
(1) American Indian/Alaskan Native							
(2) Asian American/Pacific Islander							
(3) Black (Non-Hispanic)							
(4) Hispanic							
(5) White (Non-Hispanic)							
(6) Other/Unknown							
(7) TOTAL							

DATA NOT AVAILABLE FOR FY-86

MILITARY EQUAL OPPORTUNITY ASSESSMENT

RCS DD-FMRP(A)1760

PART I - DATA FROM CURRENT FISCAL YEAR

1. FY89 ASSESSMENT

2. DOD COMPONENT/SUBCOMPONENT:
U.S. NAVY

3. SOURCE AGENCY: NAVAL MILITARY PERSONNEL COMMAND
a. OFFICE: EQUAL OPPORTUNITY DIVISION (NMPC-61)
b. TELEPHONE NUMBER: AV 224-2007

4.a. SUBJECT: EXECUTIVE OFFICER BILLETS (O-5)

b. CATEGORY: ASSIGNMENTS

TRACKED GROUPS	5.		6.		7.		8.	
	A	B	MALE C(A/B) D(OSD)	A	B	FEMALE C(A/B) D(OSD)	A	B
(1) American Indian/Alaskan Native	6	25	0.24	0	0	1	0.00	26
(2) Asian American/Pacific Islander	2	80	0.03	0	0	18	0.00	98
(3) Black (Non-Hispanic)	7	122	0.06	4	0	19	0.21	141
(4) Hispanic	5	64	0.08	0	0	2	0.00	66
(5) White (Non-Hispanic)	726	6925	0.10	43	0	474	0.09	7399
(6) Other/Unknown	1	21	0.05	0	0	5	0.00	26
(7) TOTAL	747	7237	0.10	47	0	519	0.09	7756

9.a. THE NUMBERS IN COLUMN A ARE:

O-5s IN EXECUTIVE OFFICER BILLETS IN FY-89

b. THE NUMBERS IN COLUMN B ARE:
TOTAL NUMBER OF O-5s

10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S): Monitor minority officer assignments to detect which do not support normal career progression.

11. ASSESSMENT: Minorities held a higher number of O-5 executive officer billets in FY-89 compared to FY-88, but the overall assignment percentage for minorities was lower than the majority percentage. Asian Americans/Pacific Islanders representation has been particularly low both in FY-88 and FY-89. American Native representation was higher than the majority, and the representation of Black and Hispanic males was lower than the majority in FY-89, but the difference was not statistically significant. Overall female representation was comparable with that of males, but the low number of minorities and women assigned as executive officers keeps the Navy from realizing a demographic balance at senior levels. A successful executive officer tour is necessary for continued career progression.

PART II - DATA FROM PREVIOUS FISCAL YEARS

FY88 ASSESSMENT 4.a. SUBJECT: EXECUTIVE OFFICER BILLETTS (O-5) b. CATEGORY: ASSIGNMENTS

TRACKED GROUPS	5. A		MALE		6. A		D(OSD)		6. A		B		C(A/B)		7. A		B		TOTAL		8. FOR OSD USE	
	A	B	A	B	A	B	A	B	A	B	A	B	A	B	A	B	A	B	A	B	A	B
(1) American Indian/Alaskan Native	4	21	0.19	0.03	0	2	0.00	0.00	0	21	0.00	0.00	0	21	0.00	0.00	0	21	0.00	0.00	0	21
(2) Asian American/Pacific Islander	2	80	0.03	0.03	0	2	0.00	0.00	0	21	0.00	0.00	0	21	0.00	0.00	0	21	0.00	0.00	0	21
(3) Black (Non-Hispanic)	5	114	0.04	0.04	3	13	0.23	0.06	3	13	0.23	0.06	3	13	0.23	0.06	3	13	0.23	0.06	3	13
(4) Hispanic	4	60	0.07	0.07	0	1	0.00	0.07	0	1	0.00	0.07	0	1	0.00	0.07	0	1	0.00	0.07	0	1
(5) White (Non-Hispanic)	753	7192	0.10	0.10	39	424	0.09	0.10	39	424	0.09	0.10	39	424	0.09	0.10	39	424	0.09	0.10	39	424
(6) Other/Unknown	6	60	0.10	0.10	0	9	0.00	0.09	0	9	0.00	0.09	0	9	0.00	0.09	0	9	0.00	0.09	0	9
(7) TOTAL	774	7527	0.10	0.10	42	470	0.09	0.10	42	470	0.09	0.10	42	470	0.09	0.10	42	470	0.09	0.10	42	470

FY87 ASSESSMENT

TRACKED GROUPS	5. A		MALE		6. A		D(OSD)		6. A		B		C(A/B)		7. A		B		TOTAL		8. FOR OSD USE	
	A	B	A	B	A	B	A	B	A	B	A	B	A	B	A	B	A	B	A	B	A	B
(1) American Indian/Alaskan Native																						
(2) Asian American/Pacific Islander																						
(3) Black (Non-Hispanic)																						
(4) Hispanic																						
(5) White (Non-Hispanic)																						
(6) Other/Unknown																						
(7) TOTAL																						

DATA NOT AVAILABLE FOR FY-87

FY86 ASSESSMENT

TRACKED GROUPS	5. A		MALE		6. A		D(OSD)		6. A		B		C(A/B)		7. A		B		TOTAL		8. FOR OSD USE	
	A	B	A	B	A	B	A	B	A	B	A	B	A	B	A	B	A	B	A	B	A	B
(1) American Indian/Alaskan Native																						
(2) Asian American/Pacific Islander																						
(3) Black (Non-Hispanic)																						
(4) Hispanic																						
(5) White (Non-Hispanic)																						
(6) Other/Unknown																						
(7) TOTAL																						

DATA NOT AVAILABLE FOR FY-86

MILITARY EQUAL OPPORTUNITY ASSESSMENT

RCS DD-FM&P(A)1760

PART I - DATA FROM CURRENT FISCAL YEAR

1. FY89 ASSESSMENT

2. DOD COMPONENT/SUBCOMPONENT:
U.S. NAVY

3. SOURCE AGENCY: NAVAL MILITARY PERSONNEL COMMAND
a. OFFICE: EQUAL OPPORTUNITY DIVISION (MPC-61)
b. TELEPHONE NUMBER: AV 224-2007

4. a. SUBJECT: EXECUTIVE OFFICER BILLETS (O-4)

b. CATEGORY: ASSIGNMENTS

TRACKED GROUPS	5. MALE		6. FEMALE		7. TOTAL		8. FOR OSD USE	
	A	B	C(A/B)	D(OSD)	A	B	C(A/B)	D(OSD)
(1) American Indian/Alaskan Native	1	46	0.02		2	11	0.18	
(2) Asian American/Pacific Islander	7	142	0.05		1	18	0.06	
(3) Black (Non-Hispanic)	23	367	0.06		8	85	0.09	
(4) Hispanic	11	167	0.07		2	17	0.12	
(5) White (Non-Hispanic)	807	11164	0.07		96	1443	0.07	
(6) Other/Unknown	7	204	0.03		1	30	0.03	
(7) TOTAL	856	12090	0.07		110	1604	0.07	

9. a. THE NUMBERS IN COLUMN A ARE:

O-4s IN EXECUTIVE OFFICER BILLETS IN FY-89

b. THE NUMBERS IN COLUMN B ARE:
TOTAL NUMBER OF O-4s

10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S): Monitor minority officer assignments to detect which do not support normal career progression.

11. ASSESSMENT: Minorities held a higher number of O-4 executive officer billets in FY-89 compared to FY-88. The representation of minority officers in O-4 executive officers billets was comparable with the majority representation. Representation of both men and women in O-4 executive officer billets was comparable.

PART II - DATA FROM PREVIOUS FISCAL YEARS

FY85 ASSESSMENT 4.a. SUBJECT: EXECUTIVE OFFICER BILLETS (O-4) b. CATEGORY: ASSIGNMENTS

TRACKED GROUPS	5.		MALE		6.		FEMALE		7.		TOTAL		8. FOR OSD USE
	A	B	C(A/B)	D(OSD)	A	B	C(A/B)	D(OSD)	A	B	C(A/B)	D(OSD)	
(1) American Indian/Alaskan Native	1	50	0.02		1	10	0.10		2	60	0.03		
(2) Asian American/Pacific Islander	2	112	0.02		0	16	0.00		2	128	0.02		
(3) Black (Non-Hispanic)	16	355	0.05		3	89	0.03		19	444	0.04		
(4) Hispanic	7	163	0.04		2	18	0.11		9	181	0.05		
(5) White (Non-Hispanic)	697	11174	0.06		81	1328	0.06		778	12502	0.06		
(6) Other/Unknown	15	276	0.05		1	49	0.02		16	325	0.05		
(7) TOTAL	738	12130	0.06		88	1510	0.06		826	13640	0.06		

FY87 ASSESSMENT

TRACKED GROUPS	5.		MALE		6.		FEMALE		7.		TOTAL		8. FOR OSD USE
	A	B	C(A/B)	D(OSD)	A	B	C(A/B)	D(OSD)	A	B	C(A/B)	D(OSD)	
(1) American Indian/Alaskan Native													
(2) Asian American/Pacific Islander													
(3) Black (Non-Hispanic)													
(4) Hispanic													
(5) White (Non-Hispanic)													
(6) Other/Unknown													
(7) TOTAL													

DATA NOT AVAILABLE FOR FY-87

FY86 ASSESSMENT

TRACKED GROUPS	5.		MALE		6.		FEMALE		7.		TOTAL		8. FOR OSD USE
	A	B	C(A/B)	D(OSD)	A	B	C(A/B)	D(OSD)	A	B	C(A/B)	D(OSD)	
(1) American Indian/Alaskan Native													
(2) Asian American/Pacific Islander													
(3) Black (Non-Hispanic)													
(4) Hispanic													
(5) White (Non-Hispanic)													
(6) Other/Unknown													
(7) TOTAL													

DATA NOT AVAILABLE FOR FY-86

MILITARY EQUAL OPPORTUNITY ASSESSMENT

RCS DD-FM&P(A)1760

PART I - DATA FROM CURRENT FISCAL YEAR

1. FY89 ASSESSMENT

2. DOD COMPONENT/SUBCOMPONENT:
U.S. NAVY

3. SOURCE AGENCY: NAVAL MILITARY PERSONNEL COMMAND

a. OFFICE: EQUAL OPPORTUNITY DIVISION (NMPC-61)
b. TELEPHONE NUMBER: AV 224-2007

4.a. SUBJECT: JOINT SERVICE BILLETS

b. CATEGORY: ASSIGNMENTS

TRACKED GROUPS	5. MALE			6. FEMALE			7. TOTAL			8. FOR OSD USE	
	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)		
(1) American Indian/Alaskan Native	6	185	0.03	3	33	0.09	9	218	0.04		
(2) Asian American/Pacific Islander	8	1161	0.01	3	151	0.02	11	1312	0.01		
(3) Black (Non-Hispanic)	25	1984	0.01	6	534	0.01	31	2518	0.01		
(4) Hispanic	14	1360	0.01	1	168	0.01	15	1528	0.01		
(5) White (Non-Hispanic)	1397	56632	0.02	141	6456	0.02	1538	63088	0.02		
(6) Other/Unknown	3	704	0.00	0	107	0.00	3	811	0.00		
(7) TOTAL	1453	62026	0.02	154	7449	0.02	1607	69475	0.02		

9.a. THE NUMBERS IN COLUMN A ARE:

OFFICERS SERVING IN JOINT SERVICE BILLETS IN FY-89

b. THE NUMBERS IN COLUMN B ARE:

TOTAL NUMBER OF OFFICERS

10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S): Monitor minority officer assignments to detect which do not support normal career progression.

11. ASSESSMENT: Male minority officers were under-represented in joint billets in FY-89 except for American Indians/Alaskan Natives. The representation of female minority officers holding joint billets was comparable with the female majority representation, and representation of both men and women was comparable in FY-89. Joint service is an essential part of officer career progression under the Defense Reorganization Act of 1986.

PART II - DATA FROM PREVIOUS FISCAL YEARS

FY88 ASSESSMENT

4.a. SUBJECT: JOINT SERVICE BILLETS

b. CATEGORY: ASSIGNMENTS

TRACKED GROUPS	5. MALE		6. FEMALE		7. TOTAL		8. FOR OSD USE
	A	B	C(A/B)	D(OSD)	A	B	
(1) American Indian/Alaskan Native	15	178	0.08		3	31	0.10
(2) Asian American/Pacific Islander	41	1072	0.04		10	128	0.08
(3) Black (Non-Hispanic)	92	1908	0.05		16	509	0.03
(4) Hispanic	54	1212	0.04		7	148	0.05
(5) White (Non-Hispanic)	5262	56843	0.09		524	6322	0.08
(6) Other/Unknown	25	1039	0.02		5	186	0.03
(7) TOTAL	5489	62252	0.09		565	7324	0.08

FY87 ASSESSMENT

TRACKED GROUPS	5. MALE		6. FEMALE		7. TOTAL		8. FOR OSD USE
	A	B	C(A/B)	D(OSD)	A	B	
(1) American Indian/Alaskan Native							
(2) Asian American/Pacific Islander							
(3) Black (Non-Hispanic)							
(4) Hispanic							
(5) White (Non-Hispanic)							
(6) Other/Unknown							
(7) TOTAL							

DATA NOT AVAILABLE FOR FY-87

FY86 ASSESSMENT

TRACKED GROUPS	5. MALE		6. FEMALE		7. TOTAL		8. FOR OSD USE
	A	B	C(A/B)	D(OSD)	A	B	
(1) American Indian/Alaskan Native							
(2) Asian American/Pacific Islander							
(3) Black (Non-Hispanic)							
(4) Hispanic							
(5) White (Non-Hispanic)							
(6) Other/Unknown							
(7) TOTAL							

DATA NOT AVAILABLE FOR FY-86

MILITARY EQUAL OPPORTUNITY ASSESSMENT

RCS DD-FM&P(A)1760

PART I - DATA FROM CURRENT FISCAL YEAR

1. FY89 ASSESSMENT

2. DOD COMPONENT/SUBCOMPONENT: U.S. NAVY

3. SOURCE AGENCY: NAVAL MILITARY PERSONNEL COMMAND

a. OFFICE: EQUAL OPPORTUNITY DIVISION (NMPC-61)

b. TELEPHONE NUMBER: AV 224-2007

4.a. SUBJECT: EXECUTIVE ASSISTANTS

b. CATEGORY: ASSIGNMENTS

TRACKED GROUPS	5. MALE		6. FEMALE		7. TOTAL		8. FOR OSD USE
	A	B	C(A/B)	D(OSD)	A	B	
(1) American Indian/Alaskan Native	0	11	0.00	1	1	12	0.08
(2) Asian American/Pacific Islander	1	30	0.03	0	7	37	0.03
(3) Black (Non-Hispanic)	0	25	0.00	0	5	30	0.00
(4) Hispanic	0	24	0.00	0	2	26	0.00
(5) White (Non-Hispanic)	89	3657	0.02	2	99	3756	0.02
(6) Other/Unknown	1	21	0.05	0	0	21	0.05
(7) TOTAL	91	3768	0.02	3	114	3882	0.02

9.a. THE NUMBERS IN COLUMN A ARE: OFFICERS IN EXECUTIVE ASSISTANT BILLETS IN FY-89

b. THE NUMBERS IN COLUMN B ARE: TOTAL NUMBER OF O-6s

10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S): Monitor minority officer assignments to detect which do not support normal career progression.

11. ASSESSMENT: The representation differences for O-6s in executive assistant billets were not statistically significant, but the low numbers of minority officers assigned will keep the Navy from realizing a demographic balance of minority officers at the flag level. Navy officer assignment policy now requires an explanation when minority officers are not included in nomination packages.

PART II - DATA FROM PREVIOUS FISCAL YEARS

FY88 ASSESSMENT		4.a. SUBJECT: EXECUTIVE ASSISTANTS				b. CATEGORY: ASSIGNMENTS			
TRACKED GROUPS	5.		6.		7.		8.		
	A	B	MALE C(A/B)	D(OSD)	A	B	TOTAL C(A/B)	D(OSD)	
(1) American Indian/Alaskan Native	0	11	0.00		0	0	11	0.00	
(2) Asian American/Pacific Islander	0	27	0.00		0	0	32	0.00	
(3) Black (Non-Hispanic)	0	23	0.00		0	0	28	0.00	
(4) Hispanic	0	20	0.00		0	0	21	0.00	
(5) White (Non-Hispanic)	33	3629	0.01		2	102	3731	0.01	
(6) Other/Unknown	1	24	0.04		0	0	24	0.04	
(7) TOTAL	34	3734	0.01		2	113	3847	0.01	

FY87 ASSESSMENT												
TRACKED GROUPS	5.		MALE		6.		FEMALE		7.		8.	
	A	B	C(A/B)	D(OSD)	A	B	C(A/B)	D(OSD)	A	B	TOTAL C(A/B)	D(OSD)
(1) American Indian/Alaskan Native												
(2) Asian American/Pacific Islander												
(3) Black (Non-Hispanic)												
(4) Hispanic												
(5) White (Non-Hispanic)												
(6) Other/Unknown												
(7) TOTAL												

FY86 ASSESSMENT														
TRACKED GROUPS	5.		MALE		6.		FEMALE		7.		TOTAL		8.	FOR OSD USE
	A	B	A	B	C(A/B)	D(OSD)	A	B	C(A/B)	D(OSD)	A	B		
(1) American Indian/Alaskan Native														
(2) Asian American/Pacific Islander														
(3) Black (Non-Hispanic)														
(4) Hispanic														
(5) White (Non-Hispanic)														
(6) Other/Unknown														
(7) TOTAL														
DATA NOT AVAILABLE FOR FY-86														

MILITARY EQUAL OPPORTUNITY ASSESSMENT

RCS DD-FM&P(A)1760

PART I - DATA FROM CURRENT FISCAL YEAR

1. FY89 ASSESSMENT

2. DOD COMPONENT/SUBCOMPONENT: U.S. NAVY

3. SOURCE AGENCY: NAVAL MILITARY PERSONNEL COMMAND

a. OFFICE: EQUAL OPPORTUNITY DIVISION (NMPC-61)

b. TELEPHONE NUMBER: AV 224-2007

4.a. SUBJECT: COMMAND MASTER CHIEFS

b. CATEGORY: ASSIGNMENTS

TRACKED GROUPS	5.		6.		7.		8.	
	A	B	C(A/B)	D(OSD)	A	B	C(A/B)	D(OSD)
(1) American Indian/Alaskan Native	16	61	0.26		16	61	0.26	
(2) Asian American/Pacific Islander	13	309	0.04		13	309	0.04	
(3) Black (Non-Hispanic)	46	267	0.17		46	270	0.17	
(4) Hispanic	11	63	0.17		11	63	0.17	
(5) White (Non-Hispanic)	787	3977	0.20		790	4008	0.20	
(6) Other/Unknown	4	36	0.11		4	36	0.11	
(7) TOTAL	877	4713	0.19		880	4747	0.19	

9.a. THE NUMBERS IN COLUMN A ARE:

b. THE NUMBERS IN COLUMN B ARE:

CHIEFS IN COMMAND MASTER CHIEF BILLETS (INCLUDING CHIEF OF THE BOAT) IN FY-89 TOTAL NUMBER OF E-9s

10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S): Ensure equity in assignment of enlisted personnel to senior career development opportunities.

11. ASSESSMENT: Minorities held a higher number of command master chief billets in FY-89 compared to FY-88. The representation of minority master chiefs serving in command master chief billets was comparable with the majority representation except for Asian American/Pacific Islander master chiefs in FY-88 and FY-89. The representation of women is lower than that of their male counterparts, but the difference is not statistically significant. A demographic balance of minorities in senior enlisted positions is needed to provide visible role models for junior minority enlisted.

PART II - DATA FROM PREVIOUS FISCAL YEARS

FY88 ASSESSMENT 4.a. SUBJECT: COMMAND MASTER CHIEF BILLETS b. CATEGORY: ASSIGNMENTS

TRACKED GROUPS	5.			6.			7.			8.		
	A	B	C(A/B)	A	B	C(A/B)	A	B	C(A/B)	A	B	C(A/B)
(1) American Indian/Alaskan Native	9	53	0.17	0	0	--	9	53	0.17			
(2) Asian American/Pacific Islander	6	241	0.02	0	0	--	6	241	0.02			
(3) Black (Non-Hispanic)	34	260	0.13	0	3	0.00	34	263	0.13			
(4) Hispanic	7	52	0.13	0	1	0.00	7	53	0.13			
(5) White (Non-Hispanic)	601	3905	0.15	2	23	0.09	603	3928	0.15			
(6) Other/Unknown	8	31	0.26	0	0	--	8	31	0.26			
(7) TOTAL	665	4542	0.15	2	27	0.07	667	4569	0.15			

FY87 ASSESSMENT

TRACKED GROUPS	5.			6.			7.			8.		
	A	B	C(A/B)	A	B	C(A/B)	A	B	C(A/B)	A	B	C(A/B)
(1) American Indian/Alaskan Native												
(2) Asian American/Pacific Islander												
(3) Black (Non-Hispanic)												
(4) Hispanic												
(5) White (Non-Hispanic)												
(6) Other/Unknown												
(7) TOTAL												

DATA NOT AVAILABLE FOR FY-87

FY86 ASSESSMENT

TRACKED GROUPS	5.			6.			7.			8.		
	A	B	C(A/B)	A	B	C(A/B)	A	B	C(A/B)	A	B	C(A/B)
(1) American Indian/Alaskan Native												
(2) Asian American/Pacific Islander												
(3) Black (Non-Hispanic)												
(4) Hispanic												
(5) White (Non-Hispanic)												
(6) Other/Unknown												
(7) TOTAL												

DATA NOT AVAILABLE FOR FY-86

MILITARY EQUAL OPPORTUNITY ASSESSMENT

RCS DD-FM&P(A)1760

PART I - DATA FROM CURRENT FISCAL YEAR

1. FY89 ASSESSMENT

2. DOD COMPONENT/SUBCOMPONENT:
U.S. NAVY

3. SOURCE AGENCY: NAVAL MILITARY PERSONNEL COMMAND
a. OFFICE: EQUAL OPPORTUNITY DIVISION (NMPC-61)
b. TELEPHONE NUMBER: AV 224-2007

4.a. SUBJECT: NAVAL WAR COLLEGE ATTENDEES

b. CATEGORY: ASSIGNMENTS

TRACKED GROUPS	5.		6.		7.		8.	
	A	B	C(A/B)	D(OSD)	A	B	C(A/B)	D(OSD)
(1) American Indian/Alaskan Native	0	82	0.00		0	13	0.00	
(2) Asian American/Pacific Islander	3	252	0.01		0	43	0.00	
(3) Black (Non-Hispanic)	5	514	0.01		0	109	0.00	
(4) Hispanic	0	255	0.00		0	21	0.00	
(5) White (Non-Hispanic)	155	21746	0.01		15	2016	0.01	
(6) Other/Unknown	0	261	0.00		0	35	0.00	
(7) TOTAL	163	23110	0.01		15	2237	0.01	
							TOTAL	
							C(A/B)	
							B	
							A	
							D(OSD)	
							FOR OSD USE	

9.a. THE NUMBERS IN COLUMN A ARE:

OFFICERS ATTENDING THE NAVAL WAR COLLEGE IN FY-89

b. THE NUMBERS IN COLUMN B ARE:

TOTAL NUMBER OF O-4s, O-5s, and O-6s

10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S): Monitor minority officer assignments to detect which do not support normal career progression.

11. ASSESSMENT: While there were no significant differences between the representation of minorities, women, and the majority at the Naval War College in FY-89, the small number of minorities attending the Naval War College is a concern.

PART 11 - DATA FROM PREVIOUS FISCAL YEARS

FY88 ASSESSMENT		4. a. SUBJECT: NAVAL WAR COLLEGE ATTENDEES				b. CATEGORY: ASSIGNMENTS			
TRACKED GROUPS	5.	MALE		FEMALE		TOTAL		8. FOR OSD USE	
	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)
(1) American Indian/Alaskan Native	0	82	0.00	0	12	0.00	0	94	0.00
(2) Asian American/Pacific Islander	0	219	0.00	0	42	0.00	0	261	0.00
(3) Black (Non-Hispanic)	3	492	0.01	2	107	0.02	5	599	0.01
(4) Hispanic	1	243	0.00	0	20	0.00	1	263	0.00
(5) White (Non-Hispanic)	171	21995	0.01	12	1854	0.01	183	23849	0.01
(6) Other/Unknown	2	360	0.01	0	58	0.00	2	418	0.00
(7) TOTAL	177	23391	0.01	14	2093	0.01	191	25484	0.01
FY87 ASSESSMENT									
TRACKED GROUPS	5.	MALE		FEMALE		TOTAL		8. FOR OSD USE	
	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)
(1) American Indian/Alaskan Native									
(2) Asian American/Pacific Islander									
(3) Black (Non-Hispanic)									
(4) Hispanic									
(5) White (Non-Hispanic)									
(6) Other/Unknown									
(7) TOTAL									
FY86 ASSESSMENT									
TRACKED GROUPS	5.	MALE		FEMALE		TOTAL		8. FOR OSD USE	
	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)
(1) American Indian/Alaskan Native									
(2) Asian American/Pacific Islander									
(3) Black (Non-Hispanic)									
(4) Hispanic									
(5) White (Non-Hispanic)									
(6) Other/Unknown									
(7) TOTAL									

DISCRIMINATION AND/OR SEXUAL HARASSMENT COMPLAINTS

MILITARY EQUAL OPPORTUNITY ASSESSMENT

PART I - DATA FROM CURRENT FISCAL YEAR

1. FY89 ASSESSMENT

2. DOD COMPONENT/SUBCOMPONENT:
U.S. NAVY

3. SOURCE AGENCY: NAVAL MILITARY PERSONNEL COMMAND
a. OFFICE: EQUAL OPPORTUNITY DIVISION (NMPC-61)
b. TELEPHONE NUMBER: AV 224-2007

4. a. SUBJECT: SEXUAL HARASSMENT

b. CATEGORY: DISCRIMINATION COMPLAINTS AND/OR SEXUAL HARASSMENT

TRACKED GROUPS	5. A		6. MALE C(A/B) D(OSD)		7. FEMALE C(A/B) D(OSD)		8. TOTAL C(A/B) D(OSD)		FOR OSD USE
	A	B	A	B	A	B	A	B	
(1) American Indian/Alaskan Native	0	0	0	0	0	0	0	0	
(2) Asian American/Pacific Islander	0	0	0	0	0	0	0	0	
(3) Black (Non-Hispanic)	0	0	1	4	0.25	4	0.25	4	
(4) Hispanic	0	0	0	0	0	0	0	0	
(5) White (Non-Hispanic)	0	0	9	27	0.33	9	0.33	27	
(6) Other/Unknown	0	0	0	0	0	0	0	0	
(7) TOTAL	0	0	10	31	0.32	10	0.32	31	

9. a. THE NUMBERS IN COLUMN A ARE:
NUMBER OF SUBSTANTIATED COMPLAINTS

b. THE NUMBERS IN COLUMN B ARE:
NUMBER OF COMPLAINTS FILED

10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S): Report data on sexual harassment complaints collected from Navy Inspector General, second echelon commands, and congressional inquiries. Evaluate data on complaints and include in annual equal opportunity assessment. Propose corrective action as required.

11. ASSESSMENT: Navy broadened the complaint data base in FY-89 and plans more detailed reporting beginning in FY-90. The sexual harassment data presented above reflects only those complaints that could be accurately classified by tracked group and gender. Fleet complaints that could not be classified are listed below. Navy has taken steps to encourage individuals to report (e.g., sexual harassment training for all personnel, publicizing grievance procedures, requiring shore commands to designate an individual to assist personnel in processing complaints, making the Navy Inspector General "fraud, waste, and Abuse Hotline" available as an alternate means of reporting, and zero tolerance for reprisals against complaints). The number of substantiated complaints that could be classified has increased over the three years of collected data, while the percentage of substantiated complaints has remained comparable between minorities and the majority. The number of substantiated complaints indicates that sexual harassment and discrimination continue to occur.

SEXUAL HARASSMENT/DISCRIMINATION COMPLAINTS NOT CLASSIFIED BY GROUP OR GENDER FOR FY-89
394 REPORTED 154 SUBSTANTIATED (39%)

PART II - DATA FROM PREVIOUS FISCAL YEARS

FY88 ASSESSMENT | 4.a. SUBJECT: SEXUAL HARASSMENT | b. CATEGORY: DISCRIMINATION COMPLAINTS/SEXUAL HARASSMENT

TRACKED GROUPS	5. MALE			6. FEMALE			7. TOTAL			8. FOR OSD USE
	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	
(1) American Indian/Alaskan Native	0	0	--	0	0	--	0	0	--	
(2) Asian American/Pacific Islander	0	0	--	0	0	--	0	0	--	
(3) Black (Non-Hispanic)	0	0	--	0	4	0.00	0	4	0.00	
(4) Hispanic	0	0	--	0	2	0.00	0	2	0.00	
(5) White (Non-Hispanic)	0	0	--	4	23	0.17	4	23	0.17	
(6) Other/Unknown	0	0	--	2	9	0.22	2	9	0.22	
(7) TOTAL	0	0	--	6	38	0.16	6	38	0.16	

FY87 ASSESSMENT

TRACKED GROUPS	5. MALE			6. FEMALE			7. TOTAL			8. FOR OSD USE
	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	
(1) American Indian/Alaskan Native	0	0	--	0	0	--	0	0	--	
(2) Asian American/Pacific Islander	0	0	--	0	0	--	0	0	--	
(3) Black (Non-Hispanic)	0	0	--	1	2	0.50	1	2	0.50	
(4) Hispanic	0	0	--	0	0	--	0	0	--	
(5) White (Non-Hispanic)	0	0	--	1	3	0.33	1	3	0.33	
(6) Other/Unknown	0	0	--	3	5	0.60	3	5	0.60	
(7) TOTAL	0	0	--	5	10	0.50	5	10	0.50	

FY86 ASSESSMENT

TRACKED GROUPS	5. MALE			6. FEMALE			7. TOTAL			8. FOR OSD USE
	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	
(1) American Indian/Alaskan Native										
(2) Asian American/Pacific Islander										
(3) Black (Non-Hispanic)										
(4) Hispanic										
(5) White (Non-Hispanic)										
(6) Other/Unknown										
(7) TOTAL										

DATA NOT AVAILABLE FOR FY-86

MILITARY EQUAL OPPORTUNITY ASSESSMENT

PART I - DATA FROM CURRENT FISCAL YEAR

1. FY89 ASSESSMENT

2. DOD COMPONENT/SUBCOMPONENT:

U.S. NAVY

3. SOURCE AGENCY: NAVAL MILITARY PERSONNEL COMMAND

a. OFFICE:

EQUAL OPPORTUNITY DIVISION (NMPC-61)

b. TELEPHONE NUMBER:

AV 224-2007

4.a. SUBJECT: DISCRIMINATION COMPLAINTS

b. CATEGORY: DISCRIMINATION COMPLAINTS AND/OR SEXUAL HARASSMENT

TRACKED GROUPS	5.			6.			7.			8.		
	A	B	C(A/B)	A	B	C(A/B)	A	B	C(A/B)	A	B	C(A/B)
(1) American Indian/Alaskan Native	0	2	0.00	0	0	0.00	0	0	0.00	0	2	0.00
(2) Asian American/Pacific Islander	0	1	0.00	0	0	0.00	0	0	0.00	0	1	0.00
(3) Black (Non-Hispanic)	0	91	0.00	0	23	0.00	0	114	0.00	0	114	0.00
(4) Hispanic	0	4	0.00	0	0	0.00	0	4	0.00	0	4	0.00
(5) White (Non-Hispanic)	0	17	0.00	0	16	0.00	0	33	0.00	0	33	0.00
(6) Other/Unknown	0	1	0.00	0	1	0.00	0	2	0.00	0	2	0.00
(7) TOTAL	0	116	0.00	0	40	0.00	0	156	0.00	0	156	0.00

9.a. THE NUMBERS IN COLUMN A ARE:

NUMBER OF SUBSTANTIATED CASES

b. THE NUMBERS IN COLUMN B ARE:

NUMBER OF COMPLAINTS FILED

10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S): Report data on discrimination complaints collected from Navy Inspector General, second echelon commands, and congressional inquiries. Evaluate data on complaints and include in the annual equal opportunity assessment. Propose corrective action as required.

