

U.S. AIR FORCE CHIEF OF STAFF CHARLES Q. BROWN, JR.

CQ Brown's Infatuation With Diversity And Equity Has Jeopardized America's Safety And Security

Since Becoming Air Force Chief Of Staff, Brown Has Placed Diversity And Equity At The Forefront Of The Service Branch

Brown Has Indicated That "At The Higher Level Of The Air Force, Diversity Has Moved To The Forefront Of Personnel Decisions Such As Promotions And Hiring." "At the higher level of the Air Force, diversity has moved to the forefront of personnel decisions such as promotions and hiring, Brown said. 'It was almost like, in some cases in the past, when you talk about diversity, folks were afraid to bring it up that you didn't have a slate of diverse candidates, or there wasn't an African American, Asian American, a woman on the slate,' he said. 'Now, it's almost like they've got to be on the slate and be considered. And so, as an institution and as a nation, we are more apt to talk about diversity, more so than we have in the past. Now, we've got to get past talk. ... It's what we do. It's how we actually bring in ... individuals and give them the opportunity.'" (Brian W. Everstine, "Brown: Diversity Push Changing Personnel Decision Process," [Air & Space Forces Magazine](#), 11/17/20)

- **Brown Also Stated That He Hires For Diversity When Building His Staff.** "The Air Force needs to ensure it makes opportunities available to diverse candidates by seeking them out. Brown said he has been trying to do this himself as he built his staff since taking the job in August. 'I hire for diversity, because they all bring a different perspective, which makes my decisions that much better, because I hear different sides of the argument,' he said. 'They all see it differently, you know. ... Hearing from all these different groups provides a perspective, you know, 'I didn't think about that part.' It makes us stronger as an Air Force, and I think it makes us stronger as a nation as well.'" (Brian W. Everstine, "Brown: Diversity Push Changing Personnel Decision Process," [Air & Space Forces Magazine](#), 11/17/20)

"In 2020, Brown Launched Investigations Into Potential Biases In The Service's Promotion Process And Made Changes To Make It More Equitable." (Audrey Decker, "Biden Picks Changemaking Air Force Chief As Next Top Military Officer," [DefenseOne](#), 5/25/23)

- **"The Following Year, He Opened The Air Force's First Diversity, Equity And Inclusion Office."** (Audrey Decker, "Biden Picks Changemaking Air Force Chief As Next Top Military Officer," [DefenseOne](#), 5/25/23)

While Brown Pushes Diversity, Equity And Inclusion Initiatives, Confidence In The Military Has Nosedived

According To An Annual Poll Released In December By The Reagan National Defense Forum, 48 Percent Of Americans Have Low Confidence In The Military. "An annual poll conducted in November by the Reagan Institute continues to show a sharp decline in Americans' confidence in the military. The annual survey — which asks Americans their level of trust and confidence in a variety of government institutions — showed a 70 percent approval rate for the military in 2017, but



that dropped dramatically over the next five years, reaching a low of 45 percent in 2021. The 2022 poll shows an uptick to 48 percent, but that is still a minority of Americans, noted the survey's summary, released in December at the annual Reagan National Defense Forum in Simi Valley, California." (Stew Magnuson, "Annual Poll Shows Low Confidence In Military," [National Defense](#), 1/18/23)

A Summary Of The Poll Found "No Other Public Institution Asked About ... Had Seen A Such A Sharp Decline In Public Trust." "'No other public institution asked about — including the Supreme Court, Congress, the presidency, the news media or law enforcement — has seen such a sharp decline in public trust over this time,' the summary noted." (Stew Magnuson, "Annual Poll Shows Low Confidence In Military," [National Defense](#), 1/18/23)

62 Percent Of Survey Respondents Agreed With "Military Leadership Becoming Overly Politicized," Which Was The Top Response Amongst Those Surveyed. "The 2022 survey attempted to drill down on some of the reasons for the decline of confidence. 'Military leadership becoming overly politicized,' was the top response with 62 percent saying it decreased their trust." (Stew Magnuson, "Annual Poll Shows Low Confidence In Military," [National Defense](#), 1/18/23)

50 Percent Of Respondents Listed "'So-Called 'Woke' Practices" As Undermining Military Effectiveness. "Bottom of the list were some of the more recent hot-button issues such as: 'so-called 'woke' practices undermining military effectiveness' at 50 percent; 'performance in Iraq and Afghanistan' at 47 percent; and 'so-called far right or extremist individuals serving in the military,' at 46 percent." (Stew Magnuson, "Annual Poll Shows Low Confidence In Military," [National Defense](#), 1/18/23)

