



DEPARTMENT OF THE AIR FORCE
WASHINGTON DC 20330-1000

09 AUG 2022

MEMORANDUM FOR HQ AETC/CC
HQ USAFA/CC

SUBJECT: Officer Source of Commission Applicant Pool Goals

Diversity and inclusion are an essential part of our society and key to the success of any organization. As such, it is imperative that the composition of our Military Services better reflect our Nation's highly talented, diverse, and eligible population. This memorandum updates Department of the Air Force officer applicant pool goals, broken down by race, ethnicity, and gender. Critically, it also continues our progress toward achieving a force more representative of our Nation, while leveraging that diversity to enhance the Air and Space Force's ability to deter, and if necessary, deny our Nation's competitors.

Diversity & Inclusion Goals*	White (67.5%)	Black / African American (13%)	Asian (10%)	American Indian / Native Alaskan (1.5%)	Native Hawaiian / Other Pacific Islander (1%)	E T H N I C I T Y	Hispanic / Latino (15%)
Male (64%)	43%	8.5%	6.5%	1%	.5%		9.5%
Female (36%)	24.5%	4.5%	3.5%	.5%	.5%		5.5%

* Total diversity & inclusion goals equal 93%; excluding multi-racial category of 7% (4.5% Male/2.5% Female)

These goals are aspirational, aligning resources to invest in our long-term objectives and will not be used in any manner that undermines our merit-based processes. You are directed to develop a diversity and inclusion outreach plan aimed at achieving these goals no later than 30 September 2022. In addition, you will report annually on your progress outlining those initiatives your organizations are undertaking to enhance officer applicant pool diversity and inclusion.

We appreciate your continued efforts to attract and train the best and brightest talent our Nation has to offer.

Frank Kendall
Secretary of the Air Force

One Team, One Fight!

Gina Ortiz Jones
Under Secretary of the Air Force

John W. Raymond
General, USSF
Chief of Space Operations

Charles Q. Brown, Jr.
General, USAF
Chief of Staff of the Air Force