11. ASSESSMENT: Navy broadened the complaint data base in FY-89 and plans more detailed reporting beginning in FY-90. The discrimination data presented above reflects only those complaints that could be accurately classified by tracked group and gender. Fleet complaints that could not be classified are listed below. Navy has taken steps to encourage individuals to report (e.g., sexual harassment training for all personnel, publicizing grievance procedures, requiring shore commands to designate an individual to assist personnel in processing complaints, making the Navy Inspector General "fraud, waste, and abuse hotline" available as an alternate means of reporting, and zero tolerance for reprisals against complaints). The number of substantiated complaints that could be classified has increased over the three years of collected data, while the percentage of substantiated complaints has remained comparable between minorities and the majority. The number of substantiated complaints indicates that sexual harassment and discrimination continue to occur.

SEXUAL HARASSMENT/DISCRIMINATION COMPLAINTS NOT CLASSIFIED BY GROUP OR GENDER FOR FY-89

394 REPORTED 154 SUBSTANTIATED (39%)

PART II - DATA FROM PREVIOUS FISCAL YEARS

FY88 ASSESSMENT 4.a. SUBJECT: SEXUAL HARASSMENT b. CATEGORY: DISCRIMINATION COMPLAINTS/SEXUAL HARASSMENT

TRACKED GROUPS	5.		6.		7.		8.	
	A	B	MALE C(A/B) D(OSD)	A	B	FEMALE C(A/B) D(OSD)	A	B
(1) American Indian/Alaskan Native	0	2	0.00	0	0	--	0	2
(2) Asian American/Pacific Islander	0	3	0.00	0	0	--	0	3
(3) Black (Non-Hispanic)	3	89	0.03	1	15	0.07	4	104
(4) Hispanic	0	2	0.00	0	0	--	0	2
(5) White (Non-Hispanic)	0	10	0.00	0	4	0.00	0	14
(6) Other/Unknown	0	0	--	0	1	0.00	0	1
(7) TOTAL	3	106	0.03	1	20	0.05	4	126

FY87 ASSESSMENT

TRACKED GROUPS	5.		6.		7.		8.	
	A	B	MALE C(A/B) D(OSD)	A	B	FEMALE C(A/B) D(OSD)	A	B
(1) American Indian/Alaskan Native	0	2	0.00	0	1	0.00	0	3
(2) Asian American/Pacific Islander	0	1	0.00	0	1	0.00	0	1
(3) Black (Non-Hispanic)	1	53	0.02	0	10	0.00	1	63
(4) Hispanic	0	5	0.00	0	0	--	0	5
(5) White (Non-Hispanic)	1	1	1.00	0	5	0.00	1	6
(6) Other/Unknown	0	1	0.00	3	10	0.30	3	11
(7) TOTAL	2	63	0.03	3	27	0.11	5	89

FY86 ASSESSMENT

TRACKED GROUPS	5.		6.		7.		8.	
	A	B	MALE C(A/B) D(OSD)	A	B	FEMALE C(A/B) D(OSD)	A	B
(1) American Indian/Alaskan Native								
(2) Asian American/Pacific Islander								
(3) Black (Non-Hispanic)								
(4) Hispanic								
(5) White (Non-Hispanic)								
(6) Other/Unknown								
(7) TOTAL								

DATA NOT AVAILABLE FOR FY-86

UTILIZATION OF SKILLS

UTILIZATION OF SKILLS

Affirmative Action. Promote the entry or transfer of minorities and women into occupational groups which afford greater opportunity for advancement.

Assessment.

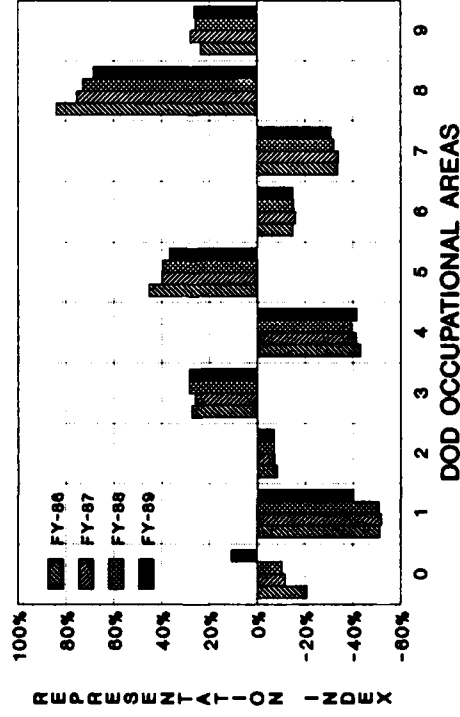
- Enlisted. Minority enlisteds continue to be under-represented in electronics repair, other technical, electrical/mechanical, and craftsman areas. They are over-represented in health care, support/administration, service/supply, and non-occupational areas. Enlisted minority disparities in representation are ebbing slowly, with service/supply and gun crews/seamanship areas being the most notable. Enlisted women are under-represented in gun crew/seamanship, electronics repair, electrical/mechanical, and craftsman areas, and over-represented in communications/intelligence, health care, other technical, and support/administration areas. Significant progress in correcting the representation disparities between women and their male counterparts has been made in gun crews/seamanship, electronic repair, health care, other technical and non-occupational areas. Increasing the number of enlisted billets open to women in aviation squadrons and ships and encouraging women to transfer to more technical ratings will help further reduce the representation disparities.

- Officers. Minority officers are under-represented in the submarine and aviation warfare areas and over-represented in professional, health care, administrator, and supply/procurement areas. Officers in the warfare specialties generally advance to flag rank faster and in greater numbers than their counterparts. The minority under-representation in the senior ranks will continue until minority representation in the unrestricted line community increases significantly. Women are over-represented in health care and administrator areas with no significant change in representation indices for the last four years. An apparent significant increase in the number of women in the administrator area beginning in FY-88 is because of changes in DoD occupational classification procedures and not as result of actual occupational changes by women officers. Increasing the number of officer billets open to women in aviation squadrons and ships will help increase the representation of women in the warfare specialties and give more women the prerequisites for flag rank.

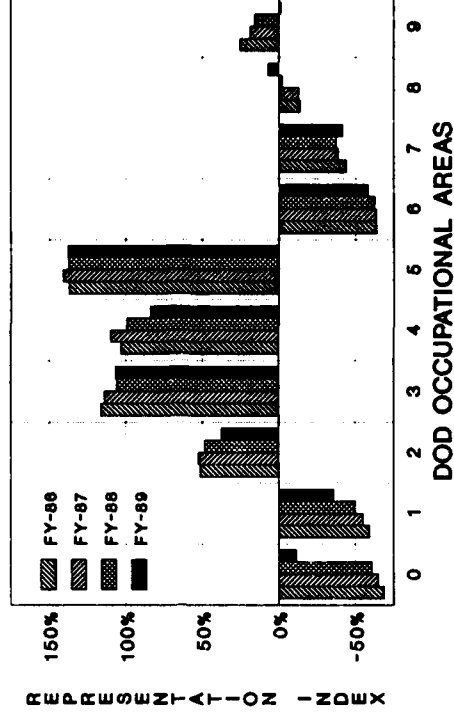
Note: Representation index (RI) relates minority composition within an occupational area or group to the total number of minorities or females in the officer or enlisted community. Zero percent RI means the percentage of minorities or females in an occupational area or group is equal to the percentage of minorities or females in the total community.

ENLISTED REPRESENTATION OF MINORITIES AND WOMEN

MINORITIES



WOMEN



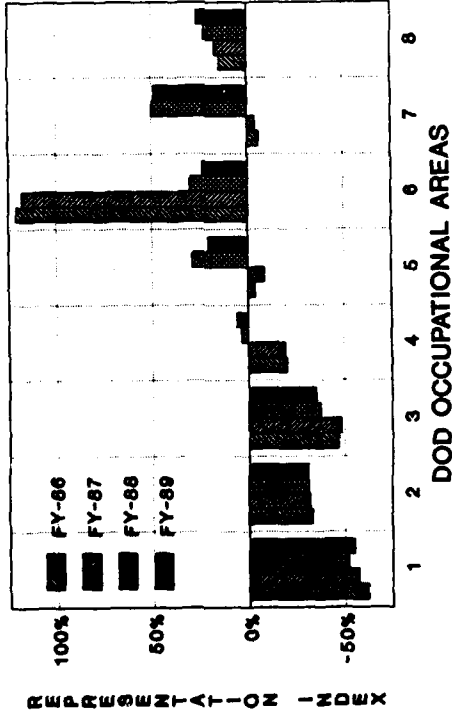
DOD OCCUPATIONAL AREAS

- | | |
|-------------------------------|-------------------------|
| 0 GUN CREWS/SEAMANSHIP | 5 SUPPORT/ADMIN |
| 1 ELECTRONICS REPAIR | 6 ELECTRICAL/MECHANICAL |
| 2 COMMUNICATIONS/INTELLIGENCE | 7 CRAFTSMEN |
| 3 HEALTH CARE | 8 SERVICE/SUPPLY |
| 4 OTHER TECHNICAL | 9 NON-OCCUPATIONAL |

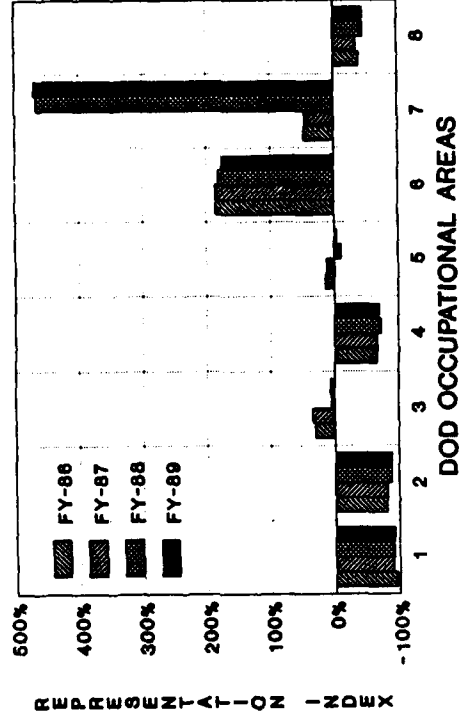
SOURCE: DEFENSE MANPOWER DATA CENTER

OFFICER REPRESENTATION FOR MINORITIES AND WOMEN

MINORITIES



WOMEN



DOD OCCUPATIONAL AREAS

- 1 FLAG OFFICER
- 2 TACTICAL OPERATIONS
- 3 INTELLIGENCE
- 4 ENGINEERING/MAINTENANCE

- 5 SCIENTIST/PROFESSIONAL
- 6 HEALTH CARE
- 7 ADMINISTRATORS
- 8 SUPPLY/PROCUREMENT

SOURCE: DEFENSE MANPOWER DATA CENTER

FY-89 MINORITY ENLISTED COMPOSITION BY DOD OCCUPATIONAL GROUP

DOD OCCUPATIONAL GROUP	OCCUPATIONAL GROUP DESCRIPTION	GROUP TOTAL FOR MINORITIES	MINORITY PERCENTAGE OF GROUP	MINORITY REPRESENTATION INDEX
84	Personal Service	823	60.3%	115.2%
82	Material Receipt	2155	59.6%	112.7%
54	Accounting	1483	51.5%	83.5%
80	Food Service	8972	50.1%	78.6%
33	Dental Care	1613	46.9%	67.4%
20	Radio and Radio Code	6656	40.9%	46.0%
55	Other Functional Support	8439	40.8%	45.5%
56	Religious, Morale and Welfare	426	40.4%	44.1%
51	Administration	5186	38.7%	37.9%
41	Mapping, Surveying, Drafting, Illus	107	38.2%	36.3%
31	Ancillary Medical Support	1275	37.0%	32.0%
95	Not Occupationally Qualified	21968	35.4%	26.3%
30	Medical Care	7498	35.3%	25.7%
50	Personnel	2547	34.2%	22.0%
06	Seamanship	10326	33.9%	20.8%
74	Lithography	158	31.2%	11.1%
69	Other Mech and Elec Equipment	381	30.0%	7.2%
62	Wire Communications	1374	28.6%	2.0%
05	Air Crew	2906	28.4%	1.3%
53	Data Processing	1080	27.4%	-2.4%
26	Communications Center Operations	769	27.2%	-2.8%
60	Aircraft and Aircraft Related	13818	27.1%	-3.3%
75	Industrial Gas and Fuel Production	160	25.9%	-7.7%
72	Utilities	1356	25.3%	-9.7%
49	Technical Specialists	69	25.2%	-10.2%
12	Missile Guidance, Control, Checkout	6354	25.0%	-10.9%
65	Shipboard Propulsion	9989	23.9%	-14.7%
64	Armament and Munitions	1547	22.4%	-20.2%
32	Biomed Sciences and Allied Health	383	22.3%	-20.3%

22	Radar and Air Traffic Control	3624	22.3%	-20.3%
04	Gunnery and Missiles	1041	21.1%	-24.8%
70	Metalworking	1416	20.7%	-26.1%
83	Law Enforcement	331	19.4%	-30.7%
40	Photography	298	17.8%	-36.4%
66	Power Generating Equipment	4659	17.8%	-36.7%
01	Infantry	95	17.6%	-37.3%
79	Other Craftsmen	1554	17.5%	-37.6%
67	Precision Equipment	346	17.1%	-38.9%
23	Signal Intel/Electronic Warfare	1560	16.6%	-40.6%
86	Forward Area Equipment Support	340	16.3%	-42.0%
15	ADP Equipment	658	16.1%	-42.6%
16	Teletype/Crypto Equipment	1265	15.5%	-44.6%
61	Automotive	210	15.4%	-45.0%
71	Construction	977	14.3%	-49.2%
57	Information and Education	111	13.3%	-52.4%
13	Sonar Equipment	1501	13.1%	-53.2%
24	Intelligence	200	12.6%	-55.1%
42	Weather	182	12.2%	-56.4%
19	Other Electronic Equipment	512	11.8%	-57.9%
10	Radio/Radar Repair	2441	11.7%	-58.2%
11	Fire Control (Non-Missile)	661	11.4%	-59.4%
45	Musicians	77	10.1%	-63.8%
21	Sonar	335	8.2%	-70.9%
TOTAL		144212	28.0%	

TEN DOD ENLISTED OCCUPATIONAL GROUPS MOST UNDER-REPRESENTED BY MINORITIES FOR FY-86 TO -89

DOD OCCUPATIONAL GROUP	OCCUPATIONAL GROUP DESCRIPTION	GROUP TOTAL FOR MINORITIES	MINORITY PERCENTAGE OF GROUP	MINORITY REPRESENTATION INDEX
FY-89				
21	Sonar	335	8.2%	-70.9%
45	Musicians	77	10.1%	-63.8%
11	Fire Control (Non-Missile)	661	11.4%	-59.4%
10	Radio/Radar Repair	2441	11.7%	-58.2%
19	Other Electronic Equipment	512	11.8%	-57.9%
42	Weather	182	12.2%	-56.4%
24	Intelligence	200	12.6%	-55.1%
13	Sonar Equipment	1501	13.1%	-53.2%
57	Information and Education	111	13.3%	-52.4%
71	Construction	977	14.3%	-49.2%
FY-88				
21	Sonar	501	9.5%	-64.1%
05	Air Crew	330	9.6%	-63.6%
45	Musicians	77	10.0%	-62.3%
42	Weather	146	10.4%	-60.6%
11	Fire Control (Non-Missile)	603	10.7%	-59.4%
10	Radio/Radar Repair	2491	11.2%	-57.9%
19	Other Electronic Equipment	505	11.3%	-57.4%
24	Intelligence	187	12.0%	-54.6%
13	Sonar Equipment	1301	12.1%	-54.2%
61	Automotive	173	12.8%	-51.7%

FY-87

21	Sonar	426	8.6%	-66.0%
05	Air Crew	336	9.5%	-62.3%
42	Weather	138	9.6%	-62.3%
45	Musicians	76	9.8%	-61.3%
11	Fire Control (Non-Missile)	519	10.0%	-60.5%
10	Radio/Radar Repair	2364	10.5%	-58.7%
61	Automotive	149	10.7%	-57.6%
19	Other Electronic Equipment	486	10.9%	-57.1%
24	Intelligence	161	11.0%	-56.6%
13	Sonar Equipment	1206	11.6%	-54.3%

FY-86

21	Sonar	349	7.5%	-68.7%
05	Air Crew	296	8.8%	-63.3%
42	Weather	136	9.2%	-61.3%
45	Musicians	73	9.5%	-60.4%
11	Fire Control (Non-Missile)	427	9.6%	-59.8%
61	Automotive	136	9.8%	-59.2%
10	Radio/Radar Repair	2252	9.8%	-58.8%
24	Intelligence	129	9.9%	-58.7%
19	Other Electronic Equipment	566	10.8%	-54.7%
71	Construction	696	10.9%	-54.4%

TEN DOD ENLISTED OCCUPATIONAL GROUPS MOST OVER-REPRESENTED BY MINORITIES FOR FY-86 TO -89

DOD OCCUPATIONAL GROUP	OCCUPATIONAL GROUP DESCRIPTION	GROUP TOTAL FOR MINORITIES	MINORITY PERCENTAGE OF GROUP	MINORITY REPRESENTATION INDEX
FY-89				
84	Personal Service	823	60.3%	115.2%
82	Material Receipt	2155	59.6%	112.7%
54	Accounting	1483	51.5%	83.5%
80	Food Service	8972	50.1%	78.6%
33	Dental Care	1613	46.9%	67.4%
20	Radio and Radio Code	6656	40.9%	46.0%
55	Other Functional Support	8439	40.8%	45.5%
56	Religious, Morale and Welfare	426	40.4%	44.1%
51	Administration	5186	38.7%	37.9%
41	Mapping, Surveying, Drafting, Illus	107	38.2%	36.3%
FY-88				
84	Personal Service	789	60.0%	126.5%
82	Material Receipt	2227	58.1%	119.5%
54	Accounting	1551	52.8%	99.5%
80	Food Service	8218	48.4%	82.7%
33	Dental Care	1630	45.1%	70.2%
55	Other Functional Support	7946	39.6%	49.4%
20	Radio and Radio Code	6417	38.4%	44.9%
51	Administration	4978	37.0%	39.9%
56	Religious, Morale and Welfare	375	35.6%	34.4%
31	Ancillary Medical Support	1149	34.6%	30.6%

FY-87

84	Personal Service	755	58.1%	129.5%
82	Material Receipt	2162	57.6%	127.6%
54	Accounting	1566	52.3%	106.5%
80	Food Service	7767	46.9%	85.0%
33	Dental Care	1574	42.9%	69.5%
55	Other Functional Support	7452	38.5%	52.1%
20	Radio and Radio Code	6221	36.3%	43.4%
51	Administration	4574	34.5%	36.3%
31	Ancillary Medical Support	1099	33.5%	32.1%
56	Religious, Morale and Welfare	353	33.4%	31.9%

FY-86

82	Material Receipt	2172	57.5%	140.7%
84	Personal Service	694	57.1%	138.9%
54	Accounting	1588	53.0%	121.9%
80	Food Service	7672	46.1%	92.8%
33	Dental Care	1485	41.0%	71.7%
55	Other Functional Support	7500	37.7%	57.9%
51	Administration	4381	34.1%	42.9%
20	Radio and Radio Code	5842	33.5%	40.0%
31	Ancillary Medical Support	1173	31.7%	32.8%
50	Personnel	2358	29.9%	25.3%

FY-89 FEMALE ENLISTED COMPOSITION BY DOD OCCUPATIONAL GROUP

DOD OCCUPATIONAL GROUP	OCCUPATIONAL GROUP DESCRIPTION	GROUP TOTAL FOR FEMALES	FEMALE PERCENTAGE OF GROUP	FEMALE REPRESENTATION INDEX
53	Data Processing	1457	36.9%	282.7%
33	Dental Care	1246	36.3%	275.9%
26	Communications Center Operations	925	32.8%	239.8%
51	Administration	4304	32.1%	232.7%
41	Mapping, Surveying, Drafting, Illus	77	27.5%	185.1%
56	Religious, Morale and Welfare	283	26.9%	178.4%
42	Weather	330	22.2%	129.8%
50	Personnel	1644	22.1%	128.9%
57	Information and Education	172	20.7%	114.4%
20	Radio and Radio Code	3256	20.0%	107.7%
30	Medical Care	3961	18.6%	93.1%
40	Photography	291	17.4%	80.6%
31	Ancillary Medical Support	591	17.2%	77.9%
55	Other Functional Support	3232	15.6%	62.0%
54	Accounting	437	15.2%	57.2%
24	Intelligence	222	14.0%	45.0%
67	Precision Equipment	273	13.5%	40.3%
83	Law Enforcement	223	13.1%	35.8%
05	Air Crew	1252	12.2%	27.0%
45	Musicians	89	11.7%	21.6%
86	Forward Area Equipment Support	241	11.5%	19.5%
23	Signal Intel/Electronic Warfare	1018	10.9%	12.6%
74	Lithography	54	10.7%	10.4%
82	Material Receipt	378	10.5%	8.5%
80	Food Service	1823	10.2%	5.5%
95	Not Occupationally Qualified	5915	9.5%	-1.2%
32	Biomed Sciences and Allied Health	156	9.1%	-5.6%
06	Seamanship	2686	8.8%	-8.7%
16	Teletype/Crypto Equipment	672	8.3%	-14.4%

70	Metalworking	531	7.8%	-19.4%
64	Armament and Munitions	526	7.6%	-21.2%
62	Wire Communications	358	7.5%	-22.7%
84	Personal Service	96	7.0%	-27.0%
79	Other Craftsmen	618	7.0%	-27.8%
12	Missile Guidance, Control, Checkout	1766	6.9%	-28.0%
15	ADP Equipment	272	6.6%	-31.1%
22	Radar and Air Traffic Control	1078	6.6%	-31.1%
10	Radio/Radar Repair	1342	6.4%	-33.2%
13	Sonar Equipment	662	5.8%	-40.0%
19	Other Electronic Equipment	231	5.3%	-44.7%
60	Aircraft and Aircraft Related	2617	5.1%	-46.7%
61	Automotive	68	5.0%	-48.2%
21	Sonar	178	4.3%	-55.0%
71	Construction	245	3.6%	-62.9%
72	Utilities	182	3.4%	-64.8%
49	Technical Specialists	7	2.6%	-73.5%
65	Shipboard Propulsion	986	2.4%	-75.5%
66	Power Generating Equipment	614	2.3%	-75.7%
69	Other Mech and Elec Equipment	11	0.9%	-91.0%
75	Industrial Gas and Fuel Production	3	0.5%	-95.0%
01	Infantry	2	0.4%	-96.2%
04	Gunnery and Missiles	1	0.0%	-99.8%
11	Fire Control (Non-Missile)	0	0.0%	-100.0%
TOTAL		49602	9.6%	

TEN DOD ENLISTED OCCUPATIONAL GROUPS MOST UNDER-REPRESENTED BY WOMEN FOR FY-86 TO -89

DOD OCCUPATIONAL GROUP	OCCUPATIONAL GROUP DESCRIPTION	GROUP TOTAL FOR FEMALES	FEMALE PERCENTAGE OF GROUP	FEMALE REPRESENTATION INDEX
FY-89				
11	Fire Control (Non-Missile)	0	0.0%	-100.0%
04	Gunnery and Missiles	1	0.0%	-99.8%
01	Infantry	2	0.4%	-96.2%
75	Industrial Gas and Fuel Production	3	0.5%	-95.0%
69	Other Mech and Elec Equipment	11	0.9%	-91.0%
66	Power Generating Equipment	614	2.3%	-75.7%
65	Shipboard Propulsion	986	2.4%	-75.5%
49	Technical Specialists	7	2.6%	-73.5%
72	Utilities	182	3.4%	-64.8%
71	Construction	245	3.6%	-62.9%

FY-88				
63	Missile Mechanical and Electrical	0	0.0%	-100.0%
04	Gunnery and Missiles	3	0.1%	-99.3%
11	Fire Control (Non-Missile)	9	0.2%	-98.3%
75	Industrial Gas and Fuel Production	1	0.2%	-98.2%
69	Other Mech and Elec Equipment	4	0.4%	-96.0%
01	Infantry	3	0.7%	-92.7%
49	Technical Specialists	4	1.7%	-81.9%
13	Sonar Equipment	191	1.8%	-80.7%
65	Shipboard Propulsion	741	1.8%	-80.7%
05	Air Crew	69	2.0%	-78.2%

FY-87

63	Missile Mechanical and Electrical	0	0.0%	-100.0%
75	Industrial Gas and Fuel Production	0	0.0%	-100.0%
04	Gunnery and Missiles	4	0.1%	-99.0%
11	Fire Control (Non-Missile)	16	0.3%	-96.6%
69	Other Mech and Elec Equipment	6	0.6%	-93.3%
49	Technical Specialists	2	1.1%	-88.0%
01	Infantry	4	1.1%	-87.9%
13	Sonar Equipment	147	1.4%	-84.3%
65	Shipboard Propulsion	593	1.5%	-83.6%
05	Air Crew	62	1.8%	-80.4%

FY-86

75	Industrial Gas and Fuel Production	0	0.0%	-100.0%
63	Missile Mechanical and Electrical	0	0.0%	-100.0%
04	Gunnery and Missiles	11	0.2%	-97.4%
69	Other Mech and Elec Equipment	3	0.3%	-96.1%
11	Fire Control (Non-Missile)	22	0.5%	-94.5%
13	Sonar Equipment	106	1.1%	-87.8%
49	Technical Specialists	2	1.1%	-87.6%
65	Shipboard Propulsion	684	1.7%	-80.7%
01	Infantry	5	1.8%	-80.5%
05	Air Crew	67	2.0%	-78.0%

TEN DOD ENLISTED OCCUPATIONAL GROUPS MOST OVER-REPRESENTED BY WOMEN FOR FY-86 TO -89

DOD OCCUPATIONAL GROUP	OCCUPATIONAL GROUP DESCRIPTION	GROUP TOTAL FOR FEMALES	FEMALE PERCENTAGE OF GROUP	FEMALE REPRESENTATION INDEX
FY-89				
53	Data Processing	1457	36.9%	282.7%
33	Dental Care	1246	36.3%	275.9%
26	Communications Center Operations	925	32.8%	239.8%
51	Administration	4304	32.1%	232.7%
41	Mapping, Surveying, Drafting, Illus	77	27.5%	185.1%
56	Religious, Morale and Welfare	283	26.9%	178.4%
42	Weather	330	22.2%	129.8%
50	Personnel	1644	22.1%	128.9%
57	Information and Education	172	20.7%	114.4%
20	Radio and Radio Code	3256	20.0%	107.7%
FY-88				
53	Data Processing	1372	36.1%	290.8%
33	Dental Care	1241	34.3%	271.2%
26	Communications Center Operations	886	33.9%	266.4%
51	Administration	4184	31.1%	236.8%
56	Religious, Morale and Welfare	284	26.9%	191.5%
42	Weather	332	23.7%	156.6%
50	Personnel	1687	21.8%	135.6%
40	Photography	251	19.4%	109.5%
41	Mapping, Surveying, Drafting, Illus	111	19.2%	108.1%
20	Radio and Radio Code	3213	19.2%	107.8%

FY-87

33	Dental Care	1339	36.5%	307.4%
53	Data Processing	1360	36.3%	304.8%
26	Communications Center Operations	842	33.2%	270.0%
51	Administration	4098	30.9%	245.1%
56	Religious, Morale and Welfare	270	25.5%	185.0%
42	Weather	345	23.9%	166.4%
50	Personnel	1648	21.2%	136.4%
40	Photography	248	20.1%	124.1%
41	Mapping, Surveying, Drafting, Illus	123	20.0%	123.5%
20	Radio and Radio Code	3227	18.8%	110.2%

FY-86

33	Dental Care	1337	36.9%	310.4%
53	Data Processing	1486	36.7%	307.6%
26	Communications Center Operations	857	33.3%	270.5%
51	Administration	3757	29.3%	225.2%
56	Religious, Morale and Welfare	261	25.4%	182.7%
42	Weather	371	25.2%	180.0%
50	Personnel	1691	21.5%	138.4%
41	Mapping, Surveying, Drafting, Illus	132	20.8%	131.3%
20	Radio and Radio Code	3164	18.1%	101.3%
57	Information and Education	146	17.8%	97.4%

FY-89 MINORITY OFFICER COMPOSITION BY DOD OCCUPATIONAL GROUP

DOD OCCUPATIONAL GROUP	OCCUPATIONAL GROUP DESCRIPTION	GROUP TOTAL FOR MINORITIES	MINORITY PERCENTAGE OF GROUP	MINORITY REPRESENTATION INDEX
8E	Food Service	50	32.3%	273.0%
4G	Ship Construction and Maintenance	31	19.0%	119.9%
6F	Health Care Officers (not defined)	5	18.5%	114.1%
8F	Exchange and Commissary	16	16.5%	90.7%
7H	Police	14	15.9%	84.0%
8B	Supply	348	14.5%	67.7%
7A	Administrators, General	490	14.0%	61.5%
6I	Health Services Admin Officers	308	13.1%	51.6%
5G	Chaplains	149	12.8%	48.2%
6E	Nurses	329	11.1%	28.8%
9B	Students	1075	11.1%	27.8%
6A	Physicians	425	10.5%	20.9%
4N	Other	120	10.4%	20.4%
5F	Legal	101	10.4%	19.8%
4H	Ship Machinery	138	10.1%	17.3%
5B	Meteorologists	4	10.0%	15.6%
4F	Missile Maintenance	62	9.9%	14.0%
4D	Aviation Maintenance and Allied	178	9.6%	10.5%
8G	Other Engineering and Maintenance	92	9.5%	10.0%
4C	Communications and Radar	31	9.3%	8.0%
7E	Data Processing	11	8.8%	1.8%
7D	Comptrollers and Fiscal	23	8.7%	1.1%
4A	Construction and Utilities	124	8.2%	-5.3%
6H	Biomedical Sciences & Allied Health	26	8.0%	-8.1%
6C	Dentists	130	7.6%	-11.6%
2E	Ground and Naval Arms	939	7.6%	-12.6%
8C	Transportation	2	6.5%	-25.4%
3B	Communications Intelligence	65	6.4%	-25.9%
2D	Aircraft Crews	350	6.1%	-30.0%

7G	Information	12	5.8%	-32.6%
4B	Electrical/Electronic	34	5.3%	-38.9%
3A	Intelligence, General	61	4.9%	-43.0%
2C	Helicopter Pilots	166	4.8%	-44.3%
5A	Physical Scientists	21	4.7%	-45.8%
2G	Operations Staff	19	4.7%	-45.9%
8A	Logistics, General	6	4.7%	-46.2%
7F	Pictorial	4	4.4%	-48.6%
2B	Other Fixed-Wing Pilots	186	4.3%	-49.8%
4E	Ordnance	13	4.0%	-53.7%
1A	Flag	10	3.9%	-54.8%
2A	Fixed-Wing Fighter and Bomber Pilot	57	2.4%	-72.5%
8D	Procurement and Production	16	1.5%	-82.6%
7N	Morale and Welfare	0	0.0%	-100.0%
TOTAL		6241	8.6%	