In His First Month As Air Force Chief, Brown Updated Officer Diversity Applicant Goals Reducing The Number Of White Officers In The Service Branch

According To An August 9, 2022 "Officer Source Of Commission Applicant Pool Goals" Memorandum Signed By Brown And Air Force Leadership, Updated The Air Force's Applicant Pool Goals, Calling For The Air Force To Meet A Quota Of 67.5 Percent White Officers.
(Memorandum, "Officer Source Of Commission Applicant Pool Goals," [Department Of The Air Force](#), 8/9/22)



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%)	Ethnic / 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)

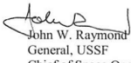
These goals are aspirational, aligning resources to invest in our long-term objectives and will not be used in any manner that undermines our merit-based processes. You are directed to develop a diversity and inclusion outreach plan aimed at achieving these goals no later than 30 September 2022. In addition,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

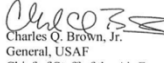
We appreciate your continued efforts to attract and train the best and brightest talent our Nation has to offer.


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

At The Time Of The Memo's Release, White Officers Made Up 77 Percent Of The Air Force Officer Corps. "The memo further breaks down goals by gender and race/ethnicity together. The current makeup of the Air Force officer corps is: 23% female and 77% male; 77% white; 6% Black; 5.7% Asian; 3.5% multiracial; 0.5% Native American; 0.5% Native Hawaiian/Pacific Islander." (Scott Maucione, "Air Force Sets Diversity Goals For Officer Applicant Pool," [Federal News Network](#), 8/31/22)

It Was The "First Time In Nearly 10 Years That The Air Force Has Updated Demographic Targets For Those Recruited Into Its Main Sources Of Commissioned Officers. "Air Force and Space Force leaders this month laid out a new vision for more diversity in the officer corps, aiming to boost the proportion of minority airmen and guardians in fields traditionally staffed by white men. It's the first time in nearly 10 years that the Air Force has updated demographic targets for those recruited into its main sources of commissioned officers, like the U.S. Air Force Academy in Colorado." (Rachel S. Cohen, "Air Force Leaders Set New Goals To Diversify Officer Corps," [Air Force Times](#), 8/30/22)

- **The 2014 Goals Pegged White Officers At 80 Percent.** "According to the memo, the Department of the Air Force wants its future officer applicants to total: 67.5% white (down from the 2014 goal of 80%); 13% Black/African American (up from 10%); 10% Asian (up from 8%); 7% multiracial (no previous goal set); 1.5% American Indian/Native Alaskan (up from 1%); 1% Native Hawaiian/Pacific Islander (no change)." (Rachel S. Cohen, "Air Force Leaders Set New Goals To Diversify Officer Corps," [Air Force Times](#), 8/30/22)

In 2021, Brown's Air Force Launched A Failed Initiative To Boost Pilot Training Graduation Rates For Women And Minorities

In 2021, The Air Force Launched An Initiative That Subsequently Failed To Promote Diversity In The Service Pilot Ranks. "The U.S. Air Force abandoned an experiment aimed at boosting pilot training graduation rates for women and minority pilots after the 2021 initiative failed to achieve the intended results and officers privately warned it could violate anti-discrimination policies, according to documents obtained by the Daily Caller News Foundation. As part of the larger military-wide effort to promote diversity in the service's pilot ranks, the 19th Air Force command near San Antonio, Texas, 'clustered' racial minorities and female trainees into one class, dubbed 'America's Class,' to find out if doing so would improve the pilots' graduation rates." (Micaela Burrow, "U.S. Air Force Ran A Social Experiment To Graduate More Minority Pilots. It Didn't Go As Planned," [Daily Caller](#), 5/8/23)

White Males Were Excluded From The Initiative And The Efforts Failed To Boost Success Rates For Minority And Women Candidates. "However, not only did the effort fail to boost minority and women candidates' success rates, but officers involved say they were ordered to engage in potentially unlawful discrimination by excluding white males from the class, documents show." (Micaela Burrow, "U.S. Air Force Ran A Social Experiment To Graduate More Minority Pilots. It Didn't Go As Planned," [Daily Caller](#), 5/8/23)

The Initiative Sought To Mirror The Broader U.S. Population In The Pilot Ranks. "The 19th Air Force initially intended the class to include roughly the same race, ethnicity and gender proportions as in the broader U.S. population, according to the memo, echoing the AETC spokesperson who explained the class to the DCNF. However, as of fall 2020, base officials realized the demographics of the incoming cohort would prevent such an arrangement, and so the order was changed to exclude certain groups from the incoming class, the memo said." (Micaela Burrow, "U.S. Air Force Ran A Social Experiment To Graduate More Minority Pilots. It Didn't Go As Planned," [Daily Caller](#), 5/8/23)