TEN DOD OFFICER OCCUPATIONAL GROUPS MOST UNDER-REPRESENTED BY MINORITIES FOR FY-86 TO -89

DOD OCCUPATIONAL GROUP	OCCUPATIONAL GROUP DESCRIPTION	GROUP TOTAL FOR MINORITIES	MINORITY PERCENTAGE OF GROUP	MINORITY REPRESENTATION INDEX
FY-89				
7N	Morale and Welfare	0	0.0%	-100.0%
8D	Procurement and Production	16	1.5%	-82.6%
2A	Fixed-Wing Fighter and Bomber Pilot	57	2.4%	-72.5%
1A	Flag	10	3.9%	-54.8%
4E	Ordnance	13	4.0%	-53.7%
2B	Other Fixed-Wing Pilots	186	4.3%	-49.8%
7F	Pictorial	4	4.4%	-48.6%
8A	Logistics, General	6	4.7%	-46.2%
2G	Operations Staff	19	4.7%	-45.9%
5A	Physical Scientists	21	4.7%	-45.8%
FY-88				
7N	Morale and Welfare	0	0.0%	-100.0%
8D	Procurement and Production	16	1.5%	-82.3%
2A	Fixed-Wing Fighter and Bomber Pilot	55	2.3%	-72.5%
1A	Flag	10	4.0%	-52.0%
2B	Other Fixed-Wing Pilots	178	4.1%	-49.8%
4E	Ordnance	14	4.2%	-49.4%
2C	Helicopter Pilots	136	4.2%	-49.0%
5A	Physical Scientists	20	4.5%	-45.4%
3A	Intelligence, General	57	4.6%	-43.8%
8A	Logistics, General	7	4.8%	-41.4%

FY-87

5J	Mathematicians and Statisticians	0	0.0%	-100.0%
2A	Fixed-Wing Fighter and Bomber Pilot	4	0.7%	-92.8%
5L	Research and Development Coordinator	4	2.7%	-73.0%
2D	Aircraft Crews	5	3.0%	-69.6%
1B	Executive	113	3.7%	-62.6%
1A	Flag	11	4.0%	-57.2%
2B	Other Fixed-Wing Pilots	21	4.1%	-55.7%
5C	Biological Scientist	7	4.5%	-53.5%
7F	Comptrollers and Fiscal	2	4.5%	-53.5%
4J	Safety	33	4.6%	-53.5%

FY-86

8G	Other Supply and Procurement	0	0.0%	-100.0%
5J	Mathematicians and Statisticians	0	0.0%	-100.0%
2A	Fixed-Wing Fighter and Bomber Pilot	3	0.5%	-94.3%
5L	Research and Development Coordinator	2	1.1%	-88.2%
5C	Biological Scientist	5	3.3%	-64.7%
1B	Executive	101	3.4%	-63.7%
2D	Aircraft Crews	5	3.4%	-63.2%
1A	Flag	9	3.5%	-62.4%
3A	Intelligence, General	65	4.4%	-52.6%
4J	Safety	31	4.4%	-52.1%

TEN DOD OFFICER OCCUPATIONAL GROUPS MOST OVER-REPRESENTED BY MINORITIES FOR FY-86 TO -89

DOD OCCUPATIONAL GROUP	OCCUPATIONAL GROUP DESCRIPTION	GROUP TOTAL FOR MINORITIES	MINORITY PERCENTAGE OF GROUP	MINORITY REPRESENTATION INDEX
FY-89				
8E	Food Service	50	32.3%	273.0%
4G	Ship Construction and Maintenance	31	19.0%	119.9%
6F	Health Care Officers (not defined)	5	18.5%	114.1%
8F	Exchange and Commissary	16	16.5%	90.7%
7H	Police	14	15.9%	84.0%
8B	Supply	348	14.5%	67.7%
7A	Administrators, General	490	14.0%	61.5%
6I	Health Services Admin Officers	308	13.1%	51.6%
5G	Chaplains	149	12.8%	48.2%
6E	Nurses	329	11.1%	28.8%

FY-88				
8E	Food Service	52	31.9%	287.3%
4G	Ship Construction and Maintenance	33	18.6%	126.3%
7H	Police	13	16.7%	102.3%
6F	Health Care Officers (not defined)	5	16.1%	95.8%
8F	Exchange and Commissary	16	15.2%	85.0%
7A	Administrators, General	484	13.4%	63.0%
8B	Supply	296	13.3%	61.6%
6I	Health Services Admin Officers	305	12.9%	56.2%
5G	Chaplains	150	12.8%	56.1%
6E	Nurses	340	11.1%	35.3%

FY-87

5M	Community Activities Officers	34	56.8%	480.8%
6A	Physicians	1270	35.0%	258.0%
8E	Food Service	68	29.6%	202.3%
5H	Scientist or Professional (not defined)	3	23.1%	136.0%
6I	Health Services Admin Officers	43	19.2%	96.3%
8F	Exchange and Commissary	16	19.0%	94.8%
7N	Morale and Welfare	6	17.6%	80.5%
7M	Administrators (not defined)	119	15.8%	62.0%
7H	Police	27	14.3%	46.1%
5G	Chaplains	157	14.0%	42.8%

FY-86

5H	Scientist or Professional (not defined)	7	38.9%	320.3%
6A	Physicians	1220	32.2%	247.6%
8E	Food Service	58	22.9%	147.8%
8F	Exchange and Commissary	21	19.8%	114.1%
7N	Morale and Welfare	8	19.5%	110.9%
6C	Dentists	220	14.1%	51.9%
5M	Community Activities Officers	30	13.5%	45.4%
7H	Police	21	13.3%	43.7%
7M	Administrators (not defined)	101	13.3%	43.3%
5G	Chaplains	143	13.0%	40.9%

FY-89 FEMALE OFFICER COMPOSITION BY DOD OCCUPATIONAL GROUP

DOD OCCUPATIONAL GROUP	OCCUPATIONAL GROUP DESCRIPTION	GROUP TOTAL FOR FEMALES	FEMALE PERCENTAGE OF GROUP	FEMALE REPRESENTATION INDEX
6F	Health Care Officers (not defined)	26	36.3%	829.5%
6E	Nurses	2187	74.0%	614.6%
7A	Administrators, General	2486	70.9%	584.0%
6I	Health Services Admin Officers	452	19.2%	85.7%
5F	Legal	160	16.4%	58.4%
5A	Physical Scientists	59	13.2%	27.1%
7G	Information	27	13.1%	26.5%
3A	Intelligence, General	153	12.4%	19.3%
6A	Physicians	425	10.5%	0.9%
3B	Communications Intelligence	97	9.6%	-7.8%
6C	Dentists	155	9.1%	-12.0%
8F	Exchange and Commissary	8	8.2%	-20.4%
8B	Supply	197	8.2%	-20.7%
8E	Food Service	12	7.7%	-25.3%
4A	Construction and Utilities	113	7.5%	-28.0%
7H	Police	6	6.8%	-34.2%
6H	Biomedical Sciences & Allied Health	21	6.4%	-38.0%
7E	Data Processing	8	6.4%	-38.2%
4C	Communications and Radar	21	6.3%	-38.9%
7F	Pictorial	5	5.6%	-46.4%
4D	Aviation Maintenance and Allied	81	4.4%	-58.0%
7D	Comptrollers and Fiscal	11	4.2%	-59.6%
8G	Other	36	3.7%	-64.1%
5G	Chaplains	42	3.6%	-65.1%
8A	Logistics, General	4	3.1%	-70.1%
9B	Students	297	3.1%	-70.5%
5B	Meteorologists	1	2.5%	-75.9%
2B	Other Fixed-Wing Pilots	86	2.0%	-80.6%
2C	Helicopter Pilots	65	1.9%	-81.8%

4N	Other	20	1.7%	-83.3%
8D	Procurement and Production	14	1.3%	-87.3%
4B	Electrical/Electronic	8	1.2%	-88.0%
2D	Aircraft Crews	70	1.2%	-88.3%
2G	Operations Staff	4	1.0%	-90.5%
2E	Ground and Naval Arms	113	0.9%	-91.2%
1A	Flag	2	0.8%	-92.5%
4F	Missile Maintenance	2	0.3%	-96.9%
4H	Ship Machinery	2	0.1%	-98.6%
2A	Fixed-Wing Fighter and Bomber Pilot	1	0.0%	-99.6%
4G	Ship Construction and Maintenance	0	0.0%	-100.0%
8C	Transportation	0	0.0%	-100.0%
7N	Morale and Welfare	0	0.0%	-100.0%
4E	Ordnance	0	0.0%	-100.0%
TOTAL		7477	10.4%	

TEN DOD OFFICER OCCUPATIONAL GROUPS MOST UNDER-REPRESENTED BY WOMEN FOR FY-86 TO -89

DOD OCCUPATIONAL GROUP	OCCUPATIONAL GROUP DESCRIPTION	GROUP TOTAL FOR FEMALES	FEMALE PERCENTAGE OF GROUP	FEMALE REPRESENTATION INDEX
FY-89				
4E	Ordnance	0	0.0%	-100.0%
4G	Ship Construction and Maintenance	0	0.0%	-100.0%
7N	Morale and Welfare	0	0.0%	-100.0%
8C	Transportation	0	0.0%	-100.0%
2A	Fixed-Wing Fighter and Bomber Pilot	1	0.0%	-99.6%
4H	Ship Machinery	2	0.1%	-98.6%
4F	Missile Maintenance	2	0.3%	-96.9%
1A	Flag	2	0.8%	-92.5%
2E	Ground and Naval Arms	113	0.9%	-91.2%
2G	Operations Staff	4	1.0%	-90.5%
FY-88				
4G	Ship Construction and Maintenance	0	0.0%	-100.0%
4E	Ordnance	0	0.0%	-100.0%
8C	Transportation	0	0.0%	-100.0%
7N	Morale and Welfare	0	0.0%	-100.0%
2A	Fixed-Wing Fighter and Bomber Pilot	1	0.0%	-99.6%
4F	Missile Maintenance	1	0.2%	-98.4%
4H	Ship Machinery	3	0.2%	-98.0%
2G	Operations Staff	2	0.5%	-95.2%
1A	Flag	2	0.8%	-92.2%
2E	Ground and Naval Arms	113	0.9%	-90.9%

FY-87

2F	Missiles	0	0.0%	-100.0%
4F	Missile Maintenance	0	0.0%	-100.0%
2A	Fixed-Wing Fighter and Bomber Pilot	0	0.0%	-100.0%
2B	Other Fixed-Wing Pilots	2	0.4%	-96.2%
2E	Ground and Naval Arms	24	0.6%	-94.2%
2C	Helicopter Pilots	2	0.7%	-93.7%
4H	Ship Machinery	26	0.9%	-92.1%
4E	Ordnance	8	1.1%	-89.9%
1A	Flag	3	1.1%	-89.5%
4B	Electrical/Electronic	40	2.4%	-77.5%

FY-86

2C	Helicopter Pilots	0	0.0%	-100.0%
2F	Missiles	0	0.0%	-100.0%
4F	Missile Maintenance	0	0.0%	-100.0%
2A	Fixed-Wing Fighter and Bomber Pilot	0	0.0%	-100.0%
1A	Flag	1	0.4%	-96.4%
2E	Ground and Naval Arms	19	0.5%	-95.2%
4H	Ship Machinery	20	0.7%	-93.7%
2B	Other Fixed-Wing Pilots	6	1.4%	-87.2%
4E	Ordnance	12	1.6%	-84.7%
5L	Research and Development Coordinator	3	1.6%	-84.7%

TEN DOD OFFICER OCCUPATIONAL GROUPS MOST OVER-REPRESENTED BY WOMEN FOR FY-86 TO -89

DOD OCCUPATIONAL GROUP	OCCUPATIONAL GROUP DESCRIPTION	GROUP TOTAL FOR FEMALES	FEMALE PERCENTAGE OF GROUP	FEMALE REPRESENTATION INDEX
FY-89				
6F	Health Care Officers (not defined)	26	96.3%	829.5%
6E	Nurses	2187	74.0%	614.6%
7A	Administrators, General	2486	70.9%	584.0%
6I	Health Services Admin Officers	452	19.2%	85.7%
5F	Legal	160	16.4%	58.4%
5A	Physical Scientists	59	13.2%	27.1%
7G	Information	27	13.1%	26.5%
3A	Intelligence, General	153	12.4%	19.3%
6A	Physicians	425	10.5%	0.9%
3B	Communications Intelligence	97	9.6%	-7.8%

FY-88

6F	Health Care Officers (not defined)	29	93.5%	821.9%
6E	Nurses	2269	74.4%	632.9%
7A	Administrators, General	2503	69.5%	584.4%
6I	Health Services Admin Officers	417	17.6%	73.3%
5F	Legal	145	14.6%	43.5%
7G	Information	27	12.9%	27.3%
5A	Physical Scientists	54	12.1%	19.6%
3A	Intelligence, General	149	12.1%	19.2%
6A	Physicians	399	10.1%	-0.2%
8E	Food Service	15	9.2%	-9.3%

FY-87

6E	Nurses	1591	78.0%	620.2%
6F	Health Care Officer (not defined)	558	65.2%	502.2%
5H	Scientist or Professional (not defined)	7	53.8%	397.5%
5M	Community Activities Officer	62	30.1%	178.1%
7E	Data Processing	219	29.0%	168.3%
8G	Other Supply and Procurement	5	27.8%	156.6%
3C	Counterintelligence	45	24.9%	129.7%
7C	Manpower and Personnel	444	24.4%	125.6%
5A	Physical Scientists	156	22.3%	105.6%
7G	Information Administrator	98	21.3%	96.8%

FY-86

6E	Nurses	1518	77.4%	624.2%
6F	Health Care Officer (not defined)	540	65.7%	514.6%
5H	Scientist or Professional (not defined)	8	44.4%	315.8%
7E	Data Processing	215	28.9%	170.3%
5M	Community Activities Officer	57	25.6%	139.1%
7C	Manpower and Personnel	455	24.6%	130.5%
3C	Counterintelligence	41	23.4%	119.2%
5A	Physical Scientists	151	22.7%	112.7%
7G	Information Administrator	102	21.5%	101.3%
5J	Mathematician and Statisticians	2	20.0%	87.1%

DISCIPLINE

MILITARY EQUAL OPPORTUNITY ASSESSMENT

RCS DD-FM&P(A)1760

PART I - DATA FROM CURRENT FISCAL YEAR

1. FY89 ASSESSMENT

2. DOD COMPONENT/SUBCOMPONENT:

U.S. NAVY

3. SOURCE AGENCY: NAVAL MILITARY PERSONNEL COMMAND

a. OFFICE:

EQUAL OPPORTUNITY DIVISION (NMPC-61)

b. TELEPHONE NUMBER:

AV 224-2007

4.a. SUBJECT: COURTS MARTIAL

b. CATEGORY: DISCIPLINE

TRACKED GROUPS	5.		6.		7.		8.	
	A	B	MALE C(A/B)	D(OSD)	A	B	TOTAL C(A/B)	D(OSD)
(1) American Indian/Alaskan Native	20	2576	0.01		0	405	2981	0.01
(2) Asian American/Pacific Islander	26	22440	0.00		0	995	23435	0.00
(3) Black (Non-Hispanic)	507	74139	0.01		7	12843	514	86982
(4) Hispanic	124	25327	0.00		3	3251	127	28578
(5) White (Non-Hispanic)	1277	338151	0.00		11	31899	1288	370050
(6) Other/Unknown	7	2110	0.00		0	209	7	2319
(7) TOTAL	1961	464743	0.00		21	49602	1982	514345

9.a. THE NUMBERS IN COLUMN A ARE:

NUMBER REFERRED TO COURTS MARTIAL

b. THE NUMBERS IN COLUMN B ARE:

ENLISTED COMPOSITION BY TRACKED GROUP

10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S): Develop a method to validate reported formal discipline actions comparing minorities with the majority.

11. ASSESSMENT: Courts martial referral percentages continued to drop for the fourth year of collected data, but minorities continued have a higher referral percentage than the majority. Black and American Native males had a higher referral percentage than their counterparts in FY-89, and the male referral percentage continued to be higher than the female percentage. Female referrals were comparable. Navy Personnel Research and Development Center is studying equity in discipline to determine where bias could operate to produce disparities in treatment of personnel. Findings are expected by the end of FY-90.

PART II - DATA FROM PREVIOUS FISCAL YEARS

FY88 ASSESSMENT 4.a. SUBJECT: COURTS MARTIAL b. CATEGORY: DISCIPLINE

TRACKED GROUPS	5. MALE			6. FEMALE			7. TOTAL			8. FOR OSD USE
	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	
(1) American Indian/Alaskan Native	21	2528	0.01	0	360	0.00	21	2888	0.01	
(2) Asian American/Pacific Islander	65	22515	0.00	0	870	0.00	65	23385	0.00	
(3) Black (Non-Hispanic)	681	69861	0.01	4	11663	0.00	685	81524	0.01	
(4) Hispanic	158	22965	0.01	3	2830	0.00	161	25795	0.01	
(5) White (Non-Hispanic)	2390	356452	0.01	16	31584	0.00	2406	378036	0.01	
(6) Other/Unknown	16	2438	0.01	0	232	0.00	16	2670	0.01	
(7) TOTAL	3331	476759	0.01	23	47539	0.00	3354	514298	0.01	

FY87 ASSESSMENT

TRACKED GROUPS	5. MALE			6. FEMALE			7. TOTAL			8. FOR OSD USE
	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	
(1) American Indian/Alaskan Native	53	2588	0.02	0	322	0.00	53	2910	0.02	
(2) Asian American/Pacific Islander	20	3348	0.01	0	383	0.00	20	3731	0.01	
(3) Black (Non-Hispanic)	1270	67713	0.02	29	10848	0.00	1299	78561	0.02	
(4) Hispanic	308	21483	0.01	3	2535	0.00	311	24018	0.01	
(5) White (Non-Hispanic)	5242	363595	0.01	59	32544	0.00	5301	396139	0.01	
(6) Other/Unknown	104	22199	0.00	0	696	0.00	104	22895	0.00	
(7) TOTAL	6997	480926	0.01	91	47328	0.00	7088	528254	0.01	

FY86 ASSESSMENT

TRACKED GROUPS	5. MALE			6. FEMALE			7. TOTAL			8. FOR OSD USE
	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	A	B	C(A/B) D(OSD)	
(1) American Indian/Alaskan Native	72	2512	0.03	0	307	0.00	72	2819	0.03	
(2) Asian American/Pacific Islander	33	2974	0.01	1	354	0.00	34	3328	0.01	
(3) Black (Non-Hispanic)	3157	62896	0.05	83	10107	0.01	3240	73003	0.04	
(4) Hispanic	817	18929	0.04	11	2155	0.01	828	21084	0.04	
(5) White (Non-Hispanic)	14084	363003	0.04	249	33172	0.01	14333	396175	0.04	
(6) Other/Unknown	261	22533	0.01	0	701	0.00	261	23234	0.01	
(7) TOTAL	18424	472847	0.04	344	46796	0.01	18768	519643	0.04	

MILITARY EQUAL OPPORTUNITY ASSESSMENT

RCS DD-FM&P(A)1760

PART 1 - DATA FROM CURRENT FISCAL YEAR

1. FY89 ASSESSMENT

2. DOD COMPONENT/SUBCOMPONENT:
U.S. NAVY

3. SOURCE AGENCY: NAVAL MILITARY PERSONNEL COMMAND
a. OFFICE:
EQUAL OPPORTUNITY DIVISION (NMPC-61)
b. TELEPHONE NUMBER:
AV 224-2007

4.a. SUBJECT: NON-JUDICIAL PUNISHMENT

b. CATEGORY: DISCIPLINE

TRACKED GROUPS	5. MALE				6. FEMALE				7. TOTAL				8. FOR OSD USE
	A	B	C(A/B)	D(OSD)	A	B	C(A/B)	D(OSD)	A	B	C(A/B)	D(OSD)	
(1) American Indian/Alaskan Native	265	2576	0.10		11	405	0.03		276	2981	0.09		
(2) Asian American/Pacific Islander	426	22440	0.02		13	995	0.01		439	23435	0.02		
(3) Black (Non-Hispanic)	8217	74139	0.11		291	12843	0.02		8508	86982	0.10		
(4) Hispanic	1958	25327	0.08		65	3251	0.02		2023	28578	0.07		
(5) White (Non-Hispanic)	21814	338151	0.06		473	31899	0.01		22287	370050	0.06		
(6) Other/Unknown	119	2110	0.05		6	209	0.03		122	2319	0.05		
(7) TOTAL	32799	464743	0.07		859	49602	0.02		33655	514345	0.07		

9.a. THE NUMBERS IN COLUMN A ARE:
NUMBER PUNISHED

b. THE NUMBERS IN COLUMN B ARE:
ENLISTED COMPOSITION BY TRACKED GROUP

10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S): Develop a method to validate reported formal discipline actions comparing minorities with the majority.

11. ASSESSMENT: Non-judicial punishment percentages continued to drop for the fourth year of collected data, but minorities are still more likely to receive punishment when compared with the majority. Black, Hispanic, and American Native males and Black females were given punishment more often than their counterparts in FY-89. Males were punished more often than females. Navy Personnel Research and Development Center is studying equity in discipline to determine if bias operates in this arena. Findings are expected by the end of FY-90.

PART II - DATA FROM PREVIOUS FISCAL YEARS

FY88 ASSESSMENT 14. a. SUBJECT: NON-JUDICIAL PUNISHMENT b. CATEGORY: DISCIPLINE

TRACKED GROUPS	5.			6.			7.			8.		
	A	B	MALE C(A/B)	A	B	FEMALE C(A/B)	A	B	TOTAL C(A/B)	D(OSD)	D(OSD)	FOR OSD USE
(1) American Indian/Alaskan Native	271	2528	0.11	10	360	0.03	281	2888	0.10			
(2) Asian American/Pacific Islander	452	22515	0.02	20	870	0.02	472	23385	0.02			
(3) Black (Non-Hispanic)	9026	69861	0.13	314	11663	0.03	9340	81524	0.11			
(4) Hispanic	2354	22965	0.10	82	2830	0.03	2436	25795	0.09			
(5) White (Non-Hispanic)	27841	346452	0.08	664	31584	0.02	28505	378036	0.08			
(6) Other/Unknown	157	2438	0.06	3	232	0.01	160	2670	0.06			
(7) TOTAL	40101	466759	0.08	1093	47539	0.02	41194	514298	0.08			

FY87 ASSESSMENT

TRACKED GROUPS	5.			6.			7.			8.		
	A	B	MALE C(A/B)	A	B	FEMALE C(A/B)	A	B	TOTAL C(A/B)	D(OSD)	D(OSD)	FOR OSD USE
(1) American Indian/Alaskan Native	278	2588	0.11	28	322	0.09	306	2910	0.11			
(2) Asian American/Pacific Islander	187	3348	0.06	6	383	0.02	193	3731	0.05			
(3) Black (Non-Hispanic)	9493	67713	0.14	424	10848	0.04	9917	78561	0.13			
(4) Hispanic	2336	21483	0.11	108	2535	0.04	2444	24018	0.10			
(5) White (Non-Hispanic)	34695	363595	0.10	1072	32544	0.03	35767	396139	0.09			
(6) Other/Unknown	541	22199	0.02	13	696	0.02	554	22895	0.02			
(7) TOTAL	47530	480926	0.10	1651	47328	0.03	49181	528254	0.09			

FY86 ASSESSMENT

TRACKED GROUPS	5.			6.			7.			8.		
	A	B	MALE C(A/B)	A	B	FEMALE C(A/B)	A	B	TOTAL C(A/B)	D(OSD)	D(OSD)	FOR OSD USE
(1) American Indian/Alaskan Native	489	2512	0.19	54	307	0.18	543	2819	0.19			
(2) Asian American/Pacific Islander	262	2974	0.09	8	354	0.02	270	3328	0.08			
(3) Black (Non-Hispanic)	15159	62896	0.24	760	10107	0.08	15919	73003	0.22			
(4) Hispanic	3270	18929	0.17	144	2155	0.07	3414	21084	0.16			
(5) White (Non-Hispanic)	61488	363003	0.17	2564	33172	0.08	64052	396175	0.16			
(6) Other/Unknown	423	22533	0.02	21	701	0.03	444	23234	0.02			
(7) TOTAL	81091	472847	0.17	3551	46796	0.08	84642	519643	0.16			

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EXECUTIVE SUMMARY

The FY-89 Naval Reserve Annual Assessment of Military Equal Opportunity Programs (NRAAMEOP) is submitted per DoD Directive 1350.3 dated 29 February 1988.

Prior NRAAMEOPs did not include Training and Administration of the Reserve (TAR) personnel due to conflicting Department of Defense and Department of the Navy definitions of Selected Reserve. The FY-89 report contains TAR personnel in all categories.

Data contained in this report was compiled from a variety of sources. Commander, Naval Military Personnel Command (NMPC) provided information for the Promotion category. Data on Professional Military Education and Discrimination Complaints/Sexual Harassment was obtained from records maintained by Commander, Naval Reserve Force (COMNAVRESFOR). Defense Management Data Center (DMDC) provided data on all other categories assessed.

Data for Promotion and Professional Military Education does not include detailed ethnic information. This has been addressed with the appropriate record holder and will be corrected for FY-90.

The information contained in the following pages indicates a brief analysis of our current status and the scope of the challenge we face.

SECTION I: RECRUITING/ACCESSIONS

Goal: Obtain sufficient accessions to attain and maintain demographic composition goals.

Assessment:

- Total officer accessions are assessed as one subject. Officer accessions into the Naval Reserve are predominately from prior service Navy and Naval Reserve sources.
- FY 89 Hispanic Officer accessions of 1.4% fell short of the interim goal of 2.2%.
- Accessions for Women Officers and all other tracked officer groups met or exceeded their composition rates.
- Assessment of Warrant Officer accessions is made only for Warrant Officer (Other Programs). The Naval Reserve does not have a flight program for Warrant Officers.
- Warrant Officer accession rates of Asian American/Pacific Islanders, Blacks, and Hispanics fell short of their respective composition rates within the senior enlisted community of the Naval Reserve.

- Warrant Officer accession rates of Women and American Indian/Alaskan Natives exceeded their respective composition rates within the senior enlisted community of the Naval Reserve.

- The Other/Unknown category for Officer and Warrant Officer accessions is disproportionately high.

- Prior service Enlisted Hispanic accessions of 8% exceeded the FY 89 goal of 6.5%. Non-prior service Enlisted Hispanic accessions of 5% and total Enlisted Hispanic accessions of 6% fell short of the FY 89 goal of 6.5%.

- Prior service Enlisted Women accessions of 13.9% fell short of the FY 89 Enlisted Women composition rate of 14.8%. Non-prior service Enlisted Women accessions of 20% and total Enlisted Women accessions of 17.6% far exceeded the FY 89 goal of 15%.

- All other Enlisted tracked groups were recruited at rates that met or exceeded their respective composition rates.

Actions taken:

- Assigned FY 90 accession goal of 2.6% for Hispanic Officers, 3.8% for Black Officers, and 15% for Women Officers.

- Assigned FY 90 accession goal of 7.5% for Hispanic Enlisted, 13% for Black Enlisted, and 16% for Women Enlisted.

Actions planned:

- Review process of recording ethnic identity of Officer and Warrant Officer accessions.

- Personal letter from COMNAVRESFOR to commanding officers addressing applications for Warrant Officer from minority and women senior enlisted.

SECTION II: COMPOSITION

Goal:

- Attain a minority officer population that reflects the percentage of minorities in the general population which have college degrees. The short term objective for FY 89 was to attain Officer composition rates of 2.6% Black and .75% Hispanic. The FY 89 objective for Women was a 10% composition rate. Long term objectives are to achieve composition rates of 3.4% Black, 1.25% Hispanic, and 18% Women by FY 93.

- Attain a minority Warrant Officer population that reflects the minority composition of senior enlisted pay grades (E-7, E-8, and E-9) within the Naval Reserve. The senior enlisted community of the Naval Reserve is the source of accessions for Naval Reserve Warrant Officers. Warrant Officer composition rates should reflect any changes in the senior enlisted composition of the Naval Reserve.
- Attain a minority enlisted population that proportionately reflects the percentage of minorities in the general population. The short term objective for FY 89 was to attain enlisted composition rates of 12% Black and 3.75% Hispanic. The FY 89 objective for Women was a 15% composition rate. Long term objectives are 12% Black, 5.75% Hispanic, and 17% Women by FY 93.

Assessment:

- Black Officer composition rate of 2.7% exceeded FY 89 goal of 2.6%.
- Hispanic Officer composition rate of 1.1% exceeded FY 89 goal of .75%.
- Women Officer composition rate of 12% exceeded FY 89 goal of 10%.
- All other Officer tracked group composition rates met or exceeded their respective goals.
- Warrant Officer composition rates of 3% for Black, .2% for Asian American/Pacific Islanders, and 2.8% Women were short of their respective composition rates within the senior enlisted community of the Naval Reserve. E-7, E-8, and E-9 composition rates are 3.3% Black, 1.7% Asian American/Pacific Islanders, and 5.2% Women.
- All other Warrant Officer tracked group composition rates met or exceeded their respective composition rates within the senior enlisted community.
- The Other/Unknown category for Officer and Warrant Officer composition is disproportionately high.
- Hispanic Enlisted composition rate of 4.6 met FY 89 goal of 3.75%.
- Black Enlisted composition rate of 12.3% met FY 93 goal of 12%.
- Women Enlisted composition rate of 14.8% was short of the FY 89 goal of 15%.
- The composition rates for all other Enlisted tracked groups met or exceeded their respective goals.

Actions taken:

- Assigned FY 90 accession goal of 2.6% for Hispanic Officers, 3.8% for Black Officers, and 15% for Women Officers.
- Assigned FY 90 accession goal of 7.5% for Hispanic Enlisted, 13% for Black Enlisted, and 16% for Women Enlisted.
- Precepts to Warrant Officer selection board continues to stress equal opportunity issues.

Actions planned:

- Review the process of recording Other/Unknown ethnic identity for Officers and Warrant Officers.

SECTION III: PROMOTION

Goal: Ensure equal promotion/advancement opportunity.

Assessment:

- The small number of many officer tracked minority groups, especially among women, renders statistically insignificant data.
- Blacks, Hispanics, and Women continue to be under-represented at the senior officer and enlisted levels.
- American Indian/Alaskan Native males and Black females were selected for promotion to O-6 at a lower rate than their gender counterparts.
- All other tracked minority groups and women as a group were selected for O-6 at a higher rate than the overall group.
- Black and Asian American/Pacific Islander males and Hispanic females were selected for promotion to O-5 at a lower rate than their gender counterparts.
- Total Black and Asian American/Pacific Islander selection rates for O-5 fell slightly short of the overall selection rate.
- All other tracked minorities and women were selected for O-5 at a rate that exceeded the overall rate.

- Black and Hispanic males and Asian American/Pacific Islander females were selected for promotion to O-4 at a lower rate than their gender counterparts.
- Total Black, Hispanic, and Asian American/Pacific Islander selection rates for O-4 fell slightly short of the overall selection rate.
- American Indian/Alaskan Natives and women as a group were selected for O-4 at a rate that exceeded the overall rate.
- Complete ethnic and gender data was not available for enlisted advancements.
- Selection rates for Asian American/Pacific Islander to E-8 and E-7 as well as American Indian/Alaskan Native to E-7 were below the overall group selection for their respective pay grades.
- Women as a group and all other tracked minorities were selected for E-9, E-8, and E-7 at higher rates than the overall rates for their respective pay grades.
- High Year Tenure had a positive impact on the selection rates at all three enlisted grades with a dramatic increase in the numbers of minorities and women selected for E-7.

Actions taken:

- Selection boards continue to routinely include minority membership to ensure greater sensitivity.

Actions planned:

- Continue to monitor promotion and advancement of minorities and women in the Naval Reserve.

SECTION IV: PROFESSIONAL MILITARY EDUCATION

Goal: Ensure equal opportunity for Professional Military Education.

Assessment:

- Incomplete data precluded an assessment of minority officer participation in Professional Military Education.
- Women officers were selected at 93% rate compared to a male selection rate of 69% and an overall rate of 70%.

- Although women comprise 8.1% of pay grades O-4, O-5, and O-6 they submitted only 2.5% of the applications for service schools.
- 95% of all applicants for Senior Enlisted Academy (SEA) or Sergeants Major Academy (SMA) were white males. 100% of those selected were white males.
- Only 3.5% of the applicants for SEA or SMA were from tracked minorities while 6.1% of the overall E-8 population are minorities.
- No women were selected for SEA or SMA with only one woman applying.

Actions taken:

- Precepts to screening boards to draw attention to minority and women selection concerns continue.
- Boards for officer Professional Military Education have been directed to maintain data to allow for ethnic identification of applicants.

Actions planned:

- Personal letter from COMNAVRESFOR to all commanding officers addressing shortage of applications from minorities and women for officer and enlisted Professional Military Education.

SECTION V: SEPARATIONS

Goal: Ensure that separation of personnel from the Naval Reserve is without discrimination. This category measures dishonorable, bad conduct and other than honorable discharges.

Assessment:

- Per DoD Directive 1350.3 this category does not apply to the selected reserves in a voluntary force environment, except for those on continuous active duty for periods over 180 days who are involuntarily released prior to the end of their orders or contracts. Such releases would be reported by the active component.
- Data from DMDC indicated there were no separations from the Naval Reserve meeting the criteria for this category.

Actions taken:

- Verified data with DMDC.

Actions planned:

- Continue to monitor separations in the Naval Reserve.

SECTION VI: RETENTION

Goal: Ensure retention of quality personnel without discrimination.

Assessment:

- For FY 89 DMDC did not maintain Retention data for reserve component assessment of this category per DoD Directive 1350.3.
- The Naval Reserve does not have access to any other data base containing the necessary information.

Actions taken:

- Requested DMDC to track reserve component Retention for FY 90 and future assessments.

SECTION VII: ASSIGNMENTS

Goal: Ensure equity in the assignment process for all Naval Reserve Personnel.

- Officers in this category are assessed on assignment to commanding officer billets.
- Enlisted in this category are assessed on assignment to major staffs or commands at the echelon II level.

Assessment:

- At the 0-6 level only American Indian/Alaskan Native exceeded the overall command experience rate of 9%. Women and all other tracked groups fell short of this rate.
- At the 0-5 level Black and American Indian/Alaskan Native exceeded the overall command experience rate of 4%. Women at 3.8% and all other tracked groups fell short of this rate.
- At the 0-4 level only American Indian/Alaskan Native at 2.7% fell short of the overall command experience rate of 3%. Women and all other tracked groups exceeded this rate.

- Data obtained from DMDC does not accurately identify command experience in the Naval Reserve.
- At the E-8 level only White males and females were represented on major staffs or commands with Women exceeding the overall assignment rate of 1%.
- At the E-7 level American Indian/Alaskan Natives were not represented on major staffs or commands. Women and all other tracked groups met or exceeded the overall assignment rate of 1%.
- At the E-6 level Hispanics at .4% fell short of the overall command experience rate of 1% and Asian American/Pacific Islanders were not represented. Women and all other tracked groups met the overall rate.
- In the enlisted category of Assignments the small number of many tracked groups, especially among women, renders statistically insignificant data.

Actions taken:

- Identified deficiency in report of command experience in the Naval Reserve. Naval Reserve will improve the accuracy of this data for FY 90 assessment.

Actions planned:

- Expand the enlisted category to include duty assignments at echelon IV commands for FY 90.

SECTION VIII: DISCRIMINATION/SEXUAL HARASSMENT COMPLAINTS

Goal: Ensure operative complaint procedures.

Assessment:

- The Command Managed Equal Opportunity Program (CMEOP) encourages resolution of complaints at the lowest possible level in the chain of command. As a result, few discrimination or sexual harassment complaints are received at COMNAVRESFOR, making a complete assessment of the complaints filed throughout the Naval Reserve difficult.
- The number of discrimination complaints increased from 3 in FY-88 to 8 in FY-89.
- 75% of the submitted discrimination complaints were via the COMNAVRESFOR Inspector General's Hotline.

- 3 of the 8 discrimination complaints were substantiated resulting in a rate of 37.5% compared to 2 of 3 in FY-88 for a rate of 67%.
- 62.5% of the discrimination complaints (5 of 8) were submitted by blacks.
- 100% of the 3 substantiated discrimination complaints were submitted by blacks.
- Women submitted 2 discrimination complaints with 1 substantiated for a black woman.
- Women submitted 100% of the 7 sexual harassment complaints.
- 71% of the sexual harassment complaints (5 of 7) were submitted via the COMNAVRESFOR Inspector General's Hotline.
- 57% of the sexual harassment complaints (4 of 7) were substantiated in FY-89 compared to 100% (1 of 1) in FY-88. Both the number of complaints and substantiated complaints increased from FY-88 to FY-89.
- One black woman submitted a sexual harassment complaint and that was substantiated.

Actions taken:

- Published Naval Reser. policy on equal opportunity and sexual harassment throughout the Naval Reserve Force.
- Continued training in equal opportunity and prevention of sexual harassment as well as means of submitting complaints.

Actions planned:

- Investigate the feasibility of expanding the collection of complaint data at the command level.

SECTION IX: UTILIZATION OF SKILLS

Goal: Ensure, within legal constraints, minorities and women participate equitably in all occupational areas and warfare specialties.

Assessment:

- The majority of officers in the Naval Reserve entered their occupational area while on active duty, are well established in their professional fields, and are often reluctant

to change designators.

- Black, Hispanic, and Women officers are under represented in occupational areas of Engineering, Maintenance; Intelligence; and Tactical Operations.
- Black, Hispanic, and Women officers are over represented in occupational areas of Health Care and Administrators.
- American Indian/Alaskan Native officers are under represented in Engineering, Maintenance and Tactical Operations and over represented in Health Care and Administrators.
- Asian American/Pacific Island officers are under represented in Intelligence and Tactical Operations and over represented in Engineering, Maintenance; Health Care; and Administrators.
- Enlisted occupational areas of Electronic Equipment Repair and Craftsmen is over represented by American Indian/Alaskan Native and under represented by women and all other tracked groups.
- Enlisted occupational area of Health Care is under represented by American Indian/Alaskan Native and is over represented by women and all other tracked groups.
- Enlisted occupational area of Functional Support, Administration is under represented by Hispanics and over represented by women and all other tracked groups.
- Enlisted occupational area of Electrical/Mechanical Repair is over represented by Asian American/Pacific Islander and under represented by women and all other tracked groups.

Actions taken:

- Minority accession goals for minority officer and enlisted included identification of over/under represented occupational areas.

Actions planned:

- Continue to encourage officer and enlisted to change designator or rate from over to under populated occupational area.

SECTION X: DISCIPLINE

Goal: Ensure military justice is applied without discrimination.

Assessment:

- Incidents of application of military justice within the Naval Reserve historically have been infrequent.
- There is no current means of gathering data concerning military justice in the Naval Reserve.
- As authorized by DoD Directive 1350.3, the Naval Reserve will not assess this category for FY 89.

Actions planned:

- Incorporate reporting of incidents of military justice into an existing data base accessible to the Naval Reserve.

MILITARY EQUAL OPPORTUNITY ASSESSMENT

REPORT CONTROL SYMBOL
DD-FM&P(A)1760

PART I - DATA FROM CURRENT FISCAL YEAR

1. FY 89 ASSESSMENT	2. DOD COMPONENT/SUBCOMPONENT U. S. NAVAL RESERVE	3. SOURCE AGENCY NAVAL RESERVE FORCE a. OFFICE HUMAN RESOURCE MANAGEMENT (CODE 009B) b. CATEGORY RECRUITING	b. TELEPHONE NUMBER 504-948-5306
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TRACKED GROUPS	5. MALE				6. FEMALE				7. TOTAL				8. FOR OSD USE
	A	B	C (A+B)	D (OSD Use only)	A	B	C (A+B)	D (OSD Use only)	A	B	C (A+B)	D (OSD Use only)	
(1) American Indian/Alaskan Native	33	5,816	.01		5	1,236	.00		38	7,052	.01		
(2) Asian American/Pacific Islander	80	5,816	.01		16	1,236	.01		96	7,052	.01		
(3) Black (Non-Hispanic)	164	5,816	.03		68	1,236	.06		232	7,052	.03		
(4) Hispanic	81	5,816	.01		19	1,236	.02		100	7,052	.01		
(5) White (Non-Hispanic)	4,933	5,816	.85		951	1,236	.77		5,884	7,052	.83		
(6) Other/Unknown	525	5,816	.09		177	1,236	.14		702	7,052	.10		
(7) TOTAL	5,816	7,052	.82		1,236	7,052	.18		7,052	7,052	1.00		

9.a. THE NUMBERS IN COLUMN A ARE:
NUMBER OF TRACKED GROUP ENTERING SERVICE

9.b. THE NUMBERS IN COLUMN B ARE:
NUMBER OF MALE, FEMALE, OR TOTAL OFFICERS ENTERING SERVICE

10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S)
OBTAIN SUFFICIENT ACCESSIONS TO ATTAIN AND MAINTAIN DEMOGRAPHIC COMPOSITION GOALS. FOR FY 89 A GOAL OF 2.2% WAS ESTABLISHED FOR HISPANIC OFFICER ACCESSION. THE GOAL FOR WOMEN OFFICERS WAS TO OBTAIN SUFFICIENT NUMBERS TO REACH A COMPOSITION GOAL OF 10% IN FY 89.

11. ASSESSMENT
- FY 89 HISPANIC ACCESSIONS OF 1.4% FELL SHORT OF THE INTERIM GOAL OF 2.2%.
 - FY 89 BLACK ACCESSIONS OF 3.3% EXCEEDED THE BLACK COMPOSITION RATE OF 2.7%.
 - FY 89 WOMEN ACCESSIONS OF 18% FAR EXCEEDED THEIR COMPOSITION RATE OF 10%.
 - THE OTHER/UNKNOWN CATEGORY IS DISPROPORTIONATELY HIGH.

PART II - DATA FROM PREVIOUS FISCAL YEARS

FY 88	ASSESSMENT		4.a. SUBJECT OFFICER RECRUITING				b. CATEGORY RECRUITING			
	5.		MALE		FEMALE		7.		8.	
	TRACKED GROUPS	A	B	C (A+B)		D (OSD use)	A	B	TOTAL	
									C (A+B)	D (OSD use)
(1)	American Indian/Alaskan Native	41	6,339	.01			16	998	.02	
(2)	Asian American/Pacific Islander	78	6,339	.01			19	998	.02	
(3)	Black (Non-Hispanic)	172	6,339	.03			52	998	.05	
(4)	Hispanic	84	6,339	.01			16	998	.02	
(5)	White (Non-Hispanic)	5,419	6,339	.85			839	998	.84	
(6)	Other/Unknown	545	6,339	.09			56	998	.06	
(7)	TOTAL	6,339	7,337	.86			998	7,337	.14	

FY 87	ASSESSMENT	4.a. SUBJECT OFFICER RECRUITING						b. CATEGORY RECRUITING				
		5.			6.			7.			8.	
		MALE			FEMALE			TOTAL			FOR OSD USE	
		A	B	C (A + B)	D (OSD use)	A	B	C (A + B)	D (OSD use)			
(1)	American Indian/ Alaskan Native	DATA NOT AVAILABLE FOR THIS YEAR										
(2)	Asian American/ Pacific Islander											
(3)	Black (Non-Hispanic)											
(4)	Hispanic											
(5)	White (Non-Hispanic)											
(6)	Other / Unknown											
(7)	TOTAL											

FY 86	ASSESSMENT	4.a. SUBJECT OFFICER RECRUITING						b. CATEGORY RECRUITING							
		5.				6.		FEMALE		7.		8.		FOR OSD USE	
		MALE								TOTAL					
		A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)		
	TRACKED GROUPS														
(1)	American Indian/ Alaskan Native	DATA NOT AVAILABLE FOR THIS YEAR													
(2)	Asian American/ Pacific Islander														
(3)	Black (Non-Hispanic)														
(4)	Hispanic														
(5)	White (Non-Hispanic)														
(6)	Other / Unknown														
(7)	TOTAL														

MILITARY EQUAL OPPORTUNITY ASSESSMENT

REPORT CONTROL SYMBOL
DD-FMFM(A)1760

PART I - DATA FROM CURRENT FISCAL YEAR

1. FY 89 ASSESSMENT	2. DOD COMPONENT/SUBCOMPONENT U. S. NAVAL RESERVE	3. SOURCE AGENCY NAVAL RESERVE FORCE a. OFFICE HUMAN RESOURCE MANAGEMENT (CODE 009B) b. CATEGORY RECRUITING	b. TELEPHONE NUMBER 504-948-5306
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4.a. SUBJECT WARRANT OFFICER ACCESSIONS (OTHER PROGRAMS)	5. MALE				6. FEMALE				7. TOTAL				8. FOR OSD USE
	A	B	C (A+B)	D (OSD Use only)	A	B	C (A+B)	D (OSD Use only)	A	B	C (A+B)	D (OSD Use only)	
(1) American Indian/ Alaskan Native	2	83	.02		0	9	.00		2	92	.02		
(2) Asian American/ Pacific Islander	0	83	.00		0	9	.00		0	92	.00		
(3) Black (Non-Hispanic)	2	83	.02		0	9	.00		2	92	.02		
(4) Hispanic	1	83	.01		0	9	.00		1	92	.01		
(5) White (Non-Hispanic)	54	83	.65		6	9	.67		60	92	.65		
(6) Other/Unknown	24	83	.30		3	9	.33		27	92	.29		
(7) TOTAL	83	92	.90		9	92	.10		92	92	1.00		

9.a. THE NUMBERS IN COLUMN A ARE:
NUMBER OF TRACKED GROUP ENTERING SERVICE

9.b. THE NUMBERS IN COLUMN B ARE:
NUMBER OF MALE, FEMALE, OR TOTAL WARRANT OFFICERS ENTERING

10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S)
OBTAIN SUFFICIENT ACCESSIONS TO ATTAIN AND MAINTAIN DEMOGRAPHIC COMPOSITION GOALS. WARRANT OFFICER COMPOSITION RATES SHOULD PARALLEL THE COMPOSITION RATES OF SENIOR ENLISTED (E-7, E-8, AND E-9) IN THE NAVAL RESERVE SINCE THAT IS THE SOURCE FOR WARRANT OFFICER ACCESSIONS. AS THE SENIOR ENLISTED COMPOSITION RATES CHANGE THE WARRANT OFFICER COMPOSITION RATES SHOULD REFLECT A LIKE CHANGE.

11. ASSESSMENT
- ACCESSION RATES OF 2.2% FOR BLACKS AND 1.1% FOR HISPANICS WERE SHORT OF THEIR RESPECTIVE SENIOR ENLISTED COMPOSITION RATES OF 3.3% AND 1.5%.
 - ACCESSIONS RATES OF 10% FOR WOMEN AND 2.2% FOR AMERICAN INDIAN/ALASKAN NATIVE EXCEEDED THEIR RESPECTIVE SENIOR ENLISTED COMPOSITION RATES OF 5.2% AND .6%.
 - THE OTHER/UNKNOWN CATEGORY IS DISPROPORTIONATELY HIGH.
 - THERE WERE NO ASIAN AMERICAN/PACIFIC ISLANDERS SELECTED FOR WARRANT OFFICER.

PART II - DATA FROM PREVIOUS FISCAL YEARS

FY 88	ASSESSMENT				4.a. SUBJECT WARRANT OFFICER ACCESSIONS (OTHER PROGRAM)				b. CATEGORY RECRUITING			
	MALE		FEMALE		TOTAL		FOR OSD USE		TOTAL		FOR OSD USE	
TRACKED GROUPS	A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)
(1) American Indian/Alaskan Native	DATA NOT AVAILABLE FOR THIS YEAR											
(2) Asian American/Pacific Islander												
(3) Black (Non-Hispanic)												
(4) Hispanic												
(5) White (Non-Hispanic)												
(6) Other/Unknown												
(7) TOTAL												

FY 87	ASSESSMENT				4.a. SUBJECT WARRANT OFFICER ACCESSIONS (OTHER PROGRAM)				b. CATEGORY RECRUITING			
	MALE		FEMALE		TOTAL		FOR OSD USE		TOTAL		FOR OSD USE	
TRACKED GROUPS	A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)
(1) American Indian/Alaskan Native	DATA NOT AVAILABLE FOR THIS YEAR											
(2) Asian American/Pacific Islander												
(3) Black (Non-Hispanic)												
(4) Hispanic												
(5) White (Non-Hispanic)												
(6) Other/Unknown												
(7) TOTAL												

FY 86	ASSESSMENT				4.a. SUBJECT WARRANT OFFICER ACCESSIONS (OTHER PROGRAM)				b. CATEGORY RECRUITING			
	MALE		FEMALE		TOTAL		FOR OSD USE		TOTAL		FOR OSD USE	
TRACKED GROUPS	A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)
(1) American Indian/Alaskan Native	DATA NOT AVAILABLE FOR THIS YEAR											
(2) Asian American/Pacific Islander												
(3) Black (Non-Hispanic)												
(4) Hispanic												
(5) White (Non-Hispanic)												
(6) Other/Unknown												
(7) TOTAL												

MILITARY EQUAL OPPORTUNITY ASSESSMENT

REPORT CONTROL SYMBOL
DD-FM&P(A)1760

PART I - DATA FROM CURRENT FISCAL YEAR

1. FY 89 ASSESSMENT		2. DOD COMPONENT/SUBCOMPONENT U. S. NAVAL RESERVE		3. SOURCE AGENCY NAVAL RESERVE FORCE a. OFFICE HUMAN RESOURCE MANAGEMENT (CODE 009B)		b. TELEPHONE NUMBER 504-948-5306	
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4. a. SUBJECT ENLISTED (PRIOR SERVICE)		b. CATEGORY RECRUITING	
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TRACKED GROUPS	5. MALE				6. FEMALE				7. TOTAL				B. FOR OSD USE
	A	B	C (A+B)	D (OSD Use only)	A	B	C (A+B)	D (OSD Use only)	A	B	C (A+B)	D (OSD Use only)	
(1) American Indian/ Alaskan Native	181	6,351	.03		19	1,028	.02		200	7,379	.03		
(2) Asian American/ Pacific Islander	191	6,351	.03		15	1,028	.01		206	7,379	.03		
(3) Black (Non-Hispanic)	764	6,351	.12		223	1,028	.22		987	7,379	.13		
(4) Hispanic	536	6,351	.08		61	1,028	.06		597	7,379	.08		
(5) White (Non-Hispanic)	4,581	6,351	.72		699	1,028	.68		5,280	7,379	.72		
(6) Other/Unknown	98	6,351	.02		11	1,028	.01		109	7,379	.01		
(7) TOTAL	6,351	7,379	.86		1,028	7,379	.14		7,379	7,379	1.00		

9. a. THE NUMBERS IN COLUMN A ARE:
NUMBER OF TRACKED GROUP ENTERING SERVICE

b. THE NUMBERS IN COLUMN B ARE:
NUMBER OF MALE, FEMALE, OR TOTAL ENLISTED ENTERING SERVICE

10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S)
OBTAIN SUFFICIENT ACCESSIONS TO ATTAIN AND MAINTAIN DEMOGRAPHIC COMPOSITION GOALS. FOR FY 89 A GOAL OF 6.5% WAS ESTABLISHED FOR HISPANIC ENLISTED ACCESSION. THE GOAL FOR WOMEN ENLISTED WAS TO ATTAIN SUFFICIENT NUMBERS TO REACH A COMPOSITION GOAL OF 15% IN FY 89.

11. ASSESSMENT

- FY 89 HISPANIC ACCESSIONS OF 8% EXCEEDED THE GOAL OF 6.5%.
- FY 89 WOMEN ACCESSIONS OF 13.9% DID NOT MEET THE INTERIM GOAL OF 15% COMPOSITION.
- ACCESSION RATES FOR ALL OTHER TRACKED GROUPS MET OR EXCEEDED THEIR RESPECTIVE COMPOSITION RATES.
- DATA FOR FY 88 COMBINES PRIOR AND NON-PRIOR SERVICE ACCESSIONS.

PART II - DATA FROM PREVIOUS FISCAL YEARS

FY	88	ASSESSMENT	4.a. SUBJECT ENLISTED RECRUITING										b. CATEGORY RECRUITING							
			MALE					FEMALE					7.				8.			
			A	B	C (A+B)	D (OSD use)	5.	A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)	TOTAL	FOR OSD USE			
		TRACKED GROUPS																		
(1)		American Indian/Alaskan Native	126	25,498	.00		34	4,386	.01						160	29,884	.01			
(2)		Asian American/Pacific Islander	377	25,498	.01		44	4,386	.01						421	29,884	.01			
(3)		Black (Non-Hispanic)	3,456	25,498	.14		743	4,386	.17						4,199	29,884	.14			
(4)		Hispanic	1,059	25,498	.04		157	4,386	.04						1,216	29,884	.04			
(5)		White (Non-Hispanic)	20,019	25,498	.79		3,338	4,386	.76						23,357	29,884	.78			
(6)		Other/Unknown	461	25,498	.02		70	4,386	.02						531	29,884	.02			
(7)		TOTAL	25,498	29,884	.85		4,386	29,884	.15						29,884	29,884	1.00			
			4.a. SUBJECT ENLISTED RECRUITING										b. CATEGORY RECRUITING							
		TRACKED GROUPS																		
(1)		American Indian/Alaskan Native																		
(2)		Asian American/Pacific Islander																		
(3)		Black (Non-Hispanic)																		
(4)		Hispanic																		
(5)		White (Non-Hispanic)																		
(6)		Other/Unknown																		
(7)		TOTAL																		
			4.a. SUBJECT ENLISTED RECRUITING										b. CATEGORY RECRUITING							
		TRACKED GROUPS																		
(1)		American Indian/Alaskan Native																		
(2)		Asian American/Pacific Islander																		
(3)		Black (Non-Hispanic)																		
(4)		Hispanic																		
(5)		White (Non-Hispanic)																		
(6)		Other/Unknown																		
(7)		TOTAL																		

MILITARY EQUAL OPPORTUNITY ASSESSMENT

REPORT CONTROL SYMBOL
DD-FMB(MA)1760

PART I - DATA FROM CURRENT FISCAL YEAR

1. FY 89 ASSESSMENT		2. DOD COMPONENT/SUBCOMPONENT U. S. NAVAL RESERVE		3. SOURCE AGENCY NAVAL RESERVE FORCE a. OFFICE HUMAN RESOURCE MANAGEMENT (CODE 009B) b. CATEGORY RECRUITING		b. TELEPHONE NUMBER 504-948-5306	
4.a. SUBJECT ENLISTED (NON-PRIOR SERVICE)							

TRACKED GROUPS	5. MALE				6. FEMALE				7. TOTAL			8. FOR OSD USE
	A	B	C (A+B)	D (OSD Use only)	A	B	C (A+B)	D (OSD Use only)	A	B	C (A+B)	
(1) American Indian/Alaskan Native	57	9,182	.01		23	2,279	.01		80	11,461	.01	
(2) Asian American/Pacific Islander	207	9,182	.02		38	2,279	.02		245	11,461	.02	
(3) Black (Non-Hispanic)	1,250	9,182	.14		452	2,279	.20		1,702	11,461	.15	
(4) Hispanic	423	9,182	.05		114	2,279	.05		537	11,461	.05	
(5) White (Non-Hispanic)	7,138	9,182	.78		1,633	2,279	.72		8,771	11,461	.77	
(6) Other/Unknown	107	9,182	.01		19	2,279	.01		126	11,461	.01	
(7) TOTAL	9,182	11,461	.80		2,279	11,461	.20		11,461	11,461	1.00	

9.a. THE NUMBERS IN COLUMN A ARE:
NUMBER OF TRACKED GROUP ENTERING SERVICE

b. THE NUMBERS IN COLUMN B ARE:
NUMBER OF MALE, FEMALE, OR TOTAL ENLISTED ENTERING SERVICE

10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S)
OBTAIN SUFFICIENT ACCESSIONS TO ATTAIN AND MAINTAIN DEMOGRAPHIC COMPOSITION GOALS. FOR FY 89 A GOAL OF 6.5% WAS ESTABLISHED FOR HISPANIC ENLISTED ACCESSION. THE GOAL FOR WOMEN ENLISTED WAS TO ATTAIN SUFFICIENT NUMBERS TO REACH A COMPOSITION GOAL OF 15% IN FY 89.

11. ASSESSMENT
- FY 89 HISPANIC ACCESSIONS OF 5% FELL SHORT OF THE INTERIM GOAL OF 6.5%.
 - FY 89 WOMEN ACCESSIONS OF 20% FAR EXCEEDED THE INTERIM GOAL OF 15%.
 - ACCESSION RATES FOR ALL OTHER TRACKED GROUPS MET OR EXCEEDED THEIR RESPECTIVE COMPOSITION RATES.
 - DATA FOR FY 88 COMBINES PRIOR AND NON-SERVICE ACCESSIONS.

PART II - DATA FROM PREVIOUS FISCAL YEARS

FY 88	TRACKED GROUPS	5. ASSESSMENT				4.a. SUBJECT ENLISTED RECRUITING				b. CATEGORY RECRUITING			
		MALE		FEMALE		6.		7.		TOTAL		8.	
		A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)
(1)	American Indian/Alaskan Native	126	25,498	.00		34	4,386	.01		160	29,884	.01	
(2)	Asian American/Pacific Islander	377	25,498	.01		44	4,386	.01		421	29,884	.01	
(3)	Black (Non-Hispanic)	3,456	25,498	.14		743	4,386	.17		4,199	29,884	.14	
(4)	Hispanic	1,059	25,498	.04		157	4,386	.04		1,216	29,884	.04	
(5)	White (Non-Hispanic)	20,019	25,498	.79		3,338	4,386	.76		23,357	29,884	.78	
(6)	Other/Unknown	461	25,498	.02		70	4,386	.02		531	29,884	.02	
(7)	TOTAL	25,498	29,884	.85		4,386	29,884	.15		29,884	29,884	1.00	

FY 87	TRACKED GROUPS	5. ASSESSMENT				4.a. SUBJECT ENLISTED RECRUITING				b. CATEGORY RECRUITING			
		MALE		FEMALE		6.		7.		TOTAL		8.	
		A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)
(1)	American Indian/Alaskan Native	DATA NOT AVAILABLE FOR THIS YEAR											
(2)	Asian American/Pacific Islander												
(3)	Black (Non-Hispanic)												
(4)	Hispanic												
(5)	White (Non-Hispanic)												
(6)	Other/Unknown												
(7)	TOTAL												

FY 86	TRACKED GROUPS	5. ASSESSMENT				4.a. SUBJECT ENLISTED RECRUITING				b. CATEGORY RECRUITING			
		MALE		FEMALE		6.		7.		TOTAL		8.	
		A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)
(1)	American Indian/Alaskan Native	DATA NOT AVAILABLE FOR THIS YEAR											
(2)	Asian American/Pacific Islander												
(3)	Black (Non-Hispanic)												
(4)	Hispanic												
(5)	White (Non-Hispanic)												
(6)	Other/Unknown												
(7)	TOTAL												

DISTRIBUTION OF SELECTED RESERVISTS FORCES
BY SERVICE, RANK, SEX, AND ETHNIC GROUP
SEP. 1909

NAVY RESERVE
WARRANT OFFICER

GRADE	UNIT	MALE				FEMALE				C/U
		WHITE	AI/AN	AA/PI	BLACK	HISP	WHITE	AI/AN	AA/PI	BLACK
W-1	24 90.3	0	0.0	0	0.0	5	2.0	12	4.0	0
W-2	21 92.4	0	0.0	0	0.0	2	2.7	7	4.5	0
W-3	27 95.3	1	1.4	0	0.0	0	0.0	9	8.8	0
W-4	3 96.0	0	0.0	0	0.0	0	0.0	0	0.0	0
TOTAL	72 87.7	1	0.7	1	0.2	7	1.7	28	6.6	0

GRADE	UNIT	TOTAL				C/U
		WHITE	AI/AN	AA/PI	BLACK	HISP
W-1	24 90.3	0	0.0	0	0.0	5
W-2	21 92.4	1	1.3	0	0.0	2
W-3	27 95.3	3	2.4	1	0.9	9
W-4	3 96.0	0	0.0	0	0.0	0
TOTAL	72 87.7	4	0.9	1	0.2	13

LEGEND :

AI = AMERICAN INDIAN
AN = ALASKAN NATIVE
AA = ASIAN
PI = PACIFIC ISLANDER
HISP = HISPANIC
O = OTHER
U = UNKNOWN

DISTRIBUTION OF SELECTED RESERVISTS FORCES
BY SERVICE, RANK, SEX, AND ETHNIC GROUP
SEP. 1999

UFGC-30350

NAVY RESERVE

ENLISTED

GRADE	MALE					FEMALE				
	WHITE	AI/AN	AA/PI	BLACK	HISP	WHITE	AI/AN	AA/PI	BLACK	HISP
E-9	504 93.1	6 1.0	5 0.8	9 1.5	7 1.1	8100.0	0 0.0	0 0.0	0 0.0	0 0.0
E-8	1027 92.5	13 0.9	21 1.2	47 2.7	23 1.3	40 93.0	1 2.3	0 0.0	2 4.7	0 0.0
E-7	6722 92.3	39 0.5	146 2.0	264 3.5	123 1.7	440 91.5	5 1.0	4 0.8	16 3.2	6 1.2
TOTAL	8177 90.9	58 0.6	172 1.0	320 3.3	153 1.6	488 91.7	6 1.1	4 0.8	18 3.4	6 1.1
E-6	16031 86.0	130 0.7	401 2.0	1344 6.9	455 2.3	1686 83.5	17 0.8	23 1.1	211 10.5	30 1.5
E-5	21330 89.5	168 0.6	455 1.7	2455 10.9	1058 4.1	4035 78.8	42 0.8	73 1.4	718 14.0	143 2.8
TOTAL	17061 82.9	298 0.7	856 1.9	4199 9.2	1513 3.3	5721 80.1	59 0.8	96 1.3	929 13.0	173 2.4
E-4	10380 74.4	184 0.9	455 2.2	2372 14.2	1340 6.4	3506 70.4	43 0.9	80 1.6	1023 20.5	251 5.0
E-3	12373 74.6	132 0.7	400 2.0	2774 15.5	1167 6.5	2268 68.1	38 1.1	61 1.8	818 23.8	187 5.5
E-2	2078 72.8	38 0.8	116 2.3	749 14.8	370 7.3	601 65.3	8 0.9	16 1.7	210 20.8	69 7.5
E-1	3720 74.0	40 0.8	95 1.9	702 15.6	315 6.3	763 64.6	19 1.6	13 1.1	275 23.6	94 8.0
TOT	33900 71.5	394 0.8	1146 2.3	7277 14.9	3142 6.5	7138 67.9	108 1.0	170 1.6	2330 22.2	601 5.7
ENL.										
TOT	42376 79.2	750 0.7	2174 2.1	11797 11.3	4858 4.7	13347 73.4	173 1.0	270 1.5	3277 18.0	780 4.3

GRADE	TOTAL					TOTAL				
	WHITE	AI/AN	AA/PI	BLACK	HISP	WHITE	AI/AN	AA/PI	BLACK	HISP
E-9	576 93.2	6 1.0	5 0.8	9 1.5	7 1.1	8100.0	0 0.0	0 0.0	0 0.0	0 0.0
E-8	1027 92.5	14 0.8	21 1.2	49 2.8	23 1.3	40 93.0	1 2.3	0 0.0	2 4.7	0 0.0
E-7	7162 92.4	44 0.6	150 1.9	280 3.8	129 1.6	440 91.5	5 1.0	4 0.8	16 3.2	6 1.2
TOTAL	9365 90.9	64 0.6	176 1.7	338 3.3	159 1.5	488 91.7	6 1.1	4 0.8	18 3.4	6 1.1
E-6	18517 85.8	147 0.7	424 2.0	1555 7.2	485 2.2	1686 83.5	17 0.8	23 1.1	211 10.5	30 1.5
E-5	25055 80.2	210 0.7	523 1.7	3573 11.4	1201 3.8	4035 78.8	42 0.8	73 1.4	718 14.0	143 2.8
TOTAL	43582 82.5	357 0.7	952 1.8	5128 9.7	1686 3.2	5721 80.1	59 0.8	96 1.3	929 13.0	173 2.4
E-4	19005 73.6	227 0.9	535 2.1	3395 15.4	1591 6.1	3506 70.4	43 0.9	80 1.6	1023 20.5	251 5.0
E-3	18251 71.5	170 0.8	541 2.5	3572 16.8	1354 6.4	2268 68.1	38 1.1	61 1.8	818 23.8	187 5.5
E-2	4279 71.7	46 0.8	132 2.2	959 16.1	439 7.4	601 65.3	8 0.9	16 1.7	210 20.8	69 7.5
E-1	4463 72.2	59 1.0	108 1.7	1061 17.2	409 6.6	763 64.6	19 1.6	13 1.1	275 23.6	94 8.0
TOT	43582 72.5	502 0.8	1316 2.2	9607 16.2	3793 6.4	7138 67.9	108 1.0	170 1.6	2330 22.2	601 5.7
ENL.										
TOT	96043 78.4	923 0.8	2444 2.0	15074 12.3	5638 4.6	13347 73.4	173 1.0	270 1.5	3277 18.0	780 4.3

LEGEND :

AI = AMERICAN INDIAN
AN = ALASKAN NATIVE
AA = ASIAN
PI = PACIFIC ISLANDER
HISP = HISPANIC
O = OTHER
U = UNKNOWN

NAVY RESERVE

[illegible]

LEGISLATION :

AI = AMERICAN INDIAN
AN = ALASKAN NATIVE
AA = ASIAN
PI = PACIFIC ISLANDER
HISP = HISPANIC
U = UNKNOWN

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MILITARY EQUAL OPPORTUNITY ASSESSMENT

REPORT CONTROL SYMBOL
DD-FM&P(A)1760

PART I - DATA FROM CURRENT FISCAL YEAR

1. FY 89 ASSESSMENT	2. DOD COMPONENT/SUBCOMPONENT U. S. NAVAL RESERVE	3. SOURCE AGENCY NAVAL RESERVE FORCE	4. TELEPHONE NUMBER 504-948-5306
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5. SUBJECT PROMOTION TO 0-6	6. CATEGORY PROMOTIONS
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TRACKED GROUPS	5. MALE				6. FEMALE				7. TOTAL				8. FOR OSD USE
	A	B	C (A+B)	D (OSD Use only)	A	B	C (A+B)	D (OSD Use only)	A	B	C (A+B)	D (OSD Use only)	
(1) American Indian/ Alaskan Native	1	3	.33		0	0	.00		1	3	.33		
(2) Asian American/ Pacific Islander	5	7	.71		2	3	.67		7	10	.70		
(3) Black (Non-Hispanic)	8	10	.80		0	1	.00		8	11	.73		
(4) Hispanic	2	3	.67		0	0	.00		2	3	.67		
(5) White (Non-Hispanic)	436	993	.44		17	27	.63		453	1020	.44		
(6) Other / Unknown	62	154	.40		11	16	.69		73	170	.43		
(7) TOTAL	514	1170	.44		30	47	.64		544	1217	.45		

9. THE NUMBERS IN COLUMN A ARE:	10. THE NUMBERS IN COLUMN B ARE:
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10. **STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S)**
THE NAVAL RESERVE'S GOAL IS TO ENSURE EQUAL PROMOTION OPPORTUNITY FOR ALL NAVAL RESERVE PERSONNEL. IN THIS CATEGORY EQUAL OPPORTUNITY REFERS TO AN EQUAL CHANCE FOR PROMOTION FOR ALL SERVICE MEMBERS REGARDLESS OF RACE, ETHNICITY OR GENDER. TO MEET THIS GOAL, ALL STATUTORY SELECTION BOARDS INCLUDE MINORITY REPRESENTATION AND RECEIVE SPECIFIC DIRECTION IN THE PRECEPT FROM THE SECRETARY OF THE NAVY ON EQUAL OPPORTUNITY CONCERNS.