In September 2021, Brown Prioritized Minority Selection For Flight Schools By Reducing Flight Experience To 60 Hours

In September 2021, The Air Force Pushed A New Policy To Count Up To 60 Hours Of Prior Flight Lessons As Part Of The Pilot Candidate Selection Method, Which Increased The Number Of Qualified Minority Applicants. "In September, the Air Force issued a new policy that it would only count up to 60 hours of prior flight lessons or flying time as part of the Pilot Candidate Selection Method, a policy change that Air Force Education and Training Command said would have resulted in an additional 69 Hispanic and 26 more Black or African-American qualified applicants over the past 12 years." (Tara Copp, "Inside The Air Force Chief's Mission For Racial Equity," [Defense One](#), 2/19/22)

Brown Defended The New Directive, Saying Some Airmen "Just Don't Have The Financial Means To Boost Their Score." "'So what we did was, you still get a little bit of credit for your time, but not as much as it used to be,' Brown said. 'Some of our airmen have talent, they just don't have the financial means to boost their score.'" (Tara Copp, "Inside The Air Force Chief's Mission For Racial Equity," [Defense One](#), 2/19/22)

Air Force Recruiting Continues To Struggle As Capabilities & Combat Readiness Has Declined Under Brown

Under Brown, The Air Force Is Struggling To Meet Recruiting Goals

In March 2023, *Air & Space Forces Magazine* Reported That The Air Force Was Projected To Miss Its 2023 Recruiting Goal By 10 Percent. “The Active-duty Air Force is projected to miss its 2023 recruiting goal by 10 percent, amid a historic low unemployment rate and a growling lack of interest and eligibility to serve among young Americans, top service officials said earlier this week at the AFA Warfare Symposium.” (David Roza, “Air Force Faces 10 Percent Recruiting Shortfall In 2023 – And Long-Term ‘Headwinds,’” [Air & Space Forces Magazine](#), 3/9/23)

“The Grim Projections Come In The Wake Of What Was Already Shaping Up To Be A Tough Year For Air Force Recruiting.” (David Roza, “Air Force Faces 10 Percent Recruiting Shortfall In 2023 – And Long-Term ‘Headwinds,’” [Air & Space Forces Magazine](#), 3/9/23)

- **The Air Force Barely Met Its Fiscal 2022 Goal For Active-Duty Recruits And Missed Its Goals For The Air Force Reserve And Air National Guard By About 1,500 To 2,000 Recruits Each.** “The AFRS barely reached its fiscal 2022 goal for the Active-duty Air Force and missed its goals for the Reserve and Guard by about 1,500 to 2,000 recruits each. Last September, Thomas called the effort ‘a dead-stick landing’ that would leave the service starting 2023 about 5,000 recruits short on the Active-duty side alone.” (David Roza, “Air Force Faces 10 Percent Recruiting Shortfall In 2023 – And Long-Term ‘Headwinds,’” [Air & Space Forces Magazine](#), 3/9/23)

Air Force Secretary Frank Kendall: “We Are Currently Projecting About A 10 Percent Shortfall This Year ... We Are Swimming Upstream Against A Reduced Propensity To Serve Nationally Across The Board And A Limited Percentage Of Qualified Candidates.” “‘We are currently projecting about a 10 percent shortfall this year in the Active Air Force and more in the Guard and Reserve,’ said Air Force Secretary Frank Kendall in his keynote address March 7. ‘We are swimming upstream against a reduced propensity to serve nationally across the board and a limited percentage of qualified candidates.’” (David Roza, “Air Force Faces 10 Percent Recruiting Shortfall In 2023 – And Long-Term ‘Headwinds,’” [Air & Space Forces Magazine](#), 3/9/23)

Air Force Mission Capability Has Hardly Improved As Readiness Among Its Fleet Has Declined

The Air Force Has “Gained Almost No Ground” In Readying Its Planes For War As Seven Out Of Every 10 Planes On Average Were Available For Combat Operations And Exercises. “The Air Force has spent the past four years making a concerted push to ready its planes for war. It’s gained almost no ground. On average, seven out of every 10 planes were available as needed for combat missions, training or other routine operations last year, according to fiscal 2021 data the service provided to Air Force Times on Nov. 23.” (Rachel S. Cohen and Stephen Losey, “U.S. Air Force Fleet’s Mission-Capable Rates Are Stagnating. Here’s The Plan To Change That.” [Air Force Times](#), 2/14/22)