11. **ASSESSMENT**
- THE SMALL NUMBER OF MANY TRACKED MINORITY GROUPS, ESPECIALLY AMONG WOMEN, RENDERS STATISTICALLY INSIGNIFICANT DATA.
 - AMERICAN INDIAN/ALASKAN NATIVE MALES AND BLACK FEMALES WERE SELECTED AT A LOWER RATE THAN THEIR GENDER COUNTERPARTS.
 - ONLY AMERICAN INDIAN/ALASKAN NATIVE MEMBERS WERE SELECTED FOR PROMOTION AT A LOWER RATE THAN THAT OF THE OVERALL GROUP.
 - ALL OTHER TRACKED MINORITY GROUPS AND WOMEN AS A GROUP ENJOYED HIGHER RATES OF SELECTION THAN THE OVERALL TOTAL GROUP.

PART II - DATA FROM PREVIOUS FISCAL YEARS

FY 88	ASSESSMENT	4.a. SUBJECT PROMOTION TO 0-6										b. CATEGORY PROMOTIONS			
		5. MALE					6. FEMALE					7. TOTAL			
		A	B	C (A+B)	D (OSD use)		A	B	C (A+B)	D (OSD use)		A	B	C (A+B)	D (OSD use)
TRACKED GROUPS															
(1) American Indian/Alaskan Native	0	0	.00				0	0	.00			0	0	.00	
(2) Asian American/Pacific Islander	0	5	.00				0	3	.00			0	8	.00	
(3) Black (Non-Hispanic)	2	4	.50				0	0	.00			2	4	.50	
(4) Hispanic	3	9	.33				0	0	.00			3	9	.33	
(5) White (Non-Hispanic)	461	1,053	.44				13	31	.42			474	1,084	.44	
(6) Other/Unknown	35	77	.45				0	6	.00			35	83	.42	
(7) TOTAL	501	1,148	.44				13	40	.33			514	1,188	.43	

FY 87	ASSESSMENT	4.a. SUBJECT PROMOTION TO 0-6										b. CATEGORY PROMOTIONS			
		5. MALE					6. FEMALE					7. TOTAL			
		A	B	C (A+B)	D (OSD use)		A	B	C (A+B)	D (OSD use)		A	B	C (A+B)	D (OSD use)
TRACKED GROUPS															
(1) American Indian/Alaskan Native	DATA NOT AVAILABLE FOR THIS YEAR														
(2) Asian American/Pacific Islander															
(3) Black (Non-Hispanic)															
(4) Hispanic															
(5) White (Non-Hispanic)															
(6) Other/Unknown															
(7) TOTAL															

FY 86	ASSESSMENT	4.a. SUBJECT PROMOTION TO 0-6										b. CATEGORY PROMOTIONS			
		5. MALE					6. FEMALE					7. TOTAL			
		A	B	C (A+B)	D (OSD use)		A	B	C (A+B)	D (OSD use)		A	B	C (A+B)	D (OSD use)
TRACKED GROUPS															
(1) American Indian/Alaskan Native	DATA NOT AVAILABLE FOR THIS YEAR														
(2) Asian American/Pacific Islander															
(3) Black (Non-Hispanic)															
(4) Hispanic															
(5) White (Non-Hispanic)															
(6) Other/Unknown															
(7) TOTAL															

MILITARY EQUAL OPPORTUNITY ASSESSMENT

REPORT CONTROL SYMBOL
DD-FM&M(A)1760

PART I - DATA FROM CURRENT FISCAL YEAR

1. FY 89 ASSESSMENT	2. DOD COMPONENT/SUBCOMPONENT U. S. NAVAL RESERVE	3. SOURCE AGENCY NAVAL RESERVE FORCE a. OFFICE HUMAN RESOURCE MANAGEMENT (CODE 009B) b. TELEPHONE NUMBER 504-948-5306
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4.a. SUBJECT PROMOTION TO O-5	b. CATEGORY PROMOTIONS
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TRACKED GROUPS	5. MALE				6. FEMALE				7. TOTAL				8. FOR OSD USE	
	A	B	C (A+B)	D (OSD Use only)	A	B	C (A+B)	D (OSD Use only)	A	B	C (A+B)	D (OSD Use only)		
(1) American Indian/Alaskan Native	3	5	.60		0	0	.00		3	5	.60			
(2) Asian American/Pacific Islander	7	15	.47		2	2	1.00		9	17	.53			
(3) Black (Non-Hispanic)	22	43	.51		2	3	.67		24	46	.52			
(4) Hispanic	10	13	.77		1	3	.33		11	16	.69			
(5) White (Non-Hispanic)	700	1268	.55		65	115	.57		765	1383	.55			
(6) Other/Unknown	145	289	.50		7	18	.39		152	307	.50			
(7) TOTAL	887	1633	.54		77	141	.55		964	1774	.54			

9.a. THE NUMBERS IN COLUMN A ARE:
NUMBER SELECTED FOR PROMOTION TO O-5

b. THE NUMBERS IN COLUMN B ARE:
NUMBER CONSIDERED FOR PROMOTION TO O-5

10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S)
THE NAVAL RESERVE'S GOAL IS TO ENSURE EQUAL PROMOTION OPPORTUNITY FOR ALL NAVAL RESERVE PERSONNEL. IN THIS CATEGORY EQUAL OPPORTUNITY REFERS TO AN EQUAL CHANCE FOR PROMOTION FOR ALL SERVICE MEMBERS REGARDLESS OF RACE, ETHNICITY OR GENDER. TO MEET THIS GOAL, ALL STATUTORY SELECTION BOARDS INCLUDE MINORITY REPRESENTATION AND RECEIVE SPECIFIC DIRECTION IN THE PRECEPT FROM THE SECRETARY OF THE NAVY ON EQUAL OPPORTUNITY CONCERNS.

11. ASSESSMENT
- THE SMALL NUMBER OF MANY TRACKED MINORITY GROUPS, ESPECIALLY AMONG WOMEN, RENDERS STATISTICALLY INSIGNIFICANT DATA.
 - BLACK AND ASIAN AMERICAN/PACIFIC ISLANDER MALES WERE SELECTED AT A LESSER FREQUENCY THAN THE OVERALL MALE RATE.
 - HISPANIC FEMALES WERE SELECTED AT A LESSER FREQUENCY THAN THE OVERALL FEMALE RATE.
 - TOTAL BLACK AND ASIAN AMERICAN/PACIFIC ISLANDER SELECTION RATES DID NOT MEET THE TOTAL OVERALL RATE.
 - ALL OTHER TRACKED MINORITY GROUPS AND WOMEN AS A GROUP ENJOYED HIGHER RATES OF SELECTION THAN THE TOTAL OVERALL GROUP.

PART II - DATA FROM PREVIOUS FISCAL YEARS

FY 88	ASSESSMENT		4.a. SUBJECT PROMOTIONS TO 0-5				b. CATEGORY PROMOTIONS			
			MALE		FEMALE		TOTAL		FOR OSD USE	
	5.	6.	A	B	C (A+B)	D (OSD use)	7.	8.		
TRACKED GROUPS	A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)		
(1) American Indian/Alaskan Native	1	4	.25		0	0	.00		1	.25
(2) Asian American/Pacific Islander	5	8	.63		1	1	1.00		6	.67
(3) Black (Non-Hispanic)	14	28	.50		1	2	.50		15	.50
(4) Hispanic	1	9	.11		0	0	.00		1	.11
(5) White (Non-Hispanic)	441	832	.53		29	51	.57		470	.53
(6) Other/Unknown	60	123	.49		5	10	.50		65	.49
(7) TOTAL	521	1,004	.52		36	64	.56		558	.52

FY ... 87	ASSESSMENT	4.a. SUBJECT PROMOTION TO 0-5				b. CATEGORY PROMOTIONS				8. FOR OSD USE
		5. MALE		6. FEMALE		7. TOTAL		D (OSD use)		
		A	B	C (A + B)	D (OSD use)	A	B		C (A + B)	
TRACKED GROUPS	A	B	C (A + B)	D (OSD use)	A	B	C (A + B)	D (OSD use)		
(1) American Indian/Alaskan Native	DATA NOT AVAILABLE FOR THIS YEAR									
(2) Asian American/Pacific Islander										
(3) Black (Non-Hispanic)										
(4) Hispanic										
(5) White (Non-Hispanic)										
(6) Other / Unknown										
(7) TOTAL:										
									c. CATEGORY	

FY 86	ASSESSMENT	4.a. SUBJECT PROMOTION TO 0-5				b. CATEGORY PROMOTIONS			
		MALE		FEMALE		TOTAL		FOR OSD USE	
		5.	6.	7.	8.				
TRACKED GROUPS	A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)	
(1) American Indian/ Alaskan Native	DATA NOT AVAILABLE FOR THIS YEAR								
(2) Asian American/ Pacific Islander									
(3) Black (Non-Hispanic)									
(4) Hispanic									
(5) White (Non-Hispanic)									
(6) Other / Unknown									
(7) TOTAL									

MILITARY EQUAL OPPORTUNITY ASSESSMENT

REPORT CONTROL SYMBOL
DD-FM&P(A)1760

PART I - DATA FROM CURRENT FISCAL YEAR

1. FY 89 ASSESSMENT	2. DOD COMPONENT/SUBCOMPONENT U. S. NAVAL RESERVE	3. SOURCE AGENCY NAVAL RESERVE FORCE a. OFFICE HUMAN RESOURCE MANAGEMENT (CODE 009B)	b. TELEPHONE NUMBER 504-948-5306
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4. a. SUBJECT ADVANCEMENT TO E-9	b. CATEGORY PROMOTIONS
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TRACKED GROUPS	5. MALE				6. FEMALE				7. TOTAL				8. FOR OSD USE
	A	B	C (A+B)	D (OSD Use only)	A	B	C (A+B)	D (OSD Use only)	A	B	C (A+B)	D (OSD Use only)	
(1) American Indian/ Alaskan Native									2	2	1.00		
(2) Asian American/ Pacific Islander									5	10	.50		
(3) Black (Non-Hispanic)									9	13	.69		
(4) Hispanic									4	8	.50		
(5) White (Non-Hispanic)									630	4,548	.14		
(6) Other /Unknown									0	0	.00		
(7) TOTAL	646	4,568	.14		4	13	.31		650	4,581	.14		

9. a. THE NUMBERS IN COLUMN A ARE:
NUMBER SELECTED FOR ADVANCEMENT TO E-9
b. THE NUMBERS IN COLUMN B ARE:
NUMBER CONSIDERED FOR ADVANCEMENT TO E-9

10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S)
THE NAVAL RESERVE'S GOAL IS TO ENSURE EQUAL ADVANCEMENT OPPORTUNITY FOR ALL NAVAL RESERVE PERSONNEL. IN THIS CATEGORY EQUAL OPPORTUNITY REFERS TO AN EQUAL CHANCE FOR PROMOTION FOR ALL SERVICE MEMBERS REGARDLESS OF RACE, ETHNICITY, OR GENDER.

11. ASSESSMENT
- SELECTION BOARD DATA MAINTAINED BY COMMANDER, NAVAL MILITARY PERSONNEL COMMAND DID NOT CONTAIN SPECIFIC GENDER AND ETHNIC IDENTITY DURING FY 89. THIS DATA WILL BE AVAILABLE FOR FY 90 ASSESSMENT.
 - ALL TRACKED MINORITY GROUPS WERE SELECTED FOR ADVANCEMENT AT A RATE SIGNIFICANTLY HIGHER THAN THE OVERALL RATE.
 - THIS IS THE FIRST YEAR SEPARATE DATA WAS AVAILABLE FOR E-9 ADVANCEMENT.

PART II - DATA FROM PREVIOUS FISCAL YEARS

FY 88	ASSESSMENT	4.a. SUBJECT ADVANCEMENT TO E-8/E-9										b. CATEGORY PROMOTIONS					
		5. MALE					6. FEMALE					7. TOTAL				B. FOR OSD USE	
		A	B	C (A + B)	D (OSD use)	A	B	C (A + B)	D (OSD use)	A	B	C (A + B)	D (OSD use)				
TRACKED GROUPS																	
(1)	American Indian/ Alaskan Native												0	0	.00		
(2)	Asian American/ Pacific Islander												7	36	.19		
(3)	Black (Non-Hispanic)												9	43	.21		
(4)	Hispanic												5	37	.14		
(5)	White (Non-Hispanic)												-	-	-		
(6)	Other / Unknown												427	3,623	.12		
(7)	TOTAL	440	3,666	.12		8	73	.11					448	3,739	.12		

FY 87	ASSESSMENT	4.a. SUBJECT ADVANCEMENT TO E-8/E-9								b. CATEGORY PROMOTIONS				
		5. MALE				6. FEMALE				7. TOTAL				
		A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)	
		TRACKED GROUPS												
(1) American Indian/ Alaskan Native											0	1	.00	
(2) Asian American/ Pacific Islander											8	40	.20	
(3) Black (Non-Hispanic)											19	104	.18	
(4) Hispanic			/								4	7	.57	
(5) White (Non-Hispanic)											-	-	-	
(6) Other / Unknown											713	4,847	.15	
(7) TOTAL	725	4,906	.15			19	93	.20			744	4,999	.15	

FY 86	ASSESSMENT	4.a. SUBJECT ADVANCEMENT TO E-8/E-9								b. CATEGORY PROMOTIONS							
		5. MALE				6. FEMALE				7. TOTAL				8. FOR OSD USE			
		A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)				
TRACKED GROUPS																	
(1) American Indian/ Alaskan Native												1	4	.25			
(2) Asian American/ Pacific Islander												7	36	.19			
(3) Black (Non-Hispanic)												12	72	.17			
(4) Hispanic												13	39	.33			
(5) White (Non-Hispanic)												-	-	-			
(6) Other/Unknown												609	5,306	.11			
(7) TOTAL	632	5,387	.12			10	70	.14				642	5,457	.12			

MILITARY EQUAL OPPORTUNITY ASSESSMENT

REPORT CONTROL SYMBOL
DD-FM&P(A)1760

PART I - DATA FROM CURRENT FISCAL YEAR

1. FY 89 ASSESSMENT	2. DOD COMPONENT/SUBCOMPONENT U. S. NAVAL RESERVE	3. SOURCE AGENCY NAVAL RESERVE FORCE OFFICE HUMAN RESOURCE MANAGEMENT (CODE 009B)	4. TELEPHONE NUMBER 504-948-5306
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4.a. SUBJECT PROMOTION TO O-4	5. MALE				6. FEMALE				7. TOTAL				8. FOR OSD USE
	A	B	C (A+B)	D (OSD Use only)	A	B	C (A+B)	D (OSD Use only)	A	B	C (A+B)	D (OSD Use only)	
(1) American Indian/ Alaskan Native	2	2	1.00		3	3	1.00		5	5	1.00		
(2) Asian American/ Pacific Islander	21	28	.75		1	4	.25		22	32	.69		
(3) Black (Non-Hispanic)	36	56	.64		12	15	.80		48	71	.68		
(4) Hispanic	10	17	.59		3	4	.75		13	21	.62		
(5) White (Non-Hispanic)	1194	1683	.71		188	261	.72		1382	1944	.71		
(6) Other / Unknown	357	460	.78		57	66	.86		414	526	.79		
(7) TOTAL	1620	2246	.72		264	353	.75		1884	2599	.72		

9.a. THE NUMBERS IN COLUMN A ARE:
NUMBER SELECTED FOR PROMOTION TO O-4

9.b. THE NUMBERS IN COLUMN B ARE:
NUMBER CONSIDERED FOR PROMOTION TO O-4

10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S)
THE NAVAL RESERVE'S GOAL IS TO ENSURE EQUAL PROMOTION OPPORTUNITY FOR ALL NAVAL RESERVE PERSONNEL. IN THIS CATEGORY EQUAL OPPORTUNITY REFERS TO AN EQUAL CHANCE FOR PROMOTION FOR ALL SERVICE MEMBERS REGARDLESS OF RACE, ETHNICITY OR GENDER. TO MEET THIS GOAL, ALL STATUTORY SELECTION BOARDS INCLUDE MINORITY REPRESENTATION AND RECEIVE SPECIFIC DIRECTION IN THE PRECEPT FROM THE SECRETARY OF THE NAVY ON EQUAL OPPORTUNITY CONCERNS.

11. ASSESSMENT
THE SMALL NUMBER OF MANY TRACKED MINORITY GROUPS, ESPECIALLY AMONG WOMEN, RENDERS STATISTICALLY INSIGNIFICANT DATA.
- BLACK AND HISPANIC MALES WERE SELECTED AT A LESSER FREQUENCY THAN THE OVERALL MALE RATE.
 - OVERALL RATES OF SELECTION WERE NOT MET OR EXCEEDED BY BLACKS, HISPANICS, OR ASIAN AMERICANS/PACIFIC ISLANDERS.
 - WOMEN AS A GROUP WERE SELECTED AT A HIGHER FREQUENCY THAN MEN.

PART II - DATA FROM PREVIOUS FISCAL YEARS

FY 88	ASSESSMENT	4.a. SUBJECT PROMOTION TO 0-4										b. CATEGORY PROMOTIONS						8. FOR OSD USE
		MALE					FEMALE					7.						
		5.		6.			7.		TOTAL									
TRACKED GROUPS	A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)		
(1) American Indian/Alaskan Native	0	0	.00		1	1	1.00			1	1	1.00						
(2) Asian American/Pacific Islander	11	14	.79		1	2	.50			12	16	.75						
(3) Black (Non-Hispanic)	20	36	.56		5	7	.71			25	43	.58						
(4) Hispanic	8	9	.89		5	7	.71			13	16	.81						
(5) White (Non-Hispanic)	755	1,077	.70		162	194	.84			917	1,271	.72						
(6) Other / Unknown	131	196	.67		14	14	1.00			145	210	.69						
(7) TOTAL	925	1,332	.69		188	225	.84			1,113	1,557	.71						

FY 87	ASSESSMENT	4.a. SUBJECT PROMOTION TO 0-4					b. CATEGORY PROMOTIONS					8. FOR OSD USE
		5.					7.					
		MALE		6.			FEMALE		TOTAL			
A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)	
DATA NOT AVAILABLE FOR THIS YEAR												
(1)	American Indian/Alaskan Native											
(2)	Asian American/Pacific Islander											
(3)	Black (Non-Hispanic)											
(4)	Hispanic											
(5)	White (Non-Hispanic)											
(6)	Other/Unknown											
(7)	TOTAL											

FY 86	ASSESSMENT	4.a. SUBJECT PROMOTION TO 0-4										b. CATEGORY PROMOTIONS				8. FOR OSD USE	
		5. MALE					6. FEMALE					7. TOTAL					
		A	B	C (A + B)	D (OSD use)	6.	A	B	C (A + B)	D (OSD use)	A	B	C (A + B)	D (OSD use)			
	TRACKED GROUPS	DATA NOT AVAILABLE FOR THIS YEAR															
(1)	American Indian/Alaskan Native																
(2)	Asian American/Pacific Islander																
(3)	Black (Non-Hispanic)																
(4)	Hispanic																
(5)	White (Non-Hispanic)																
(6)	Other / Unknown																
(7)	TOTAL																

MILITARY EQUAL OPPORTUNITY ASSESSMENT

REPORT CONTROL SYMBOL
DD-FMEP(A)1760

PART I - DATA FROM CURRENT FISCAL YEAR

1. FY 89 ASSESSMENT	2. DOD COMPONENT/SUBCOMPONENT U. S. NAVAL RESERVE	3. SOURCE AGENCY NAVAL RESERVE FORCE	4. TELEPHONE NUMBER 504-948-5306
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4.a. SUBJECT ADVANCEMENT TO E-8	b. CATEGORY PROMOTIONS
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TRACKED GROUPS	5. MALE				6. FEMALE				7. TOTAL				8. FOR OSD USE	
	A	B	C (A+B)	D (OSD Use only)	A	B	C (A+B)	D (OSD Use only)	A	B	C (A+B)	D (OSD Use only)		
(1) American Indian/ Alaskan Native									12	19	.63			
(2) Asian American/ Pacific Islander									2	30	.07			
(3) Black (Non-Hispanic)									10	78	.13			
(4) Hispanic									6	40	.15			
(5) White (Non-Hispanic)									445	3,611	.12			
(6) Other/Unknown									0	0	.00			
(7) TOTAL	449	3,642	.12		26	136	.19		475	3,778	.13			

9.a. THE NUMBERS IN COLUMN A ARE:
NUMBER SELECTED FOR ADVANCEMENT TO E-8

b. THE NUMBERS IN COLUMN B ARE:
NUMBER CONSIDERED FOR ADVANCEMENT TO E-8

10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S)
THE NAVAL RESERVE'S GOAL IS TO ENSURE EQUAL ADVANCEMENT OPPORTUNITY FOR ALL NAVAL RESERVE PERSONNEL. IN THIS CATEGORY
EQUAL OPPORTUNITY REFERS TO AN EQUAL CHANCE FOR PROMOTION FOR ALL SERVICE MEMBERS REGARDLESS OF RACE, ETHNICITY, OR
GENDER.

11. ASSESSMENT
- SELECTION BOARD DATA MAINTAINED BY COMMANDER, NAVAL MILITARY PERSONNEL COMMAND DID NOT CONTAIN SPECIFIC GENDER AND
ETHNIC IDENTITY DURING FY 89. THIS DATA WILL BE AVAILABLE FOR FY 90 ASSESSMENT.
 - SELECTION RATE FOR ASIAN AMERICAN/PACIFIC ISLANDER WAS 6% SHORT OF THE OVERALL RATE. THIS IS NOT CONSIDERED
STATISTICALLY SIGNIFICANT DUE TO THE SMALL NUMBER INVOLVED.
 - ALL OTHER TRACKED GROUPS MET OR EXCEEDED THE SELECTION RATE OF THE OVERALL GROUP.
 - THIS IS THE FIRST YEAR SEPARATE DATA WAS AVAILABLE FOR E-8 ADVANCEMENT.

PART II - DATA FROM PREVIOUS FISCAL YEARS

FY 88 ASSESSMENT		4.a. SUBJECT ADVANCEMENT TO E-8/E-9				b. CATEGORY PROMOTIONS					
5.		MALE		6.		FEMALE		7.		8.	
TRACKED GROUPS		A	B	C (A + B)	D (OSD use)	A	B	C (A + B)	D (OSD use)	FOR OSD USE	
(1) American Indian/ Alaskan Native							0	0	.00		
(2) Asian American/ Pacific Islander						7	36	.19			
(3) Black (Non-Hispanic)						9	43	.21			
(4) Hispanic						5	37	.14			
(5) White (Non-Hispanic)						-	-	-			
(6) Other/Unknown						427	3,623	.12			
(7) TOTAL	440	3,666	.12			8	73	.11	448	3,739	.12

FY ... 87		ASSESSMENT				4.a. SUBJECT ADVANCEMENT TO E-8/E-9				b. CATEGORY PROMOTIONS				8. FOR OSD USE	
TRACKED GROUPS	5.		MALE		6.		FEMALE		7.		TOTAL		8.		
	A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)			
(1) American Indian/ Alaskan Native										0	1	.00	/		
(2) Asian American/ Pacific Islander										8	40	.20			
(3) Black (Non-Hispanic)										19	104	.18			
(4) Hispanic										4	7	.57			
(5) White (Non-Hispanic)										-	-	-			
(6) Other / Unknown										713	4,847	.15			
(7) TOTAL	725	4,906	.15		19	93	.20			744	4,999	.15			

FY 86 ASSESSMENT		4.a. SUBJECT ADVANCEMENT TO E-8/E-9				b. CATEGORY PROMOTIONS				8. FOR OSD USE			
5.		MALE		6.		FEMALE		7.		TOTAL			
TRACKED GROUPS		A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)
(1)	American Indian/Alaskan Native									1	4	.25	
(2)	Asian American/Pacific Islander									7	36	.19	
(3)	Black (Non-Hispanic)									12	72	.17	
(4)	Hispanic									13	39	.33	
(5)	White (Non-Hispanic)									-	-	-	
(6)	Other/Unknown									609	5,306	.11	
(7)	TOTAL	632	5,387	.12		10	70	.14		642	5,457	.12	

MILITARY EQUAL OPPORTUNITY ASSESSMENT

REPORT CONTROL SYMBOL
DD-FM&P(A)1760

PART I - DATA FROM CURRENT FISCAL YEAR

1. FY 89 ASSESSMENT	2. DOD COMPONENT/SUBCOMPONENT U. S. NAVAL RESERVE	3. SOURCE AGENCY NAVAL RESERVE FORCE a. OFFICE HUMAN RESOURCE MANAGEMENT (CODE 009B)	b. TELEPHONE NUMBER 504-948-5306
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4.a. SUBJECT ADVANCEMENT TO E-7		b. CATEGORY PROMOTIONS											
TRACKED GROUPS	5. MALE				6. FEMALE				7. TOTAL			8. FOR OSD USE	
	A	B	C (A+B)	D (OSD Use only)	A	B	C (A+B)	D (OSD Use only)	A	B	C (A+B)		D (OSD Use only)
(1) American Indian/ Alaskan Native										4	20	.20	
(2) Asian American/ Pacific Islander										37	147	.25	
(3) Black (Non-Hispanic)										84	314	.27	
(4) Hispanic										45	113	.40	
(5) White (Non-Hispanic)										1,656	6,276	.26	
(6) Other / Unknown										0	0	.00	
(7) TOTAL	1,659	6,294	.26		177	576	.31			1,826	6,870	.27	

9.a. THE NUMBERS IN COLUMN A ARE:
NUMBER SELECTED FOR ADVANCEMENT TO E-7.

9.b. THE NUMBERS IN COLUMN B ARE:
NUMBER CONSIDERED FOR ADVANCEMENT TO E-7

10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S)
THE NAVAL RESERVE'S GOAL IS TO ENSURE EQUAL ADVANCEMENT OPPORTUNITY FOR ALL NAVAL RESERVE PERSONNEL. IN THIS CATEGORY EQUAL OPPORTUNITY REFERS TO AN EQUAL CHANCE FOR PROMOTION FOR ALL SERVICE MEMBERS REGARDLESS OF RACE, ETHNICITY, OR GENDER.

11. ASSESSMENT
- SELECTION BOARD DATA MAINTAINED BY COMMANDER, NAVAL MILITARY PERSONNEL COMMAND DID NOT CONTAIN SPECIFIC GENDER AND ETHNIC IDENTITY DURING FY 89. THIS DATA WILL BE AVAILABLE FOR FY 90 ASSESSMENT.
 - SELECTION RATE FOR AMERICAN INDIAN/ALASKAN NATIVE WAS 7% SHORT OF THE OVERALL RATE. THIS IS NOT CONSIDERED STATISTICALLY SIGNIFICANT DUE TO THE SMALL NUMBER INVOLVED.
 - WOMEN AND HISPANICS ENJOYED HIGHER RATES OF SELECTION THAN THE OVERALL GROUP. BLACKS ACHIEVED THE SAME ADVANCEMENT RATE AS THE OVERALL GROUP.
 - THE DRAMATIC INCREASE IN THE RAW NUMBERS OF MINORITIES CONSIDERED AND SELECTED IS EVIDENCE OF THE SUCCESS OF HIGH YEAR TENURE IN THE NAVAL RESERVE.