- **“Mission-Capable Rates, The Main Readiness Metric Across Nearly 40 Of The Service’s Major Aircraft, Remained Essentially Stagnant, From 72.7% In 2020 To 71.5% In 2021.”** “Mission-capable rates, the main readiness metric across nearly 40 of the service’s major aircraft, remained essentially stagnant, from 72.7% in 2020 to 71.5% in 2021. It’s a meager bump from 2018, when it sank just below 70% — its lowest point in nearly a decade.” (Rachel S. Cohen and Stephen Losey, “U.S. Air Force Fleet’s Mission-Capable Rates Are Stagnating. Here’s The Plan To Change That.” [Air Force Times](#), 2/14/22)
- **According To Former Fighter Pilot And Heritage Foundation Defense Expert John Venable, “Rates In The Low 70% Range Aren’t Going To Be Enough,” Adding That The “Math Does Not Bode Well” If There Is A War Against Russia Or China.** “But in an extended conflict against a major adversary, rates in the low 70% range aren’t going to be enough, said Heritage Foundation defense expert and former fighter pilot John Venable. ‘Think about running a war against Russia or China, where you’ve got to generate all of your aircraft in order to make that happen,’ Venable said. ‘That math does not bode well.’” (Rachel S. Cohen and Stephen Losey, “U.S. Air Force Fleet’s Mission-Capable Rates Are Stagnating. Here’s The Plan To Change That.” [Air Force Times](#), 2/14/22)

In 2021, Active-Duty Air Force Flew Fewer Hours Than It Did In 2020. “Across all categories except reconnaissance, the Active-duty Air Force flew fewer hours in fiscal 2021 than it did the previous year, after making gains in most categories of flying from the year before. However, there were flying hour improvements in some mission areas for the Air National Guard and an improvement overall for the Air Force Reserve.” (John A. Tirpak, “Air Force Flying Hours Decline Again After Brief Recovery,” [Air & Space Forces Magazine](#), 6/1/22)

- **According To Figures Provided To *Air & Space Forces Magazine*, Pilot Flying Hours In The Active-Duty Force Average 10.1 Hours Per Month In 2021, Down From 10.9 Hours In 2020.** “According to figures provided to Air Force Magazine, pilot flying hours across all types of aircraft in the Active-duty force averaged 10.1 hours per month in fiscal 2021, down from 10.9 hours in 2020. Flying hours had averaged just 6.8 per month in 2019, down sharply from 10.7 in 2018. Hours for 2022 so far were not provided. The service did not offer commentary on why hours had changed as they did.” (John A. Tirpak, “Air Force Flying Hours Decline Again After Brief Recovery,” [Air & Space Forces Magazine](#), 6/1/22)
- **“Flying Hours Are Key To Readiness” And Inadequate Flying Hours Reduces Pilot Proficiency And Correlates With Increased Accident Rates.”** “Flying hours are key to readiness, and are usually a good overall barometer of other readiness factors such as pilot and spare parts availability, speed of throughput at depots, and operations budgets. They are also affected by combat operations. Inadequate flying hours reduces pilot proficiency and correlates with increased accident rates.” (John A. Tirpak, “Air Force Flying Hours Decline Again After Brief Recovery,” [Air & Space Forces Magazine](#), 6/1/22)

In February 2023, The Non-Partisan Congressional Budget Office (CBO) Found That The “Air Force’s F-35 Fighter Aircraft Fleet Suffered A Massive Decline In Readiness Rate And Flight Hours In 2022.” “The US Air Force’s F-35 fighter aircraft fleet suffered a massive decline in

readiness rate and flight hours in 2022, according to a recent report by the Congressional Budget Office (CBO).” (Joe Saballa, “USAF’s F-35 Fleet Suffered Massive Decline In Readiness: Report,” [The Defense Post](#), 2/14/23)

- **Readiness Of The F-35A Dropped From 65 Percent To 54 Percent In 2022.** “The conventional take-off-and-landing F-35A variant saw the biggest fall in availability rates, from 65 percent in 2021 to 54 percent last year.” (Joe Saballa, “USAF’s F-35 Fleet Suffered Massive Decline In Readiness: Report,” [The Defense Post](#), 2/14/23)
- **Readiness Of The F-35B Decreased From 61 To 54 Percent.** “The readiness of the jump-jet F-35B model also decreased by seven percentage points, from 61 to 54 percent.” (Joe Saballa, “USAF’s F-35 Fleet Suffered Massive Decline In Readiness: Report,” [The Defense Post](#), 2/14/23)