PART II - DATA FROM PREVIOUS FISCAL YEARS

FY 88	ASSESSMENT	4.a. SUBJECT ADVANCEMENT TO E-7				b. CATEGORY PROMOTIONS							FOR OSD USE		
		5.		MALE		6.		FEMALE		7.				TOTAL	B.
		A	B	C (A + B)	D (OSD use)	A	B	C (A + B)	D (OSD use)	A	B	C (A + B)			
TRACKED GROUPS															
(1) American Indian/ Alaskan Native											0	8	.00		
(2) Asian American/ Pacific Islander											14	104	.13		
(3) Black (Non-Hispanic)											27	156	.17		
(4) Hispanic											23	64	.36		
(5) White (Non-Hispanic)											-	-	-		
(6) Other / Unknown											558	4,472	.12		
(7) TOTAL	549	4,505	.12		73	295	.25				622	4,804	.13		

FY .. 87	ASSESSMENT		4.a. SUBJECT ADVANCEMENT TO E-7				b. CATEGORY PROMOTIONS				8. FOR OSD USE	
	5.		MALE		6.		FEMALE		7.			
	A	B	C (A + B)	D (OSD use)	A	B	C (A + B)	D (OSD use)	A	B	C (A + B)	D (OSD use)
TRACKED GROUPS												
(1) American Indian/ Alaskan Native									2	8	.25	
(2) Asian American/ Pacific Islander									28	101	.28	
(3) Black (Non-Hispanic)									54	180	.30	
(4) Hispanic									7	38	.18	
(5) White (Non-Hispanic)									-	-	-	
(6) Other / Unknown									1,334	5,930	.23	
(7) TOTAL	1,323	5,926	.22		102	331	.31		1,425	6,257	.23	

FY 86	ASSESSMENT		4.a. SUBJECT ADVANCEMENT TO E-7				b. CATEGORY PROMOTIONS				8. FOR OSD USE	
	5.		MALE		6.		FEMALE		7.			
	A	B	C (A + B)	D (OSD use)	A	B	C (A + B)	D (OSD use)	A	B	C (A + B)	D (OSD use)
TRACKED GROUPS												
(1) American Indian/ Alaskan Native									0	1	.00	
(2) Asian American/ Pacific Islander									20	82	.24	
(3) Black (Non-Hispanic)									29	100	.29	
(4) Hispanic									4	18	.22	
(5) White (Non-Hispanic)									-	-	-	
(6) Other/Unknown									1,324	5,694	.23	
(7) TOTAL	1,291	5,606	.23		86	289	.30		1,377	5,895	.23	

MILITARY EQUAL OPPORTUNITY ASSESSMENT

REPORT CONTROL SYMBOL
DD-FMBP(A)1760

PART I - DATA FROM CURRENT FISCAL YEAR

1. FY 89 ASSESSMENT	2. DOD COMPONENT/SUBCOMPONENT U. S. NAVAL RESERVE	3. SOURCE AGENCY HUMAN RESOURCE MANAGEMENT (CODE 009B)	4. TELEPHONE NUMBER 504-948-5306
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4a. SUBJECT OFFICER SERVICE SCHOOLS	b. CATEGORY PROFESSIONAL MILITARY EDUCATION
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TRACKED GROUPS	5. MALE				6. FEMALE				7. TOTAL				8. FOR OSD USE
	A	B	C (A+B)	D (OSD Use only)	A	B	C (A+B)	D (OSD Use only)	A	B	C (A+B)	D (OSD Use only)	
(1) American Indian/ Alaskan Native													
(2) Asian American/ Pacific Islander													
(3) Black (Non-Hispanic)													
(4) Hispanic													
(5) White (Non-Hispanic)													
(6) Other / Unknown													
(7) TOTAL	398	574	.69		14	15	.93		412	589	.70		

9a. THE NUMBERS IN COLUMN A ARE: NUMBER SELECTED FOR OFFICER SERVICE SCHOOLS	9b. THE NUMBERS IN COLUMN B ARE: NUMBER APPLIED FOR OFFICER SCHOOLS
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10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S)
THE GOAL OF THE NAVAL RESERVE IS TO ENSURE EQUAL OPPORTUNITY FOR PROFESSIONAL MILITARY EDUCATION FOR ALL NAVAL RESERVE PERSONNEL. OFFICER SERVICE SCHOOLS SELECTION OPPORTUNITIES ARE ASSESSED FOR SELECTION TO NATIONAL DEFENSE UNIVERSITY, NAVY WAR COLLEGE, AIR UNIVERSITY, ARMED FORCES STAFF COLLEGE AND ARMY WAR COLLEGE. SELECTION IS BASED ON ACADEMIC QUALIFICATIONS AND PROFESSIONAL PERFORMANCE.

11. ASSESSMENT
- ETHNIC IDENTITY WAS INCOMPLETE FOR FY 89 ASSESSMENT. DATA WILL BE AVAILABLE FOR FY 90.
 - WOMEN WERE SELECTED AT A HIGHER RATE THAN MALE.
 - ALTHOUGH WOMEN COMPRISE 7.7% OF PAY GRADES O-4, O-5, AND O-6 THEY SUBMITTED ONLY 2.5% OF THE APPLICATIONS FOR SERVICE SCHOOLS.

... PART II - DATA FROM PREVIOUS FISCAL YEARS

FY 88	ASSESSMENT		4.a. SUBJECT OFFICER SERVICE SCHOOLS				b. CATEGORY PROFESSIONAL MILITARY EDUCATION			
	5.		MALE		FEMALE		7.		8.	
	TRACKED GROUPS	A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)	FOR OSD USE
(1)	American Indian/Alaskan Native									
(2)	Asian American/Pacific Islander									
(3)	Black (Non-Hispanic)									
(4)	Hispanic									
(5)	White (Non-Hispanic)									
(6)	Other/Unknown									
(7)	TOTAL	398				18			416 1,040 .40	

FY 87	ASSESSMENT		4.a. SUBJECT OFFICER SERVICE SCHOOLS				b. CATEGORY PROFESSIONAL MILITARY EDUCATION			
	5.		MALE		FEMALE		7.		8.	
	TRACKED GROUPS	A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)	FOR OSD USE
(1)	American Indian/Alaskan Native	DATA NOT AVAILABLE FOR THIS YEAR								
(2)	Asian American/Pacific Islander									
(3)	Black (Non-Hispanic)									
(4)	Hispanic									
(5)	White (Non-Hispanic)									
(6)	Other/Unknown									
(7)	TOTAL									

FY 86	ASSESSMENT		4.a. SUBJECT OFFICER SERVICE SCHOOLS				b. CATEGORY PROFESSIONAL MILITARY EDUCATION			
	5.		MALE		FEMALE		7.		8.	
	TRACKED GROUPS	A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)	FOR OSD USE
(1)	American Indian/Alaskan Native	DATA NOT AVAILABLE FOR THIS YEAR								
(2)	Asian American/Pacific Islander									
(3)	Black (Non-Hispanic)									
(4)	Hispanic									
(5)	White (Non-Hispanic)									
(6)	Other/Unknown									
(7)	TOTAL									

MILITARY EQUAL OPPORTUNITY ASSESSMENT

REPORT CONTROL SYMBOL
DD-FM&P(A)1760

PART I - DATA FROM CURRENT FISCAL YEAR

1. FY 89 ASSESSMENT	2. DOD COMPONENT/SUBCOMPONENT U. S. NAVAL RESERVE	3. SOURCE AGENCY NAVAL RESERVE FORCE a. OFFICE HUMAN RESOURCE MANAGEMENT (CODE 009B)	b. TELEPHONE NUMBER 504-948-5306
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4. a. SUBJECT ENLISTED SERVICE SCHOOLS

b. CATEGORY
PROFESSIONAL MILITARY EDUCATION

TRACKED GROUPS	5. MALE				6. FEMALE				7. TOTAL				8. FOR OSD USE
	A	B	C (A+B)	D (OSD Use only)	A	B	C (A+B)	D (OSD Use only)	A	B	C (A+B)	D (OSD Use only)	
(1) American Indian/Alaskan Native	0	0	.00		0	0	.00		0	0	.00		
(2) Asian American/Pacific Islander	0	0	.00		0	0	.00		0	0	.00		
(3) Black (Non-Hispanic)	0	1	.00		0	0	.00		0	1	.00		
(4) Hispanic	0	1	.00		0	0	.00		0	1	.00		
(5) White (Non-Hispanic)	17	52	.33		0	1	.00		17	53	.32		
(6) Other/Unknown	0	1	.00		0	0	.00		0	1	.00		
(7) TOTAL	17	55	.31		0	1	.00		17	56	.30		

9. a. THE NUMBERS IN COLUMN A ARE:
NUMBER SELECTED FOR SERVICE SCHOOLS

b. THE NUMBERS IN COLUMN B ARE:
NUMBER APPLIED FOR SERVICE SCHOOLS

10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S)
THE GOAL OF THE NAVAL RESERVE IS TO ENSURE EQUAL OPPORTUNITY FOR PROFESSIONAL MILITARY EDUCATION FOR ALL NAVAL RESERVE PERSONNEL. ENLISTED PROFESSIONAL MILITARY EDUCATION IN THE NAVAL RESERVE IS ASSESSED FOR APPLICATION AND SELECTION FOR SENIOR ENLISTED ACADEMY (SEA) AND SERGEANTS MAJOR ACADEMY (SMA). SCREENING IS BASED UPON COMMANDING OFFICER RECOMMENDATION, QUALIFICATIONS, AND CAREER DEVELOPMENT PATTERNS.

11. ASSESSMENT
- 95% OF ALL APPLICANTS FOR SEA AND SMA WERE WHITE MALES. 100% OF THOSE SELECTED WERE WHITE MALES.
 - ONLY 3.6% OF THE APPLICATIONS WERE FROM TRACKED MINORITY GROUPS AND 1.8% WERE FROM WOMEN. RATES OF APPLICATION FOR BOTH GROUPS FELL FAR SHORT OF THEIR REPRESENTATION IN OVERALL NAVAL RESERVE COMPOSITION.
 - THE NAVAL RESERVE MUST INCREASE AWARENESS AMONG MINORITIES AND WOMEN OF THE OPPORTUNITIES AVAILABLE IN APPLYING FOR SEA AND SMA.
 - HISTORIC DATA PRIOR TO FY 89 IS DOUBTFUL IN ACCURACY.

PART II - DATA FROM PREVIOUS FISCAL YEARS

FY 88	ASSESSMENT	4.a. SUBJECT ENLISTED SERVICE SCHOOLS				b. CATEGORY PROFESSIONAL MILITARY EDUCATION			
		5. MALE		6. FEMALE		7. TOTAL		8. FOR OSD USE	
		A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)
TRACKED GROUPS									
(1) American Indian/Alaskan Native									
(2) Asian American/Pacific Islander									
(3) Black (Non-Hispanic)									
(4) Hispanic									
(5) White (Non-Hispanic)	1					1			
(6) Other/Unknown	4					4			
(7) TOTAL	5	20	.25			5	20	.25	

FY '87	ASSESSMENT	4.a. SUBJECT ENLISTED SERVICE SCHOOLS				b. CATEGORY PROFESSIONAL MILITARY EDUCATION			
		5. MALE		6. FEMALE		7. TOTAL		8. FOR OSD USE	
		A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)
TRACKED GROUPS									
(1) American Indian/Alaskan Native									
(2) Asian American/Pacific Islander									
(3) Black (Non-Hispanic)									
(4) Hispanic									
(5) White (Non-Hispanic)									
(6) Other/Unknown	4					4			
(7) TOTAL	4	20	.20			4	20	.20	

FY 86	ASSESSMENT	4.a. SUBJECT ENLISTED SERVICE SCHOOLS				b. CATEGORY PROFESSIONAL MILITARY EDUCATION			
		5. MALE		6. FEMALE		7. TOTAL		8. FOR OSD USE	
		A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)
TRACKED GROUPS									
(1) American Indian/Alaskan Native									
(2) Asian American/Pacific Islander									
(3) Black (Non-Hispanic)									
(4) Hispanic									
(5) White (Non-Hispanic)									
(6) Other/Unknown	5					5			
(7) TOTAL	5	20	.25			5	20	.25	

MILITARY EQUAL OPPORTUNITY ASSESSMENT

REPORT CONTROL SYMBOL
DD-FM&P(A)1760

PART I - DATA FROM CURRENT FISCAL YEAR

1. FY 89 ASSESSMENT	2. DOD COMPONENT/SUBCOMPONENT U. S. NAVAL RESERVE	3. SOURCE AGENCY NAVAL RESERVE FORCE a. OFFICE HUMAN RESOURCE MANAGEMENT (CODE 009B)	b. TELEPHONE NUMBER 504-948-5306
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4. a. SUBJECT IN VOLUNTARY OTHER THAN HONORABLE DISCHARGES - OFFICER
b. CATEGORY SEPARATIONS

TRACKED GROUPS	5. MALE				6. FEMALE				7. TOTAL				8. FOR OSD USE	
	A	B	C (A+B)	D (OSD Use only)	A	B	C (A+B)	D (OSD Use only)	A	B	C (A+B)	D (OSD Use only)		
(1) American Indian/Alaskan Native	0	0	.00		0	0	.00		0	0	.00			
(2) Asian American/Pacific Islander	0	0	.00		0	0	.00		0	0	.00			
(3) Black (Non-Hispanic)	0	0	.00		0	0	.00		0	0	.00			
(4) Hispanic	0	0	.00		0	0	.00		0	0	.00			
(5) White (Non-Hispanic)	0	0	.00		0	0	.00		0	0	.00			
(6) Other/Unknown	0	0	.00		0	0	.00		0	0	.00			
(7) TOTAL	0	0	.00		0	0	.00		0	0	.00			

9. a. THE NUMBERS IN COLUMN A ARE:

NUMBER OF INVOLUNTARY OTHER THAN HONORABLE DISCHARGES

b. THE NUMBERS IN COLUMN B ARE:

TOTAL INVOLUNTARY DISCHARGES

10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTIONS: THAT THE SEPARATION OF PERSONNEL FROM THE NAVAL RESERVE IS WITHOUT THE GOAL OF THE NAVAL RESERVE IS TO ENSURE THAT THE SEPARATION OF PERSONNEL FROM THE NAVAL RESERVE IS WITHOUT DISCRIMINATION. THIS SUBJECT MEASURES DISHONORABLE, BAD CONDUCT, AND OTHER THAN HONORABLE DISCHARGE RATES. PER DOD DIRECTIVE 1350.3 THIS CATEGORY DOES NOT APPLY TO THE SELECTED RESERVES IN A VOLUNTARY FORCE ENVIRONMENT, EXCEPT FOR THOSE ON CONTINUOUS ACTIVE DUTY FOR PERIODS OVER 180 DAYS WHO ARE INVOLUNTARILY RELEASED PRIOR TO THE END OF THEIR ORDERS OR CONTRACTS. SUCH RELEASES WOULD BE REPORTED BY THE ACTIVE COMPONENT.

11. ASSESSMENT

- DATA FROM DMDC INDICATED THERE WERE NO SEPARATIONS FROM THE NAVAL RESERVE MEETING THE CRITERIA FOR THIS CATEGORY.

PART II - DATA FROM PREVIOUS FISCAL YEARS

FY	88	ASSESSMENT	4.a. SUBJECT INVOLUNTARY OTHER THAN HONORABLE DISCHARGES - OFFICER							b. CATEGORY SEPARATIONS											
			MALE			FEMALE				TOTAL			TOTAL								
			A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)							
		5.					6.					7.					8.				
		TRACKED GROUPS																			
(1)		American Indian/Alaskan Native	DATA NOT AVAILABLE FOR THIS YEAR																		
(2)		Asian American/Pacific Islander																			
(3)		Black (Non-Hispanic)																			
(4)		Hispanic																			
(5)		White (Non-Hispanic)																			
(6)		Other / Unknown																			
(7)		TOTAL																			
FY ...	87	ASSESSMENT	4.a. SUBJECT INVOLUNTARY OTHER THAN HONORABLE DISCHARGES - OFFICER							b. CATEGORY SEPARATIONS											
		5.					6.					7.					8.				
		TRACKED GROUPS																			
(1)		American Indian/Alaskan Native	DATA NOT AVAILABLE FOR THIS YEAR																		
(2)		Asian American/Pacific Islander																			
(3)		Black (Non-Hispanic)																			
(4)		Hispanic																			
(5)		White (Non-Hispanic)																			
(6)		Other / Unknown																			
(7)		TOTAL																			
FY ...	86	ASSESSMENT	4.a. SUBJECT INVOLUNTARY OTHER THAN HONORABLE DISCHARGES - OFFICER							b. CATEGORY SEPARATIONS											
		5.					6.					7.					8.				
		TRACKED GROUPS																			
(1)		American Indian/Alaskan Native	DATA NOT AVAILABLE FOR THIS YEAR																		
(2)		Asian American/Pacific Islander																			
(3)		Black (Non-Hispanic)																			
(4)		Hispanic																			
(5)		White (Non-Hispanic)																			
(6)		Other / Unknown																			
(7)		TOTAL																			

MILITARY EQUAL OPPORTUNITY ASSESSMENT

REPORT CONTROL SYMBOL
DD-FM&P(A)1760

PART I - DATA FROM CURRENT FISCAL YEAR

1. FY 89 ASSESSMENT	2. DOD COMPONENT/SUBCOMPONENT U. S. NAVAL RESERVE	3. SOURCE AGENCY NAVAL RESERVE FORCE a. OFFICE HUMAN RESOURCE MANAGEMENT (CODE 009B)	b. TELEPHONE NUMBER 504-948-5306
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4. a. SUBJECT INVOLUNTARY OTHER THAN HONORABLE DISCHARGES - ENLISTED
b. CATEGORY SEPARATIONS

5. TRACKED GROUPS	6. MALE				7. FEMALE				8. FOR OSD USE			
	A	B	C (A+B)	D (OSD Use only)	A	B	C (A+B)	D (OSD Use only)	A	B	C (A+B)	D (OSD Use only)
(1) American Indian/Alaskan Native	0	0	.00		0	0	.00		0	0	.00	
(2) Asian American/Pacific Islander	0	0	.00		0	0	.00		0	0	.00	
(3) Black (Non-Hispanic)	0	0	.00		0	0	.00		0	0	.00	
(4) Hispanic	0	0	.00		0	0	.00		0	0	.00	
(5) White (Non-Hispanic)	0	0	.00		0	0	.00		0	0	.00	
(6) Other/Unknown	0	0	.00		0	0	.00		0	0	.00	
(7) TOTAL	0	0	.00		0	0	.00		0	0	.00	

9. a. THE NUMBERS IN COLUMN A ARE:

NUMBER OF INVOLUNTARY OTHER THAN HONORABLE DISCHARGES

b. THE NUMBERS IN COLUMN B ARE:

TOTAL INVOLUNTARY DISCHARGES

10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION: THE GOAL OF THE NAVAL RESERVE IS TO ENSURE THAT THE SEPARATION OF PERSONNEL FROM THE NAVAL RESERVE IS WITHOUT DISCRIMINATION. THIS SUBJECT MEASURES DISHONORABLE, BAD CONDUCT, AND OTHER THAN HONORABLE DISCHARGE RATES. PER DOD DIRECTIVE 1350.3 THIS CATEGORY DOES NOT APPLY TO THE SELECTED RESERVES IN A VOLUNTARY FORCE ENVIRONMENT, EXCEPT FOR THOSE ON CONTINUOUS ACTIVE DUTY FOR PERIODS OVER 180 DAYS WHO ARE INVOLUNTARILY RELEASED PRIOR TO THE END OF THEIR ORDERS OR CONTRACTS. SUCH RELEASES WOULD BE REPORTED BY THE ACTIVE COMPONENT.

11. ASSESSMENT

- DATA FROM DMDC INDICATED THERE WERE NO SEPARATIONS FROM THE NAVAL RESERVE MEETING THE CRITERIA FOR THIS CATEGORY.

PART II - DATA FROM PREVIOUS FISCAL YEARS

FY	88	ASSESSMENT	4.a. SUBJECT INVOLUNTARY OTHER THAN HONORABLE DISCHARGES - ENLISTED										b. CATEGORY SEPARATIONS			
			5. MALE					6. FEMALE					7. TOTAL		8. FOR OSD USE	
TRACKED GROUPS			A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)		
(1)		American Indian/Alaskan Native	0	0	.00		0	0	.00		0	0	.00			
(2)		Asian American/Pacific Islander	1	2	.50		0	0	.00		1	2	.50			
(3)		Black (Non-Hispanic)	0	0	.00		0	0	.00		0	0	.00			
(4)		Hispanic	0	0	.00		0	0	.00		0	0	.00			
(5)		White (Non-Hispanic)	1	2	.50		0	0	.00		1	2	.50			
(6)		Other/Unknown	0	0	.00		0	0	.00		0	0	.00			
(7)		TOTAL	2	2	1.00		0	0	.00		2	2	1.00			

FY	87	ASSESSMENT	4.a. SUBJECT INVOLUNTARY OTHER THAN HONORABLE DISCHARGES - ENLISTED										b. CATEGORY SEPARATIONS			
			5. MALE					6. FEMALE					7. TOTAL		8. FOR OSD USE	
TRACKED GROUPS			A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)		
(1)		American Indian/Alaskan Native	DATA NOT AVAILABLE FOR THIS YEAR													
(2)		Asian American/Pacific Islander														
(3)		Black (Non-Hispanic)														
(4)		Hispanic														
(5)		White (Non-Hispanic)														
(6)		Other/Unknown														
(7)		TOTAL														

FY	86	ASSESSMENT	4.a. SUBJECT INVOLUNTARY OTHER THAN HONORABLE DISCHARGES - ENLISTED										b. CATEGORY SEPARATIONS			
			5. MALE					6. FEMALE					7. TOTAL		8. FOR OSD USE	
TRACKED GROUPS			A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)		
(1)		American Indian/Alaskan Native	DATA NOT AVAILABLE FOR THIS YEAR													
(2)		Asian American/Pacific Islander														
(3)		Black (Non-Hispanic)														
(4)		Hispanic														
(5)		White (Non-Hispanic)														
(6)		Other/Unknown														
(7)		TOTAL														

MILITARY EQUAL OPPORTUNITY ASSESSMENT

REPORT CONTROL SYMBOL
DD-FM&P(A)1760

PART I - DATA FROM CURRENT FISCAL YEAR

1. FY 89 ASSESSMENT	2. DOD COMPONENT/SUBCOMPONENT U. S. NAVAL RESERVE	3. SOURCE AGENCY NAVAL RESERVE FORCE a. OFFICE HUMAN RESOURCE MANAGEMENT (CODE 009B) b. TELEPHONE NUMBER 504-948-5306
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4.a. SUBJECT ENLISTED AND OFFICER RETENTION		5. MALE				6. FEMALE				7. TOTAL		8. FOR OSD USE	
		A	B	C (A+B)	D (OSD Use only)	A	B	C (A+B)	D (OSD Use only)	A	B	C (A+B)	D (OSD Use only)
TRACKED GROUPS													
(1) American Indian/ Alaskan Native	DATA NOT AVAILABLE FOR THIS YEAR												
(2) Asian American/ Pacific Islander													
(3) Black (Non-Hispanic)													
(4) Hispanic													
(5) White (Non-Hispanic)													
(6) Other / Unknown													
(7) TOTAL													

9.a. THE NUMBERS IN COLUMN A ARE:
ACTUAL NUMBER RETAINED

9.b. THE NUMBERS IN COLUMN B ARE:
NUMBER RECRUITED WITH YEAR GROUP

10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S)
THE GOAL OF THE NAVAL RESERVE IS TO ENSURE RETENTION OF QUALITY PERSONNEL WITHOUT DISCRIMINATION.

11. ASSESSMENT
THROUGH FY 89 DMDC DID NOT MAINTAIN CURRENT OR HISTORIC DATA FOR ASSESSMENT OF THE RETENTION CATEGORY BY RESERVE COMPONENTS. THE NAVAL RESERVE DOES NOT HAVE ACCESS TO ANY OTHER DATA BASE CONTAINING THE INFORMATION NECESSARY TO ASSESS RETENTION PER DOD DIRECTIVE 1350.3. DMDC HAS BEEN REQUESTED TO PROVIDE THE NECESSARY DATA FOR FY 90 AND FUTURE ASSESSMENTS.

PART II - DATA FROM PREVIOUS FISCAL YEARS

FY 84 ASSESSMENT		4.a. SUBJECT ENLISTED AND OFFICER RETENTION										b. CATEGORY RETENTION					
5.		MALE					FEMALE					7.				8.	
		A	B	C (A+B)	D (OSD use)		A	B	C (A+B)	D (OSD use)		A	B	C (A+B)	D (OSD use)		
TRACKED GROUPS																	
(1)	American Indian/Alaskan Native	DATA NOT AVAILABLE FOR THIS YEAR															
(2)	Asian American/Pacific Islander																
(3)	Black (Non-Hispanic)																
(4)	Hispanic																
(5)	White (Non-Hispanic)																
(6)	Other/Unknown																
(7)	TOTAL																
FY 79 ASSESSMENT		4.a. SUBJECT ENLISTED AND OFFICER RETENTION										b. CATEGORY RETENTION					
5.		MALE					FEMALE					7.				8.	
		A	B	C (A+B)	D (OSD use)		A	B	C (A+B)	D (OSD use)		A	B	C (A+B)	D (OSD use)		
TRACKED GROUPS																	
(1)	American Indian/Alaskan Native	DATA NOT AVAILABLE FOR THIS YEAR															
(2)	Asian American/Pacific Islander																
(3)	Black (Non-Hispanic)																
(4)	Hispanic																
(5)	White (Non-Hispanic)																
(6)	Other/Unknown																
(7)	TOTAL																
FY 74 ASSESSMENT		4.a. SUBJECT ENLISTED AND OFFICER RETENTION										b. CATEGORY RETENTION					
5.		MALE					FEMALE					7.				8.	
		A	B	C (A+B)	D (OSD use)		A	B	C (A+B)	D (OSD use)		A	B	C (A+B)	D (OSD use)		
TRACKED GROUPS																	
(1)	American Indian/Alaskan Native	DATA NOT AVAILABLE FOR THIS YEAR															
(2)	Asian American/Pacific Islander																
(3)	Black (Non-Hispanic)																
(4)	Hispanic																
(5)	White (Non-Hispanic)																
(6)	Other/Unknown																
(7)	TOTAL																

MILITARY EQUAL OPPORTUNITY ASSESSMENT

REPORT CONTROL SYMBOL
DD-FM&M(A)1760

PART I - DATA FROM CURRENT FISCAL YEAR

1. FY 89 ASSESSMENT		2. DOD COMPONENT/SUBCOMPONENT U. S. NAVAL RESERVE		3. SOURCE AGENCY NAVAL RESERVE FORCE a. OFFICE HUMAN RESOURCE MANAGEMENT (CODE 009B)		b. TELEPHONE NUMBER 504-948-5306					
4.a. SUBJECT CURRENT OR PREVIOUS COMMAND EXPERIENCE (0-6)				b. CATEGORY ASSIGNMENTS							
TRACKED GROUPS	5. MALE			6. FEMALE			7. TOTAL	8. FOR OSD USE			
	A	B	C (A+B)	D (OSD Use only)	A	B			C (A+B)	D (OSD Use only)	
(1) American Indian/ Alaskan Native	1	8	.13		0	0	.00	1	8	.13	
(2) Asian American/ Pacific Islander	0	22	.00		0	5	.00	0	27	.00	
(3) Black (Non-Hispanic)	1	20	.05		0	1	.00	1	21	.05	
(4) Hispanic	0	6	.00		0	1	.00	0	7	.00	
(5) White (Non-Hispanic)	233	2,399	.10		1	56	.02	234	2,455	.10	
(6) Other/Unknown	2	92	.02		0	4	.00	2	96	.02	
(7) TOTAL	237	2,547	.09		1	67	.01	238	2,614	.09	

9.a. THE NUMBERS IN COLUMN A ARE:
OFFICERS IN TRACKED GROUP WITH COMMAND EXPERIENCE

b. THE NUMBERS IN COLUMN B ARE:
TOTAL OFFICERS IN TRACKED GROUP

10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S)
THE GOAL OF THE NAVAL RESERVE IS TO ENSURE EQUITY IN THE ASSIGNMENT PROCESS FOR ALL NAVAL RESERVE PERSONNEL. IN THE NAVAL RESERVE SUCCESSFUL COMPLETION OF A TOUR OF DUTY AS COMMANDING OFFICER IS THE MOST CAREER ENHANCING ASSIGNMENT. PRECEPTS TO SELECTION BOARDS ROUTINELY ADDRESS EQUAL OPPORTUNITY ISSUES.

11. ASSESSMENT

- DATA OBTAINED FROM DMDC DOES NOT ACCURATELY IDENTIFY COMMAND EXPERIENCE. NAVAL RESERVE WILL IMPLEMENT ACTION TO IMPROVE THE QUALITY OF THE DATA IN THIS CATEGORY.
- AMERICAN INDIAN/ALASKAN NATIVE IS THE ONLY TRACKED GROUP THAT EXCEEDS THE OVERALL COMMAND EXPERIENCE RATE FOR 0-6.
- WOMEN AND ALL OTHER TRACKED GROUPS FALL FAR SHORT OF THE OVERALL RATE.

PART II - DATA FROM PREVIOUS FISCAL YEARS

FY 88 ASSESSMENT		4.a. SUBJECT CURRENT OR PREVIOUS COMMAND EXPERIENCE (0-6)				b. CATEGORY ASSIGNMENTS				FOR OSD USE	
5.		MALE		FEMALE		7.		TOTAL		8.	
A		B	C (A+B)	A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)
TRACKED GROUPS											
DATA NOT AVAILABLE FOR THIS YEAR											
(1)	American Indian/ Alaskan Native										
(2)	Asian American/ Pacific Islander										
(3)	Black (Non-Hispanic)										
(4)	Hispanic										
(5)	White (Non-Hispanic)										
(6)	Other / Unknown										
(7)	TOTAL										
FY 87 ASSESSMENT		4.a. SUBJECT CURRENT OR PREVIOUS COMMAND EXPERIENCE (0-6)				b. CATEGORY ASSIGNMENTS				FOR OSD USE	
5.		MALE		FEMALE		7.		TOTAL		8.	
A		B	C (A+B) <td>A</td> <td>B</td> <td>C (A+B) <td>D (OSD use) <td>A</td> <td>B</td> <td>C (A+B)</td> <td>D (OSD use)</td> </td></td>	A	B	C (A+B) <td>D (OSD use) <td>A</td> <td>B</td> <td>C (A+B)</td> <td>D (OSD use)</td> </td>	D (OSD use) <td>A</td> <td>B</td> <td>C (A+B)</td> <td>D (OSD use)</td>	A	B	C (A+B)	D (OSD use)
TRACKED GROUPS											
DATA NOT AVAILABLE FOR THIS YEAR											
(1)	American Indian/ Alaskan Native										
(2)	Asian American/ Pacific Islander										
(3)	Black (Non-Hispanic)										
(4)	Hispanic										
(5)	White (Non-Hispanic)										
(6)	Other / Unknown										
(7)	TOTAL										
FY 86 ASSESSMENT		4.a. SUBJECT CURRENT OR PREVIOUS COMMAND EXPERIENCE (0-6)				b. CATEGORY ASSIGNMENTS				FOR OSD USE	
5.		MALE		FEMALE		7.		TOTAL		8.	
A		B	C (A+B) <td>A</td> <td>B</td> <td>C (A+B) <td>D (OSD use) <td>A</td> <td>B</td> <td>C (A+B)</td> <td>D (OSD use)</td> </td></td>	A	B	C (A+B) <td>D (OSD use) <td>A</td> <td>B</td> <td>C (A+B)</td> <td>D (OSD use)</td> </td>	D (OSD use) <td>A</td> <td>B</td> <td>C (A+B)</td> <td>D (OSD use)</td>	A	B	C (A+B)	D (OSD use)
TRACKED GROUPS											
DATA NOT AVAILABLE FOR THIS YEAR											
(1)	American Indian/ Alaskan Native										
(2)	Asian American/ Pacific Islander										
(3)	Black (Non-Hispanic)										
(4)	Hispanic										
(5)	White (Non-Hispanic)										
(6)	Other / Unknown										
(7)	TOTAL										

MILITARY EQUAL OPPORTUNITY ASSESSMENT

REPORT CONTROL SYMBOL
DD-FM&P(A)1760

PART I - DATA FROM CURRENT FISCAL YEAR

1. FY 89 ASSESSMENT		2. DOD COMPONENT/SUBCOMPONENT U. S. NAVAL RESERVE				3. SOURCE AGENCY NAVAL RESERVE FORCE a. OFFICE HUMAN RESOURCE MANAGEMENT (CODE 009B) b. TELEPHONE NUMBER 504-948-5306			
4. SUBJECT CURRENT OR PREVIOUS COMMAND EXPERIENCE (0-5)		b. CATEGORY ASSIGNMENTS							
5. TRACKED GROUPS	6. MALE				7. FEMALE				8. FOR OSD USE
	A	B	C (A+B)	D (OSD Use only)	A	B	C (A+B)	D (OSD Use only)	
(1) American Indian/Alaskan Native	1	20	.05		0	0	.00		
(2) Asian American/Pacific Islander	1	52	.02		0	12	.00		
(3) Black (Non-Hispanic)	8	82	.10		0	7	.00		
(4) Hispanic	0	28	.00		0	2	.00		
(5) White (Non-Hispanic)	232	5,261	.04		12	268	.04		
(6) Other/Unknown	3	299	.01		0	20	.00		
(7) TOTAL	245	5,742	.04		12	309	.04		

9. THE NUMBERS IN COLUMN A ARE:
OFFICERS IN TRACKED GROUP WITH COMMAND EXPERIENCE

b. THE NUMBERS IN COLUMN B ARE:
TOTAL OFFICERS IN TRACKED GROUP

10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S)
THE GOAL OF THE NAVAL RESERVE IS TO ENSURE EQUITY IN THE ASSIGNMENT PROCESS FOR ALL NAVAL RESERVE PERSONNEL. IN THE NAVAL RESERVE SUCCESSFUL COMPLETION OF A TOUR OF DUTY AS COMMANDING OFFICER IS THE MOST CAREER ENHANCING ASSIGNMENT. PRECEPTS TO SELECTION BOARDS ROUTINELY ADDRESS EQUAL OPPORTUNITY ISSUES.

11. ASSESSMENT

- DATA OBTAINED FROM DMDC DOES NOT ACCURATELY IDENTIFY COMMAND EXPERIENCE. NAVAL RESERVE WILL IMPLEMENT ACTION TO IMPROVE THE QUALITY OF THE DATA IN THIS CATEGORY.
- BLACK AND AMERICAN INDIAN/ALASKAN NATIVE WERE THE ONLY TRACKED GROUPS THAT EXCEEDED THE OVERALL COMMAND EXPERIENCE RATE FOR 0-5.
- WOMEN AT 3.8% AND ALL OTHER TRACKED GROUPS FELL SHORT OF THE OVERALL COMMAND EXPERIENCE RATE OF 4.2% FOR 0-5.

PART II - DATA FROM PREVIOUS FISCAL YEARS

FY 88 ASSESSMENT		4.a. SUBJECT CURRENT OR PREVIOUS COMMAND EXPERIENCE (0-5)				b. CATEGORY ASSIGNMENTS				FOR OSD USE		
5.		MALE		FEMALE		7.		TOTAL		8.		
A		B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)
TRACKED GROUPS												
(1)	American Indian/ Alaskan Native	DATA NOT AVAILABLE FOR THIS YEAR										
(2)	Asian American/ Pacific Islander											
(3)	Black (Non-Hispanic)											
(4)	Hispanic											
(5)	White (Non-Hispanic)											
(6)	Other/Unknown											
(7)	TOTAL											
FY 87 ASSESSMENT		4.a. SUBJECT CURRENT OR PREVIOUS COMMAND EXPERIENCE (0-5)				b. CATEGORY ASSIGNMENTS				FOR OSD USE		
5.		MALE		FEMALE		7.		TOTAL		8.		
A		B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)
TRACKED GROUPS												
(1)	American Indian/ Alaskan Native	DATA NOT AVAILABLE FOR THIS YEAR										
(2)	Asian American/ Pacific Islander											
(3)	Black (Non-Hispanic)											
(4)	Hispanic											
(5)	White (Non-Hispanic)											
(6)	Other/Unknown											
(7)	TOTAL											
FY 86 ASSESSMENT		4.a. SUBJECT CURRENT OR PREVIOUS COMMAND EXPERIENCE (0-5)				b. CATEGORY ASSIGNMENTS				FOR OSD USE		
5.		MALE		FEMALE		7.		TOTAL		8.		
A		B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)
TRACKED GROUPS												
(1)	American Indian/ Alaskan Native	DATA NOT AVAILABLE FOR THIS YEAR										
(2)	Asian American/ Pacific Islander											
(3)	Black (Non-Hispanic)											
(4)	Hispanic											
(5)	White (Non-Hispanic)											
(6)	Other/Unknown											
(7)	TOTAL											

MILITARY EQUAL OPPORTUNITY ASSESSMENT

REPORT CONTROL SYMBOL
DD-FM&P(A)1760

PART I - DATA FROM CURRENT FISCAL YEAR

1. FY 89 ASSESSMENT	2. DOD COMPONENT/SUBCOMPONENT U. S. NAVAL RESERVE	3. SOURCE AGENCY NAVAL RESERVE FORCE a. OFFICE HUMAN RESOURCE MANAGEMENT (CODE 009B) b. TELEPHONE NUMBER 504-948-5306
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4. a. SUBJECT
CURRENT OR PREVIOUS COMMAND EXPERIENCE (O-4)

5. TRACKED GROUPS	6. MALE				7. FEMALE				8. FOR OSD USE			
	A	B	C (A+B)	D (OSD Use only)	A	B	C (A+B)	D (OSD Use only)	A	B	C (A+B)	D (OSD Use only)
(1) American Indian/Alaskan Native	1	31	.03		0	5	.00		1	36	.03	
(2) Asian American/Pacific Islander	5	66	.08		0	10	.00		5	76	.07	
(3) Black (Non-Hispanic)	12	210	.06		0	44	.00		12	254	.05	
(4) Hispanic	7	70	.10		0	10	.00		7	80	.09	
(5) White (Non-Hispanic)	200	6,821	.03		36	910	.04		236	7,731	.03	
(6) Other/Unknown	9	497	.03		3	54	.06		12	551	.02	
(7) TOTAL	234	7,695	.03		39	1,033	.04		273	8,728	.03	

9. a. THE NUMBERS IN COLUMN A ARE: OFFICERS IN TRACKED GROUP WITH COMMAND EXPERIENCE
b. THE NUMBERS IN COLUMN B ARE: TOTAL OFFICERS IN TRACKED GROUP

10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S)
THE GOAL OF THE NAVAL RESERVE IS TO ENSURE EQUITY IN THE ASSIGNMENT PROCESS FOR ALL NAVAL RESERVE PERSONNEL. IN THE NAVAL RESERVE SUCCESSFUL COMPLETION OF A TOUR OF DUTY AS COMMANDING OFFICER IS THE MOST CAREER ENHANCING ASSIGNMENT. PRECEPTS TO SELECTION BOARDS ROUTINELY ADDRESS EQUAL OPPORTUNITY ISSUES.

11. ASSESSMENT
- DATA OBTAINED FROM DMDC DOES NOT ACCURATELY IDENTIFY COMMAND EXPERIENCE. NAVAL RESERVE WILL IMPLEMENT ACTION TO IMPROVE THE QUALITY OF THE DATA IN THIS CATEGORY.
 - AMERICAN INDIAN/ALASKAN NATIVE AT 2.7% FELL SLIGHTLY SHORT OF THE OVERALL COMMAND EXPERIENCE RATE OF 3.1% FOR O-4.
 - WOMEN AND ALL OTHER TRACKED GROUPS EXCEEDED THE OVERALL COMMAND EXPERIENCE RATE FOR O-4.

PART II - DATA FROM PREVIOUS FISCAL YEARS

FY 88	ASSESSMENT		4.a. SUBJECT CURRENT OR PREVIOUS COMMAND EXPERIENCE (0-4)						b. CATEGORY ASSIGNMENTS				8. FOR OSD USE		
	5. TRACKED GROUPS	A	MALE			FEMALE			7. TOTAL						
			B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)	A	B	C (A+B)		D (OSD use)	
(1)	American Indian/ Alaskan Native														
(2)	Asian American/ Pacific Islander														
(3)	Black (Non-Hispanic)														
(4)	Hispanic														
(5)	White (Non-Hispanic)														
(6)	Other / Unknown														
(7)	TOTAL														

FY 87	ASSESSMENT		4.a. SUBJECT CURRENT OR PREVIOUS COMMAND EXPERIENCE (0-4)						b. CATEGORY ASSIGNMENTS				8. FOR OSD USE		
	5. TRACKED GROUPS	A	MALE			FEMALE			7. TOTAL						
			B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)	A	B	C (A+B)		D (OSD use)	
(1)	American Indian/ Alaskan Native														
(2)	Asian American/ Pacific Islander														
(3)	Black (Non-Hispanic)														
(4)	Hispanic														
(5)	White (Non-Hispanic)														
(6)	Other / Unknown														
(7)	TOTAL														

FY 86	ASSESSMENT		4.a. SUBJECT CURRENT OR PREVIOUS COMMAND EXPERIENCE (0-4)						b. CATEGORY ASSIGNMENTS				8. FOR OSD USE		
	5. TRACKED GROUPS	A	MALE			FEMALE			7. TOTAL						
			B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)	A	B	C (A+B)		D (OSD use)	
(1)	American Indian/ Alaskan Native														
(2)	Asian American/ Pacific Islander														
(3)	Black (Non-Hispanic)														
(4)	Hispanic														
(5)	White (Non-Hispanic)														
(6)	Other / Unknown														
(7)	TOTAL														

MILITARY EQUAL OPPORTUNITY ASSESSMENT

REPORT CONTROL SYMBOL
DD-FM&P(A)1760

PART I - DATA FROM CURRENT FISCAL YEAR

1. FY 89 ASSESSMENT	2. DOD COMPONENT/SUBCOMPONENT U. S. NAVAL RESERVE	3. SOURCE AGENCY NAVAL RESERVE FORCE a. OFFICE HUMAN RESOURCE MANAGEMENT (CODE 009B)	b. TELEPHONE NUMBER 504-948-5306
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4. SUBJECT ENLISTED ASSIGNMENTS (E-8)	b. CATEGORY ASSIGNMENTS
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TRACKED GROUPS	5. MALE				6. FEMALE				7. TOTAL				8. FOR OSD USE	
	A	B	C (A+B)	D (OSD Use only)	A	B	C (A+B)	D (OSD Use only)	A	B	C (A+B)	D (OSD Use only)		
(1) American Indian/Alaskan Native	0	13	.00		0	1	.00		0	14	.00			
(2) Asian American/Pacific Islander	0	21	.00		0	0	.00		0	21	.00			
(3) Black (Non-Hispanic)	0	47	.00		0	2	.00		0	49	.00			
(4) Hispanic	0	23	.00		0	0	.00		0	23	.00			
(5) White (Non-Hispanic)	24	1,587	.02		2	40	.05		26	1,627	.02			
(6) Other/Unknown	0	24	.00		0	0	.00		0	24	.00			
(7) TOTAL	24	1,715	.01		2	43	.05		26	1,758	.01			

9. THE NUMBERS IN COLUMN A ARE: NUMBER OF TRACKED GROUP CURRENTLY ASSIGNED	b. THE NUMBERS IN COLUMN B ARE: TOTAL POPULATION OF TRACKED GROUP
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10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S)
THE GOAL OF THE NAVAL RESERVE IS TO ENSURE EQUITY IN THE ASSIGNMENT PROCESS FOR ALL NAVAL RESERVE PERSONNEL. CAREER ENHANCING BILLETS, IN THE NAVAL RESERVE ARE CONSIDERED TO BE ASSIGNMENTS TO MAJOR STAFFS OR COMMANDS. FOR FY 89 THIS CATEGORY IS BASED UPON ASSIGNMENTS TO ECHELON II AND III COMMANDS. THE ASSESSMENT FOR FY 90 WILL EXPAND THE CATEGORY TO INCLUDE ECHELON IV COMMANDS.

11. ASSESSMENT
- THE SMALL NUMBER OF MANY TRACKED GROUPS, ESPECIALLY AMONG WOMEN, RENDERS STATISTICALLY INSIGNIFICANT DATA.
 - WOMEN EXCEEDED THE 1% OVERALL ASSIGNMENT RATE TO MAJOR STAFFS OR COMMANDS.
 - NO OTHER TRACKED GROUP WAS REPRESENTED IN ASSIGNMENTS TO MAJOR STAFFS OR COMMANDS. ONLY WHITE MALES AND FEMALES WERE ASSIGNED.

PART II - DATA FROM PREVIOUS FISCAL YEARS

FY 88 ASSESSMENT		4.a. SUBJECT ENLISTED ASSIGNMENTS (E-8)				b. CATEGORY ASSIGNMENTS			
5.		MALE		FEMALE		TOTAL		8.	
A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)	A	B
DATA NOT AVAILABLE FOR THIS YEAR									
(1) American Indian/Alaskan Native									
(2) Asian American/Pacific Islander									
(3) Black (Non-Hispanic)									
(4) Hispanic									
(5) White (Non-Hispanic)									
(6) Other/Unknown									
(7) TOTAL									

FY 87 ASSESSMENT		4.a. SUBJECT ENLISTED ASSIGNMENTS (E-8)				b. CATEGORY ASSIGNMENTS			
5.		MALE		FEMALE		TOTAL		8.	
A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)	A	B
DATA NOT AVAILABLE FOR THIS YEAR									
(1) American Indian/Alaskan Native									
(2) Asian American/Pacific Islander									
(3) Black (Non-Hispanic)									
(4) Hispanic									
(5) White (Non-Hispanic)									
(6) Other/Unknown									
(7) TOTAL									

FY 86 ASSESSMENT		4.a. SUBJECT ENLISTED ASSIGNMENTS (E-8)				b. CATEGORY ASSIGNMENTS			
5.		MALE		FEMALE		TOTAL		8.	
A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)	A	B
DATA NOT AVAILABLE FOR THIS YEAR									
(1) American Indian/Alaskan Native									
(2) Asian American/Pacific Islander									
(3) Black (Non-Hispanic)									
(4) Hispanic									
(5) White (Non-Hispanic)									
(6) Other/Unknown									
(7) TOTAL									

MILITARY EQUAL OPPORTUNITY ASSESSMENT

REPORT CONTROL SYMBOL
DD-FM&P(A)1760

PART I - DATA FROM CURRENT FISCAL YEAR

1. FY 89 ASSESSMENT	2. DOD COMPONENT/SUBCOMPONENT U. S. NAVAL RESERVE	3. SOURCE AGENCY NAVAL RESERVE FORCE a. OFFICE HUMAN RESOURCE MANAGEMENT (CODE 009B) b. TELEPHONE NUMBER 504-948-5306
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4.a. SUBJECT ENLISTED ASSIGNMENTS (E-7)

TRACKED GROUPS	5. MALE				6. FEMALE				7. TOTAL				8. FOR OSD USE
	A	B	C (A+B)	D (OSD Use only)	A	B	C (A+B)	D (OSD Use only)	A	B	C (A+B)	D (OSD Use only)	
(1) American Indian/Alaskan Native	0	39	.00		0	5	.00		0	44	.00		
(2) Asian American/Pacific Islander	1	146	.01		0	4	.00		1	150	.01		
(3) Black (Non-Hispanic)	3	264	.01		2	16	.13		5	280	.02		
(4) Hispanic	2	123	.02		0	6	.00		2	129	.02		
(5) White (Non-Hispanic)	64	6,722	.01		8	440	.02		72	7,162	.01		
(6) Other/Unknown	0	146	.00		0	10	.00		0	156	.00		
(7) TOTAL	70	7,440	.01		10	481	.02		80	7,921	.01		

9.a. THE NUMBERS IN COLUMN A ARE:

NUMBER OF TRACKED GROUP CURRENTLY ASSIGNED

9.b. THE NUMBERS IN COLUMN B ARE:

TOTAL POPULATION OF TRACKED GROUP

10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S)
THE GOAL OF THE NAVAL RESERVE IS TO ENSURE EQUITY IN THE ASSIGNMENT PROCESS FOR ALL NAVAL RESERVE PERSONNEL. CAREER ENHANCING BILLETS, IN THE NAVAL RESERVE ARE CONSIDERED TO BE ASSIGNMENTS TO MAJOR STAFFS OR COMMANDS. FOR FY 89 THIS CATEGORY IS BASED UPON ASSIGNMENTS TO ECHELON II AND III COMMANDS. THE ASSESSMENT FOR FY 90 WILL EXPAND THE CATEGORY TO INCLUDE ECHELON IV COMMANDS.

11. ASSESSMENT

- THE SMALL NUMBER OF MANY TRACKED GROUPS, ESPECIALLY AMONG WOMEN, RENDERS STATISTICALLY INSIGNIFICANT DATA.
- AMERICAN INDIAN/ALASKAN NATIVE DID NOT MEET THE 1% OVERALL ASSIGNMENT RATE TO MAJOR STAFFS OR COMMANDS.
- WOMEN AND ALL OTHER TRACKED GROUPS MET OR EXCEEDED THE OVERALL ASSIGNMENT RATE.

PART II - DATA FROM PREVIOUS FISCAL YEARS

FY 88	ASSESSMENT	4.a. SUBJECT ENLISTED ASSIGNMENTS (E-7)										b. CATEGORY ASSIGNMENTS								
		MALE					FEMALE					TOTAL				B.	FOR OSD USE			
		5.	A	B	C (A+B)	D (OSD use)	6.	A	B	C (A+B)	D (OSD use)	7.	A	B	C (A+B)			D (OSD use)		
	TRACKED GROUPS																			
(1)	American Indian/Alaskan Native																			
(2)	Asian American/Pacific Islander																			
(3)	Black (Non-Hispanic)																			
(4)	Hispanic																			
(5)	White (Non-Hispanic)																			
(6)	Other / Unknown																			
(7)	TOTAL																			
FY 87	ASSESSMENT	4.a. SUBJECT ENLISTED ASSIGNMENTS (E-7)										b. CATEGORY ASSIGNMENTS								
	TRACKED GROUPS																			
(1)	American Indian/Alaskan Native																			
(2)	Asian American/Pacific Islander																			
(3)	Black (Non-Hispanic)																			
(4)	Hispanic																			
(5)	White (Non-Hispanic)																			
(6)	Other / Unknown																			
(7)	TOTAL																			
FY 86	ASSESSMENT	4.a. SUBJECT ENLISTED ASSIGNMENTS (E-7)										b. CATEGORY ASSIGNMENTS								
	TRACKED GROUPS																			
(1)	American Indian/Alaskan Native																			
(2)	Asian American/Pacific Islander																			
(3)	Black (Non-Hispanic)																			
(4)	Hispanic																			
(5)	White (Non-Hispanic)																			
(6)	Other / Unknown																			
(7)	TOTAL																			

MILITARY EQUAL OPPORTUNITY ASSESSMENT

REPORT CONTROL SYMBOL
DD-FM&P(A)1760

PART I - DATA FROM CURRENT FISCAL YEAR

1. FY 89 ASSESSMENT		2. DOD COMPONENT/SUBCOMPONENT U. S. NAVAL RESERVE				3. SOURCE AGENCY NAVAL RESERVE FORCE a. OFFICE HUMAN RESOURCE MANAGEMENT (CODE 009B) b. TELEPHONE NUMBER 504-948-5306					
4.a. SUBJECT ENLISTED ASSIGNMENTS (E-6)		b. CATEGORY ASSIGNMENTS									
TRACKED GROUPS	5. MALE			6. FEMALE			7. TOTAL			8. FOR OSD USE	
	A	B	C (A+B)	D (OSD Use only)	A	B	C (A+B)	D (OSD Use only)			
(1) American Indian/ Alaskan Native	1	130	.01		0	17	.00		1	147	.01
(2) Asian American/ Pacific Islander	0	401	.00		0	23	.00		0	424	.00
(3) Black (Non-Hispanic)	16	1,344	.01		5	211	.02		21	1,555	.01
(4) Hispanic	2	455	.00		0	30	.00		2	485	.00
(5) White (Non-Hispanic)	87	16,831	.01		21	1,686	.01		108	18,517	.01
(6) Other/Unknown	0	408	.00		0	51	.00		0	459	.00
(7) TOTAL	106	19,569	.01		26	2,018	.01		132	21,587	.01

9.a. THE NUMBERS IN COLUMN A ARE:
NUMBER OF TRACKED GROUP CURRENTLY ASSIGNED

b. THE NUMBERS IN COLUMN B ARE:
TOTAL POPULATION OF TRACKED GROUP

10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S)
THE GOAL OF THE NAVAL RESERVE IS TO ENSURE EQUITY IN THE ASSIGNMENT PROCESS FOR ALL NAVAL RESERVE PERSONNEL. CAREER ENHANCING BILLETS IN THE NAVAL RESERVE ARE CONSIDERED TO BE ASSIGNMENTS TO MAJOR STAFFS OR COMMANDS. FOR FY 89 THIS CATEGORY IS BASED UPON ASSIGNMENTS TO ECHELON II AND III COMMANDS. THE ASSESSMENT FOR FY 90 WILL EXPAND THE CATEGORY TO INCLUDE ECHELON IV COMMANDS.

11. ASSESSMENT
- THE SMALL NUMBER OF MANY TRACKED GROUPS, ESPECIALLY AMONG WOMEN, RENDERS STATISTICALLY INSIGNIFICANT DATA.
 - WOMEN, BLACKS, AND AMERICAN INDIAN/ALASKAN NATIVES MET THE 1% OVERALL ASSIGNMENT RATE TO MAJOR STAFFS OR COMMANDS.
 - HISPANICS AND ASIAN AMERICANS DID NOT MEET THE OVERALL RATE OF 1%.

PART II - DATA FROM PREVIOUS FISCAL YEARS

FY 88 ASSESSMENT		4.a. SUBJECT ENLISTED ASSIGNMENTS (E-6)										b. CATEGORY ASSIGNMENTS									
5.		MALE					FEMALE					7.				8.					
TRACKED GROUPS		A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)	TOTAL				FOR OSD USE			
(1) American Indian/Alaskan Native		DATA NOT AVAILABLE FOR THIS YEAR																			
(2) Asian American/Pacific Islander																					
(3) Black (Non-Hispanic)																					
(4) Hispanic																					
(5) White (Non-Hispanic)																					
(6) Other/Unknown																					
(7) TOTAL																					

FY 87 ASSESSMENT		4.a. SUBJECT ENLISTED ASSIGNMENTS (E-6)										b. CATEGORY ASSIGNMENTS									
5.		MALE					FEMALE					7.				8.					
TRACKED GROUPS		A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)	TOTAL				FOR OSD USE			
(1) American Indian/Alaskan Native		DATA NOT AVAILABLE FOR THIS YEAR																			
(2) Asian American/Pacific Islander																					
(3) Black (Non-Hispanic)																					
(4) Hispanic																					
(5) White (Non-Hispanic)																					
(6) Other/Unknown																					
(7) TOTAL																					

FY 86 ASSESSMENT		4.a. SUBJECT ENLISTED ASSIGNMENTS (E-6)										b. CATEGORY ASSIGNMENTS									
5.		MALE					FEMALE					7.				8.					
TRACKED GROUPS		A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)	TOTAL				FOR OSD USE			
(1) American Indian/Alaskan Native		DATA NOT AVAILABLE FOR THIS YEAR																			
(2) Asian American/Pacific Islander																					
(3) Black (Non-Hispanic)																					
(4) Hispanic																					
(5) White (Non-Hispanic)																					
(6) Other/Unknown																					
(7) TOTAL																					

MILITARY EQUAL OPPORTUNITY ASSESSMENT

REPORT CONTROL SYMBOL
DD-FM&P(A)1760

PART I - DATA FROM CURRENT FISCAL YEAR

1. FY 89 ASSESSMENT	2. DOD COMPONENT/SUBCOMPONENT U. S. NAVAL RESERVE	3. SOURCE AGENCY a. OFFICE HUMAN RESOURCE MANAGEMENT (CODE 009B) b. TELEPHONE NUMBER 504-948-5306
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4.a. SUBJECT DISCRIMINATION	b. CATEGORY DISCRIMINATION/SEXUAL HARASSMENT COMPLAINTS									
	5. MALE					6. FEMALE				
	A	B	C (A+B)	D (OSD Use only)		A	B	C (A+B)	D (OSD Use only)	
(1) American Indian/Alaskan Native	0	0	.00			0	0	.00		
(2) Asian American/Pacific Islander	0	0	.00			0	0	.00		
(3) Black (Non-Hispanic)	2	4	.50			1	1	1.00		
(4) Hispanic	0	1	.00			0	0	.00		
(5) White (Non-Hispanic)	0	1	.00			0	1	.00		
(6) Other/Unknown	0	0	.00			0	0	.00		
(7) TOTAL	2	6	.33			1	2	.50		

9.a. THE NUMBERS IN COLUMN A ARE: 2 / 6 .33
b. THE NUMBERS IN COLUMN B ARE: 1 2 .50
NUMBER OF COMPLAINTS SUBSTANTIATED: 3 8 .38

10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S):
THE NAVAL RESERVE'S GOAL IS TO ENSURE THAT AN EFFECTIVE DISCRIMINATION COMPLAINT SYSTEM EXISTS. TO MEET THIS GOAL THE NAVAL RESERVE REQUIRES ALL MEMBERS TO ATTEND NAVY RIGHTS AND RESPONSIBILITIES WORKSHOPS WHICH EXPLAIN IN DETAIL THE NAVY'S GRIEVANCE AND REDRESS PROCEDURES. THE NAVAL RESERVE HAS WIDELY PUBLISHED THE COMNAVRESFOR INSPECTOR GENERAL'S HOTLINE NUMBER AS AN ADDITIONAL MEANS OF REPORTING DISCRIMINATION COMPLAINTS.

11. ASSESSMENT WIDESPREAD KNOWLEDGE OF COMNAVRESFOR INSPECTOR GENERAL HOTLINE LED TO SIX DISCRIMINATION COMPLAINTS WITH THREE COMPLAINTS BEING SUBSTANTIATED.
- ONLY TWO DISCRIMINATION COMPLAINTS WERE SUBMITTED VIA THE FORMAL GRIEVANCE PROCEDURE WITH NONE SUBSTANTIATED.
 - THE MAJORITY OF COMPLAINTS SUBMITTED AND ALL OF THE COMPLAINTS SUBSTANTIATED WERE FROM BLACKS.
 - MEN SUBMITTED THREE TIMES THE COMPLAINTS OF WOMEN BUT ONLY 33% OF COMPLAINTS WERE SUBSTANTIATED FOR MEN AS COMPARED TO 50% FOR WOMEN.

PART II - DATA FROM PREVIOUS FISCAL YEARS

FY	88	ASSESSMENT		4.a. SUBJECT DISCRIMINATION				b. CATEGORY DISCRIMINATION/SEXUAL HARASSMENT COMPLAINTS					
		5.		6.		7.		8.					
		A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)				
		TRACKED GROUPS											
(1)		0	0	.00		0	0	.00	0	0	.00		
(2)		0	0	.00		0	0	.00	0	0	.00		
(3)		1	1	1.00		0	0	.00	1	1	1.00		
(4)		0	0	.00		0	1	.00	0	1	.00		
(5)		0	0	.00		0	0	.00	0	0	.00		
(6)		0	0	.00		1	1	1.00	1	1	1.00		
(7)		1	1	1.00		1	2	.50	2	3	.67		
		TOTAL											
		FY 87		4.a. SUBJECT DISCRIMINATION				b. CATEGORY DISCRIMINATION/SEXUAL HARASSMENT COMPLAINTS					
		ASSESSMENT		5.		6.		7.		8.			
		TRACKED GROUPS		MALE		FEMALE		TOTAL		FOR OSD USE			
		A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)
(1)		0	0	.00		0	0	.00		0	0	.00	
(2)		0	0	.00		0	0	.00		0	0	.00	
(3)		0	0	.00		0	0	.00		0	0	.00	
(4)		0	1	.00		0	0	.00		0	1	.00	
(5)		0	1	.00		0	0	.00		0	1	.00	
(6)		0	0	.00		0	0	.00		0	0	.00	
(7)		0	2	.00		0	0	.00		0	2	.00	
		TOTAL											
		FY 86		4.a. SUBJECT DISCRIMINATION				b. CATEGORY DISCRIMINATION/SEXUAL HARASSMENT COMPLAINTS					
		ASSESSMENT		5.		6.		7.		8.			
		TRACKED GROUPS		MALE		FEMALE		TOTAL		FOR OSD USE			
		A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)
(1)		DATA NOT AVAILABLE FOR THIS YEAR											
(2)													
(3)													
(4)													
(5)													
(6)													
(7)													
		TOTAL											

MILITARY EQUAL OPPORTUNITY ASSESSMENT

REPORT CONTROL SYMBOL
DD-FM&P(A)1760

PART I - DATA FROM CURRENT FISCAL YEAR

1. FY 89 ASSESSMENT	2. DOD COMPONENT/SUBCOMPONENT U. S. NAVAL RESERVE	3. SOURCE AGENCY NAVAL RESERVE FORCE a. OFFICE HUMAN RESOURCE MANAGEMENT (CODE 009B)	b. TELEPHONE NUMBER 504-948-5306
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4. a. SUBJECT
SEXUAL HARASSMENT

5. TRACKED GROUPS	6. MALE				7. FEMALE				8. FOR OSD USE	
	A	B	C (A+B)	D (OSD Use only)	A	B	C (A+B)	D (OSD Use only)		
(1) American Indian/Alaskan Native	0	0	.00		0	0	.00		0	.00
(2) Asian American/Pacific Islander	0	0	.00		0	0	.00		0	.00
(3) Black (Non-Hispanic)	0	0	.00		1	1	1.00		1	1.00
(4) Hispanic	0	0	.00		0	0	.00		0	.00
(5) White (Non-Hispanic)	0	0	.00		3	5	.60		3	.60
(6) Other/Unknown	0	0	.00		0	1	.00		0	.00
(7) TOTAL	0	0	.00		4	7	.57		4	.57

9. a. THE NUMBERS IN COLUMN A ARE:
NUMBER OF COMPLAINTS SUBSTANTIATED

10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S)
THE NAVAL RESERVE'S GOAL IS TO ENSURE THAT AN EFFECTIVE SEXUAL HARASSMENT COMPLAINT SYSTEM EXISTS. TO MEET THIS GOAL THE NAVAL RESERVE REQUIRES ALL MEMBERS TO ATTEND NAVY RIGHTS AND RESPONSIBILITIES WORKSHOPS WHICH EXPLAIN IN DETAIL THE NAVY GRIEVANCE AND REDRESS PROCEDURES. THE NAVAL RESERVE HAS WIDELY PUBLISHED THE COMNAVRESFOR INSPECTOR GENERAL'S HOTLINE NUMBER AS AN ADDITIONAL MEANS OF REPORTING SEXUAL HARASSMENT COMPLAINTS.

11. ASSESSMENT

- FIVE OF SEVEN COMPLAINTS WERE RECEIVED VIA HOTLINE CALLS.
- ONLY WOMEN SUBMITTED SEXUAL HARASSMENT COMPLAINTS WITH ONE BEING SUBMITTED BY A BLACK FEMALE.
- BOTH THE NUMBER OF COMPLAINTS RECEIVED AND THE NUMBER OF COMPLAINTS SUBSTANTIATED INCREASED DRAMATICALLY OVER FY 88 INCIDENTS. THE INCREASE IS ATTRIBUTED TO INCREASED AWARENESS OF THE NAVY SEXUAL HARASSMENT POLICY AND ACCESS TO THE COMNAVRESFOR INSPECTOR GENERAL'S HOTLINE.