In May 2023, The Air Force’s Fleet Of B-2 Spirit Bombers Resumed Flying Operations After Being Grounded For Five Months Due To Safety Concerns. “More than five months after the US Air Force grounded its fleet of B-2 Spirit bombers over safety concerns, the stealth aircraft are now back and flying again. Air Force Global Strike Command said on Monday that the aircraft had resumed full flying operations after ‘a deliberate safety pause,’ which began in mid-December 2022. An Air Force official told Insider that the pause was ‘precautionary,’ and was lifted on May 18 by Gen. Thomas Bussiere, commander of Air Force Global Strike Command.” (Jake Epstein, “B-2 Stealth Bombers Are Back Flying After The U.S. Air Force Grounded The Fleet For 5 Months In The Wake Of A Fiery Landing,” [Business Insider](#), 5/23/23)

In July 2022, The Air Force Grounded A Majority Of Its F-35 Joint Strike Fighter Fleet Due To Faulty Ejection Seat Components. “The Air Force is grounding the majority of its F-35 Joint Strike Fighter fleet today, due to a faulty component inside its ejection seat that could prevent the pilot from being able to safely egress from the aircraft during an emergency, Breaking Defense has learned. ... The F-35 Joint Program Office has issued a ‘90-day Time Compliance Technical Directive (TCTD) inspection procedure’ that F-35s will go through to be checked for defective CAD, the program office said in response to questions from Breaking Defense. International F-35 customers have also been made aware of CAD issue.” (Valerie Insinna and Justin Katz, “Air Force Grounding F-35s Over Ejection Seat Concerns,” [Breaking Defense](#), 7/29/22)

- **In The Same Month, The Air Force Shut Down At Least 203 Trainer Aircraft That Were Suspected To Have Defective Ejection Seat Components.** “The Air Force initiated a standdown on July 27 so that maintainers could inspect the 203 T-38 and 76 T-6 aircraft suspected of being equipped with the defective CAD, Air Force spokeswoman Aryn Lockhart said in a statement. That number represents 40% of AETC’s T-38 fleet and 15% of its T-6 fleet, including trainers at the undergraduate pilot training bases and Naval Air Station Pensacola.” (Valerie Insinna and Justin Katz, “Air Force Grounding F-35s Over Ejection Seat Concerns,” [Breaking Defense](#), 7/29/22)

Declining Standards Under Brown Have Forced Air Force Leadership To Raise Alarms

Top Air Force Leader Chief Master Sgt. JoAnne S. Bass Has Warned That The Branch's Declining Standards Jeopardizes Its Response To Global Threats

In June 2023, Chief Master Sgt. Of The Air Force Joanne S. Bass Released A Memorandum Acknowledging That Members Have Complained About Failing Standards In The Air Force, Which Could Lead The U.S. Military To Fall Behind China And Russia. "A top Air Force leader acknowledged the concerns of many members who have complained of failing standards in the branch, arguing the problem could lead to the U.S. military falling behind China and Russia. Based on my travels and conversations with Airmen of all ranks I have noticed a common concern regarding standards,' Chief Master Sgt. of the Air Force JoAnne S. Bass wrote in a memorandum to members Tuesday. 'History shows that when standards erode, military capabilities and readiness decline.'"

(Michael Lee, "Top Air Force Leader Raises Alarm On Slumping Standards Amid China, Russia Threats: 'Second Best Won't Cut It,'" [Fox News](#), 6/21/23)

Bass Noted That "History Shows That When Standards Erode, Military Capabilities And Readiness Decline." "Chief Master Sgt. of the Air Force JoAnne S. Bass wrote in a memorandum to members Tuesday. 'History shows that when standards erode, military capabilities and readiness decline.'" (Michael Lee, "Top Air Force Leader Raises Alarm On Slumping Standards Amid China, Russia Threats: 'Second Best Won't Cut It,'" [Fox News](#), 6/21/23)

Bass Warned That A Decline In Standards Would Put The Military At A Disadvantage To China, Russia And Other Global Challenges, Adding "Second Best Won't Cut It ... When Any Of Us Walk By Or Tolerate Something Below High Standards, We Damage Our Credibility." "The concern over falling behind rivals was apparently shared by Bass, who warned a decline in standards would leave it more difficult to 'keep pace with the rapid expansion of the Chinese military, Russian aggression, and other emerging global challenges.' 'In our profession, second best won't cut it,' Bass said in the memorandum. 'We must hold ourselves and others accountable. When any of us walk by or tolerate something below high standards, we damage our credibility.'" (Michael Lee, "Top Air Force Leader Raises Alarm On Slumping Standards Amid China, Russia Threats: 'Second Best Won't Cut It,'" [Fox News](#), 6/21/23)