PART II - DATA FROM PREVIOUS FISCAL YEARS

FY 88 ASSESSMENT		4.a. SUBJECT SEXUAL HARASSMENT										b. CATEGORY DISCRIMINATION/SEXUAL HARASSMENT COMPLAINTS				
5. TRACKED GROUPS		MALE					FEMALE					7. TOTAL				8. FOR OSD USE
5.		A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)	8.		
(1)	American Indian/Alaskan Native	0	0	.00		0	0	.00		0	0	.00				
(2)	Asian American/Pacific Islander	0	0	.00		0	0	.00		0	0	.00				
(3)	Black (Non-Hispanic)	0	0	.00		0	0	.00		0	0	.00				
(4)	Hispanic	0	0	.00		0	0	.00		0	0	.00				
(5)	White (Non-Hispanic)	0	0	.00		1	1	1.00		1	1	1.00				
(6)	Other / Unknown	0	0	.00		0	0	.00		0	0	.00				
(7)	TOTAL	0	0	.00		1	1	1.00		1	1	1.00				

FY 87 ASSESSMENT		4.a. SUBJECT SEXUAL HARASSMENT										b. CATEGORY DISCRIMINATION/SEXUAL HARASSMENT COMPLAINTS				
5. TRACKED GROUPS		MALE					FEMALE					7. TOTAL				8. FOR OSD USE
5.		A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)	8.		
(1)	American Indian/Alaskan Native	0	0	.00		0	0	.00		0	0	.00				
(2)	Asian American/Pacific Islander	0	0	.00		0	0	.00		0	0	.00				
(3)	Black (Non-Hispanic)	0	0	.00		0	0	.00		0	0	.00				
(4)	Hispanic	0	0	.00		0	0	.00		0	0	.00				
(5)	White (Non-Hispanic)	0	0	.00		2	2	1.00		2	2	1.00				
(6)	Other / Unknown	0	0	.00		0	0	.00		0	0	.00				
(7)	TOTAL	0	0	.00		2	2	1.00		2	2	1.00				

FY 86 ASSESSMENT		4.a. SUBJECT SEXUAL HARASSMENT										b. CATEGORY DISCRIMINATION/SEXUAL HARASSMENT COMPLAINTS				
5. TRACKED GROUPS		MALE					FEMALE					7. TOTAL				8. FOR OSD USE
5.		A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)	8.		
(1)	American Indian/Alaskan Native	DATA NOT AVAILABLE FOR THIS YEAR														
(2)	Asian American/Pacific Islander															
(3)	Black (Non-Hispanic)															
(4)	Hispanic															
(5)	White (Non-Hispanic)															
(6)	Other / Unknown															
(7)	TOTAL															

FY 89 MILITARY EQUAL OPPORTUNITY ASSESSMENT

1. COMPONENT: U. S. NAVAL RESERVE 2. SOURCE AGENCY: NAVAL RESERVE FORCE
 A. OFFICE: HUMAN RESOURCE MANAGEMENT (Code 009B)
 B. TELEPHONE NUMBER: 504-948-5306

3. SUBJECT: OFFICER - ENGINEERING, MAINTENANCE 4. CATEGORY: UTILIZATION OF SKILLS
 ***** EXPECTED NUMBER/

NUMBER/PERCENT OF TRACKED GROUP OF TRACKED GROUP REPRESENTATION
 OF TRACKED GROUP IN SUBJECT AREA IN SUBJECT AREA

AMERICAN INDIAN/ ALASKAN NATIVE	139 0.5%	11 7.9%	12 UNDER BY 11%
ASIAN AMERICAN/ PACIFIC ISLANDER	344 1.2%	40 11.6%	30 OVER BY 31%
BLACK	796 2.7%	45 5.6%	70 UNDER BY 36%
HISPANIC	320 1.1%	26 8.1%	28 UNDER BY 9%
WHITE	25,498 88.8%	2,267 8.8%	2,266 EVEN
OTHER/UNKNOWN	1,871 6.5%	185 9.8%	166 OVER BY 11%
TOTAL	28,968 100.0%	2,574 8.8%	2,574 EVEN

WOMEN	3,484	63	309
(TOTAL ALL GROUPS)	12.0%	1.8%	UNDER BY 80%

***** STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION: THE GOAL OF THE NAVAL RESERVE IS TO ENSURE, WITHIN LEGAL CONSTRAINTS, MINORITIES AND WOMEN PARTICIPATE EQUITABLY IN ALL OCCUPATIONAL AREAS. ALL PERSONNEL ARE ENCOURAGED TO CHANGE PROFESSIONAL FIELDS FROM OVER TO UNDER POPULATED OCCUPATIONAL AREAS THUS IMPROVING CAREER DEVELOPMENT PATHS.

6. ASSESSMENT . EXPECTED NUMBER IS BASED ON TRACKED GROUPS PERCENTAGE OF TOTAL FORCE MULTIPLIED BY TOTAL ASSIGNED TO THE SUBJECT AREA. OVER/UNDER REPRESENTATION IS DETERMINED BY DIVIDING ACTUAL NUMBER BY EXPECTED NUMBER AND IS DEPICTED ABOVE. HISTORICAL DATA IS NOT AVAILABLE.

FY 89 MILITARY EQUAL OPPORTUNITY ASSESSMENT

1. COMPONENT: U. S. NAVAL RESERVE 2. SOURCE AGENCY: NAVAL RESERVE FORCE
 A. OFFICE: HUMAN RESOURCE MANAGEMENT (Code 009B)
 B. TELEPHONE NUMBER: 504-948-5306

3. SUBJECT: OFFICER - INTELLIGENCE 4. CATEGORY: UTILIZATION OF SKILLS
 ***** EXPECTED NUMBER/

NUMBER/PERCENT OF TRACKED GROUP OF TRACKED GROUP REPRESENTATION
 OF TRACKED GROUP IN SUBJECT AREA IN SUBJECT AREA

AMERICAN INDIAN/ ALASKAN NATIVE	139 0.5%	14 10.0%	14 EVEN
ASIAN AMERICAN/ PACIFIC ISLANDER	344 1.2%	22 6.4%	35 UNDER BY 38
BLACK	796 2.7%	54 6.7%	82 UNDER BY 34%
HISPANIC	320 1.1%	20 6.2%	33 UNDER BY 39%
WHITE	25,498 88.8%	2,587 10.1%	2,621 UNDER BY 1%
OTHER/UNKNOWN	1,871 6.5%	281 15.0%	192 OVER BY 46%
TOTAL	28,968 100.0%	2,978 10.2%	2,978 EVEN

WOMEN (TOTAL ALL GROUPS) 3,484 266 357
 12.0% 7.6% UNDER BY 26%

***** STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION: THE GOAL OF THE NAVAL RESERVE IS TO ENSURE, WITHIN LEGAL CONSTRAINTS, MINORITIES AND WOMEN PARTICIPATE EQUITABLY IN ALL OCCUPATIONAL AREAS. ALL PERSONNEL ARE ENCOURAGED TO CHANGE PROFESSIONAL FIELDS FROM OVER TO UNDER POPULATED OCCUPATIONAL AREAS THUS IMPROVING CAREER DEVELOPMENT PATHS.

6. ASSESSMENT . EXPECTED NUMBER IS BASED ON TRACKED GROUPS PERCENTAGE OF TOTAL FORCE MULTIPLIED BY TOTAL ASSIGNED TO THE SUBJECT AREA. OVER/UNDER REPRESENTATION IS DETERMINED BY DIVIDING ACTUAL NUMBER BY EXPECTED NUMBER AND IS DEPICTED ABOVE. HISTORICAL DATA IS NOT AVAILABLE.

FY 89 MILITARY EQUAL OPPORTUNITY ASSESSMENT

1. COMPONENT: U. S. NAVAL RESERVE 2. SOURCE AGENCY: NAVAL RESERVE FORCE
 A. OFFICE: HUMAN RESOURCE MANAGEMENT (Code 009B)
 B. TELEPHONE NUMBER: 504-948-5306

3. SUBJECT: OFFICER - HEALTH CARE 4. CATEGORY: UTILIZATION OF SKILLS
 ***** EXPECTED NUMBER/

NUMBER/PERCENT OF TRACKED GROUP REPRESENTATION
 OF TRACKED GROUP IN SUBJECT AREA IN SUBJECT AREA
 TOTAL FORCE

AMERICAN INDIAN/ ALASKAN NATIVE	139 0.5%	33 23.7%	25 OVER BY 31%
ASIAN AMERICAN/ PACIFIC ISLANDER	344 1.2%	97 28.2%	62 OVER BY 55%
BLACK	796 2.7%	193 24.2%	144 OVER BY 34%
HISPANIC	320 1.1%	104 32.5%	58 OVER BY 79%
WHITE	25,498 88.8%	4,330 16.9%	4,628 UNDER BY 6%
OTHER/UNKNOWN	1,871 6.5%	501 26.7%	339 OVER BY 48%
TOTAL	28,968 100.0%	5,258 18.1%	5,258 EVEN

WOMEN 3,484 1,962 631
 (TOTAL ALL GROUPS) 12.0% 56.3% OVER BY 211%

 5. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION: THE GOAL OF THE NAVAL RESERVE IS TO ENSURE, WITHIN LEGAL CONSTRAINTS, MINORITIES AND WOMEN PARTICIPATE EQUITABLY IN ALL OCCUPATIONAL AREAS. ALL PERSONNEL ARE ENCOURAGED TO CHANGE PROFESSIONAL FIELDS FROM OVER TO UNDER POPULATED OCCUPATIONAL AREAS THUS IMPROVING CAREER DEVELOPMENT PATHS.

6. ASSESSMENT . EXPECTED NUMBER IS BASED ON TRACKED GROUPS PERCENTAGE OF TOTAL FORCE MULTIPLIED BY TOTAL ASSIGNED TO THE SUBJECT AREA. OVER/UNDER REPRESENTATION IS DETERMINED BY DIVIDING ACTUAL NUMBER BY EXPECTED NUMBER AND IS DEPICTED ABOVE. HISTORICAL DATA IS NOT AVAILABLE.

FY 89 MILITARY EQUAL OPPORTUNITY ASSESSMENT

1. COMPONENT: U. S. NAVAL RESERVE 2. SOURCE AGENCY: NAVAL RESERVE FORCE
 A. OFFICE: HUMAN RESOURCE MANAGEMENT (Code 009B)
 B. TELEPHONE NUMBER: 504-948-5306

3. SUBJECT: OFFICER - ADMINISTRATORS 4. CATEGORY: UTILIZATION OF SKILLS
 ***** EXPECTED NUMBER/

NUMBER/PERCENT NUMBER/PERCENT
 OF TRACKED GROUP OF TRACKED GROUP
 TOTAL FORCE IN SUBJECT AREA IN SUBJECT AREA

AMERICAN INDIAN/ 139 25 18
 ALASKAN NATIVE 0.5% 17.9% OVER BY 40%

ASIAN AMERICAN/ 344 48 44
 PACIFIC ISLANDER 1.2% 13.9% OVER BY 9%

BLACK 796 173 102
 2.7% 21.7% OVER BY 69%

HISPANIC 320 47 41
 1.1% 14.6% OVER BY 14%

WHITE 25,498 3,249 3,271
 88.8% 12.7% UNDER BY 1%

OTHER/UNKNOWN 1,871 240 240
 6.5% 9.3% UNDER BY 28%

TOTAL 28,968 3,716 3,716
 100.0% 12.8% EVEN

WOMEN 3,484 911 446
 (TOTAL ALL GROUPS) 12.0% 26.1% OVER BY 104%

***** STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION: THE GOAL OF THE NAVAL RESERVE IS TO ENSURE, WITHIN LEGAL CONSTRAINTS, MINORITIES AND WOMEN PARTICIPATE EQUITABLY IN ALL OCCUPATIONAL AREAS. ALL PERSONNEL ARE ENCOURAGED TO CHANGE PROFESSIONAL FIELDS FROM OVER TO UNDER POPULATED OCCUPATIONAL AREAS THUS IMPROVING CAREER DEVELOPMENT PATHS.

6. ASSESSMENT . EXPECTED NUMBER IS BASED ON TRACKED GROUPS PERCENTAGE OF TOTAL FORCE MULTIPLIED BY TOTAL ASSIGNED TO THE SUBJECT AREA. OVER/UNDER REPRESENTATION IS DETERMINED BY DIVIDING ACTUAL NUMBER BY EXPECTED NUMBER AND IS DEPICTED ABOVE. HISTORICAL DATA IS NOT AVAILABLE.

FY 89 MILITARY EQUAL OPPORTUNITY ASSESSMENT

1. COMPONENT: U. S. NAVAL RESERVE 2. SOURCE AGENCY: NAVAL RESERVE FORCE
 A. OFFICE: HUMAN RESOURCE MANAGEMENT (Code 009B)
 B. TELEPHONE NUMBER: 504-948-5306

3. SUBJECT: OFFICER - TACTICAL OPERATIONS 4. CATEGORY: UTILIZATION OF SKILLS
 ***** EXPECTED NUMBER/

NUMBER/PERCENT NUMBER/PERCENT
 OF TRACKED GROUP OF TRACKED GROUP
 TOTAL FORCE IN SUBJECT AREA IN SUBJECT AREA

AMERICAN INDIAN/ ALASKAN NATIVE	139 0.5%	35 25.1%	47 UNDER BY 27%
ASIAN AMERICAN/ PACIFIC ISLANDER	344 1.2%	76 22.0%	118 UNDER BY 36%
BLACK	796 2.7%	182 22.8%	273 UNDER BY 33%
HISPANIC	320 1.1%	77 24.0%	110 UNDER BY 30%
WHITE	25,498 88.8%	9,074 35.5%	8,749 OVER BY 4%
OTHER/UNKNOWN	1,871 6.5%	496 26.5%	642 UNDER BY 23%
TOTAL	28,968 100.0%	9,940 34.3%	9,940 EVEN

WOMEN	3,484	62	1,193
(TOTAL ALL GROUPS)	12.0%	1.7%	UNDER BY 95%

***** STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION: THE GOAL OF THE NAVAL RESERVE IS TO ENSURE, WITHIN LEGAL CONSTRAINTS, MINORITIES AND WOMEN PARTICIPATE EQUITABLY IN ALL OCCUPATIONAL AREAS. ALL PERSONNEL ARE ENCOURAGED TO CHANGE PROFESSIONAL FIELDS FROM OVER TO UNDER POPULATED OCCUPATIONAL AREAS THUS IMPROVING CAREER DEVELOPMENT PATHS.

6. ASSESSMENT . EXPECTED NUMBER IS BASED ON TRACKED GROUPS PERCENTAGE OF TOTAL FORCE MULTIPLIED BY TOTAL ASSIGNED TO THE SUBJECT AREA. OVER/UNDER REPRESENTATION IS DETERMINED BY DIVIDING ACTUAL NUMBER BY EXPECTED NUMBER AND IS DEPICTED ABOVE. HISTORICAL DATA IS NOT AVAILABLE.

FY 89 MILITARY EQUAL OPPORTUNITY ASSESSMENT

1. COMPONENT: U. S. NAVAL RESERVE 2. SOURCE AGENCY: NAVAL RESERVE FORCE
 A. OFFICE: HUMAN RESOURCE MANAGEMENT (Code 009B)
 B. TELEPHONE NUMBER: 504-948-5306

3. SUBJECT: ENLISTED - ELECTRONIC EQUIPMENT REPAIR 4. CATEGORY: UTILIZATION OF SKILLS
 ***** EXPECTED NUMBER/

OVER OR UNDER

REPRESENTATION

IN SUBJECT AREA

NUMBER/PERCENT

OF TRACKED GROUP

NUMBER/PERCENT

OF TRACKED GROUP

TOTAL FORCE

IN SUBJECT AREA

AMERICAN INDIAN/ 923 73 72
 ALASKAN NATIVE 0.8% 7.9% OVER BY 1%

ASIAN AMERICAN/ 2,444 158 192
 PACIFIC ISLANDER 2.0% 6.4% UNDER BY 18%

BLACK 15,074 837 1,182
 12.3% 5.5% UNDER BY 28%

HISPANIC 5,638 345 442
 4.6% 6.1% UNDER BY 22%

WHITE 96,043 7,991 7,532
 78.4% 8.3% OVER BY 6%

OTHER/UNKNOWN 2,415 206 189
 2.0% 8.5% OVER BY 9%

TOTAL 122,537 9,610 9,610
 100.0% 7.8% EVEN

WOMEN 18,186 528 1,193
 (TOTAL ALL GROUPS) 14.8% 2.9% UNDER BY 56%

***** STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION: THE GOAL OF THE NAVAL RESERVE IS TO
 ENSURE, WITHIN LEGAL CONSTRAINTS, MINORITIES AND WOMEN PARTICIPATE EQUITABLY IN ALL
 OCCUPATIONAL AREAS. ALL PERSONNEL ARE ENCOURAGED TO CHANGE PROFESSIONAL FIELDS FROM OVER
 TO UNDER POPULATED OCCUPATIONAL AREAS THUS IMPROVING CAREER DEVELOPMENT PATHS.

6. ASSESSMENT . EXPECTED NUMBER IS BASED ON TRACKED GROUPS PERCENTAGE OF TOTAL FORCE
 MULTIPLIED BY TOTAL ASSIGNED TO THE SUBJECT AREA. OVER/UNDER REPRESENTATION IS DETERMINED
 BY DIVIDING ACTUAL NUMBER BY EXPECTED NUMBER AND IS DEPICTED ABOVE. HISTORICAL DATA IS NOT
 AVAILABLE.

FY 89 MILITARY EQUAL OPPORTUNITY ASSESSMENT

1. COMPONENT: U. S. NAVAL RESERVE 2. SOURCE AGENCY: NAVAL RESERVE FORCE
 A. OFFICE: HUMAN RESOURCE MANAGEMENT (Code 009B)
 B. TELEPHONE NUMBER: 504-948-5306

3. SUBJECT: ENLISTED - HEALTH CARE 4. CATEGORY: UTILIZATION OF SKILLS
 ***** EXPECTED NUMBER/

NUMBER/PERCENT OF TRACKED GROUP OF TRACKED GROUP REPRESENTATION
 TOTAL FORCE IN SUBJECT AREA IN SUBJECT AREA

AMERICAN INDIAN/ ALASKAN NATIVE	923 0.8%	92 9.9%	101 UNDER BY 9%
ASIAN AMERICAN/ PACIFIC ISLANDER	2,444 2.0%	417 17.0%	266 OVER BY 56%
BLACK	15,074 12.3%	2,000 13.2%	1,644 OVER BY 22%
HISPANIC	5,638 4.6%	826 14.6%	615 OVER BY 34%
WHITE	96,043 78.4%	9,749 10.1%	10,477 UNDER BY 7%
OTHER/UNKNOWN	2,415 2.0%	283 11.7%	263 OVER BY 7%
TOTAL	122,537 100.0%	13,367 10.9%	13,367 EVEN

WOMEN 18,186 4,635 1,978
 (TOTAL ALL GROUPS) 14.8% 25.4% OVER BY 134%

 5. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION: THE GOAL OF THE NAVAL RESERVE IS TO ENSURE, WITHIN LEGAL CONSTRAINTS, MINORITIES AND WOMEN PARTICIPATE EQUITABLY IN ALL OCCUPATIONAL AREAS. ALL PERSONNEL ARE ENCOURAGED TO CHANGE PROFESSIONAL FIELDS FROM OVER TO UNDER POPULATED OCCUPATIONAL AREAS THUS IMPROVING CAREER DEVELOPMENT PATHS.

6. ASSESSMENT . EXPECTED NUMBER IS BASED ON TRACKED GROUPS PERCENTAGE OF TOTAL FORCE MULTIPLIED BY TOTAL ASSIGNED TO THE SUBJECT AREA. OVER/UNDER REPRESENTATION IS DETERMINED BY DIVIDING ACTUAL NUMBER BY EXPECTED NUMBER AND IS DEPICTED ABOVE. HISTORICAL DATA IS NOT AVAILABLE.

FY 89 MILITARY EQUAL OPPORTUNITY ASSESSMENT

1. COMPONENT: U. S. NAVAL RESERVE 2. SOURCE AGENCY: NAVAL RESERVE FORCE
 A. OFFICE: HUMAN RESOURCE MANAGEMENT (Code 009B)
 B. TELEPHONE NUMBER: 504-948-5306

3. SUBJECT: ENLISTED - FUNCTIONAL SUPPORT, ADMIN 4. CATEGORY: UTILIZATION OF SKILLS
 ***** EXPECTED NUMBER/

NUMBER/PERCENT NUMBER/PERCENT
 OF TRACKED GROUP OF TRACKED GROUP
 TOTAL FORCE IN SUBJECT AREA IN SUBJECT AREA

AMERICAN INDIAN/ ALASKAN NATIVE	923 0.8%	141 15.2%	135 OVER BY 5%
ASIAN AMERICAN/ PACIFIC ISLANDER	2,444 2.0%	394 16.1%	357 OVER BY 10%
BLACK	15,074 12.3%	2,441 16.1%	2,203 OVER BY 11%
HISPANIC	5,638 4.6%	709 12.5%	824 UNDER BY 14%
WHITE	96,043 78.4%	13,801 14.3%	14,036 UNDER BY 2%
OTHER/UNKNOWN	2,415 2.0%	422 17.4%	353 OVER BY 20%
TOTAL	122,537 100.0%	17,908 14.6%	17,908 EVEN

WOMEN 18,186 5,470 2,650
 (TOTAL ALL GROUPS) 14.8% 30.0% OVER BY 106%

 5. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION: THE GOAL OF THE NAVAL RESERVE IS TO ENSURE, WITHIN LEGAL CONSTRAINTS, MINORITIES AND WOMEN PARTICIPATE EQUITABLY IN ALL OCCUPATIONAL AREAS. ALL PERSONNEL ARE ENCOURAGED TO CHANGE PROFESSIONAL FIELDS FROM OVER TO UNDER POPULATED OCCUPATIONAL AREAS THUS IMPROVING CAREER DEVELOPMENT PATHS.

6. ASSESSMENT . EXPECTED NUMBER IS BASED ON TRACKED GROUPS PERCENTAGE OF TOTAL FORCE MULTIPLIED BY TOTAL ASSIGNED TO THE SUBJECT AREA. OVER/UNDER REPRESENTATION IS DETERMINED BY DIVIDING ACTUAL NUMBER BY EXPECTED NUMBER AND IS DEPICTED ABOVE. HISTORICAL DATA IS NOT AVAILABLE.

FY 89 MILITARY EQUAL OPPORTUNITY ASSESSMENT

1. COMPONENT: U. S. NAVAL RESERVE 2. SOURCE AGENCY: NAVAL RESERVE FORCE
 A. OFFICE: HUMAN RESOURCE MANAGEMENT (Code 009B)
 B. TELEPHONE NUMBER: 504-948-5306

3. SUBJECT: ENLISTED - ELECTRICAL/MECHANICAL REPAIR 4. CATEGORY: UTILIZATION OF SKILLS
 ***** EXPECTED NUMBER/

NUMBER/PERCENT OF TRACKED GROUP OF TRACKED GROUP REPRESENTATION
 TOTAL FORCE IN SUBJECT AREA IN SUBJECT AREA

AMERICAN INDIAN/ ALASKAN NATIVE	923 0.8%	150 16.2%	162 UNDER BY 8%
ASIAN AMERICAN/ PACIFIC ISLANDER	2,444 2.0%	542 22.1%	429 OVER BY 26%
BLACK	15,074 12.3%	2,083 13.8%	2,649 UNDER BY 21%
HISPANIC	5,638 4.6%	940 16.6%	991 UNDER BY 5%
WHITE	96,043 78.4%	17,413 18.1%	16,877 OVER BY 3%
OTHER/UNKNOWN	2,415 2.0%	405 16.7%	424 UNDER BY 5%
TOTAL	122,537 100.0%	21,533 17.5%	21,533 EVEN

WOMEN (TOTAL ALL GROUPS) 18,186 774 3,187
 14.8% 4.2% UNDER BY 76%

***** STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION: THE GOAL OF THE NAVAL RESERVE IS TO ENSURE, WITHIN LEGAL CONSTRAINTS, MINORITIES AND WOMEN PARTICIPATE EQUITABLY IN ALL OCCUPATIONAL AREAS. ALL PERSONNEL ARE ENCOURAGED TO CHANGE PROFESSIONAL FIELDS FROM OVER TO UNDER POPULATED OCCUPATIONAL AREAS THUS IMPROVING CAREER DEVELOPMENT PATHS.

6. ASSESSMENT . EXPECTED NUMBER IS BASED ON TRACKED GROUPS PERCENTAGE OF TOTAL FORCE MULTIPLIED BY TOTAL ASSIGNED TO THE SUBJECT AREA. OVER/UNDER REPRESENTATION IS DETERMINED BY DIVIDING ACTUAL NUMBER BY EXPECTED NUMBER AND IS DEPICTED ABOVE. HISTORICAL DATA IS NOT AVAILABLE.

FY 89 MILITARY EQUAL OPPORTUNITY ASSESSMENT

1. COMPONENT: U. S. NAVAL RESERVE 2. SOURCE AGENCY: NAVAL RESERVE FORCE
 A. OFFICE: HUMAN RESOURCE MANAGEMENT (Code 009B)
 B. TELEPHONE NUMBER: 504-948-5306

3. SUBJECT: ENLISTED - CRAFTSMEN

 4. CATEGORY: UTILIZATION OF SKILLS

 EXPECTED NUMBER/
 OVER OR UNDER
 REPRESENTATION
 IN SUBJECT AREA

NUMBER/PERCENT
 OF TRACKED GROUP
 IN SUBJECT AREA
 TOTAL FORCE

AMERICAN INDIAN/
 ALASKAN NATIVE 923 116 105
 0.8% 12.5% OVER BY 11%

ASIAN AMERICAN/
 PACIFIC ISLANDER 2,444 157 277
 2.0% 6.4% UNDER BY 43%

BLACK 15,074 776 1,707
 12.3% 5.1% UNDER BY 55%

HISPANIC 5,638 481 639
 4.6% 8.5% UNDER BY 25%

WHITE 96,043 12,111 10,877
 78.4% 12.6% OVER BY 11%

OTHER/UNKNOWN 2,415 237 274
 2.0% 9.8% UNDER BY 13%

TOTAL 122,537 13,878 13,878
 100.0% 11.3% EVEN

WOMEN 18,186 247 2,054
 (TOTAL ALL GROUPS) 14.8% 1.3% UNDER BY 88%

 5. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION: THE GOAL OF THE NAVAL RESERVE IS TO
 ENSURE, WITHIN LEGAL CONSTRAINTS, MINORITIES AND WOMEN PARTICIPATE EQUITABLY IN ALL
 OCCUPATIONAL AREAS. ALL PERSONNEL ARE ENCOURAGED TO CHANGE PROFESSIONAL FIELDS FROM OVER
 TO UNDER POPULATED OCCUPATIONAL AREAS THUS IMPROVING CAREER DEVELOPMENT PATHS.

6. ASSESSMENT . EXPECTED NUMBER IS BASED ON TRACKED GROUPS PERCENTAGE OF TOTAL FORCE
 MULTIPLIED BY TOTAL ASSIGNED TO THE SUBJECT AREA. OVER/UNDER REPRESENTATION IS DETERMINED
 BY DIVIDING ACTUAL NUMBER BY EXPECTED NUMBER AND IS DEPICTED ABOVE. HISTORICAL DATA IS NOT
 AVAILABLE.

MILITARY EQUAL OPPORTUNITY ASSESSMENT

REPORT CONTROL SYMBOL
DD-FMBP(A)1760

PART I - DATA FROM CURRENT FISCAL YEAR

1. FY 89 ASSESSMENT	2. DOD COMPONENT/SUBCOMPONENT U. S. NAVAL RESERVE	3. SOURCE AGENCY NAVAL RESERVE FORCE a. OFFICE HUMAN RESOURCE MANAGEMENT (CODE 009B) b. TELEPHONE NUMBER 504-948-5306
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4.a. SUBJECT NONJUDICIAL AND JUDICIAL PUNISHMENT	b. CATEGORY DISCIPLINE
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TRACKED GROUPS	5. MALE				6. FEMALE				7. TOTAL				8. FOR OSD USE
	A	B	C (A+B)	D (OSD Use only)	A	B	C (A+B)	D (OSD Use only)	A	B	C (A+B)	D (OSD Use only)	
(1) American Indian/ Alaskan Native													
(2) Asian American/ Pacific Islander													
(3) Black (Non-Hispanic)													
(4) Hispanic													
(5) White (Non-Hispanic)													
(6) Other / Unknown													
(7) TOTAL													

9.a. THE NUMBERS IN COLUMN A ARE:

b. THE NUMBERS IN COLUMN B ARE:

10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S)
THE GOAL OF THE NAVAL RESERVE IS TO ENSURE THAT MILITARY JUSTICE IS APPLIED WITHOUT DISCRIMINATION.

11. ASSESSMENT
INCIDENTS OF APPLICATION OF MILITARY JUSTICE IN THE NAVAL RESERVE HISTORICALLY HAVE BEEN INFREQUENT. REPORTS OF DISCIPLINARY ACTION ARE REPORT TO AREA COORDINATORS PER JAGINST 5800.9A WITHOUT REFERRAL TO COMNAVSFOR. COUPLED WITH THIS REPORTING PROCEDURE IS THE ABSENCE OF ANY AUTOMATED DATA GATHERING SYSTEM BY WHICH RESULTS OF DISCIPLINARY ACTION COULD BE CAPTURED FOR THE NAVAL RESERVE. IN VIEW OF THE FOREGOING AND AS AUTHORIZED BY DOD DIRECTIVE 1350.3, THE NAVAL RESERVE WILL NOT ASSESS THIS CATEGORY FOR FY 89.

THE NAVAL RESERVE IS ATTEMPTING TO INCORPORATE REPORTING OF INCIDENTS OF MILITARY JUSTICE INTO AN EXISTING DATA BASE ACCESSABLE TO THE NAVAL RESERVE.

PART II - DATA FROM PREVIOUS FISCAL YEARS

FY	88	ASSESSMENT	4.a. SUBJECT NONJUDICIAL AND JUDICIAL PUNISHMENT						b. CATEGORY DISCIPLINE				
			5. MALE			6. FEMALE			7.		8.		
TRACKED GROUPS			A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)	FOR OSD USE		
(1)		American Indian/ Alaskan Native	DATA NOT AVAILABLE FOR THIS YEAR										
(2)		Asian American/ Pacific Islander											
(3)		Black (Non-Hispanic)											
(4)		Hispanic											
(5)		White (Non-Hispanic)											
(6)		Other/Unknown											
(7)		TOTAL											
FY	87	ASSESSMENT	4.a. SUBJECT NONJUDICIAL AND JUDICIAL PUNISHMENT						b. CATEGORY DISCIPLINE				
TRACKED GROUPS			5. MALE			6. FEMALE			7.		8.		
TRACKED GROUPS			A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)	FOR OSD USE		
(1)		American Indian/ Alaskan Native	DATA NOT AVAILABLE FOR THIS YEAR										
(2)		Asian American/ Pacific Islander											
(3)		Black (Non-Hispanic)											
(4)		Hispanic											
(5)		White (Non-Hispanic)											
(6)		Other/Unknown											
(7)		TOTAL											
FY	86	ASSESSMENT	4.a. SUBJECT NONJUDICIAL AND JUDICIAL PUNISHMENT						b. CATEGORY DISCIPLINE				
TRACKED GROUPS			5. MALE			6. FEMALE			7.		8.		
TRACKED GROUPS			A	B	C (A+B)	D (OSD use)	A	B	C (A+B)	D (OSD use)	FOR OSD USE		
(1)		American Indian/ Alaskan Native	DATA NOT AVAILABLE FOR THIS YEAR										
(2)		Asian American/ Pacific Islander											
(3)		Black (Non-Hispanic)											
(4)		Hispanic											
(5)		White (Non-Hispanic)											
(6)		Other/Unknown											
(7)		TOTAL											