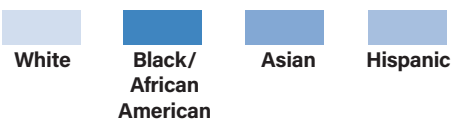
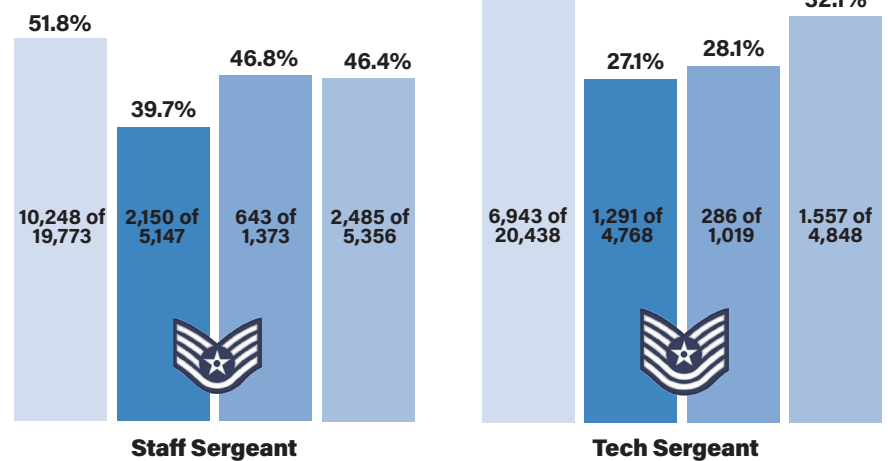


# Higher Rates at Higher Grades

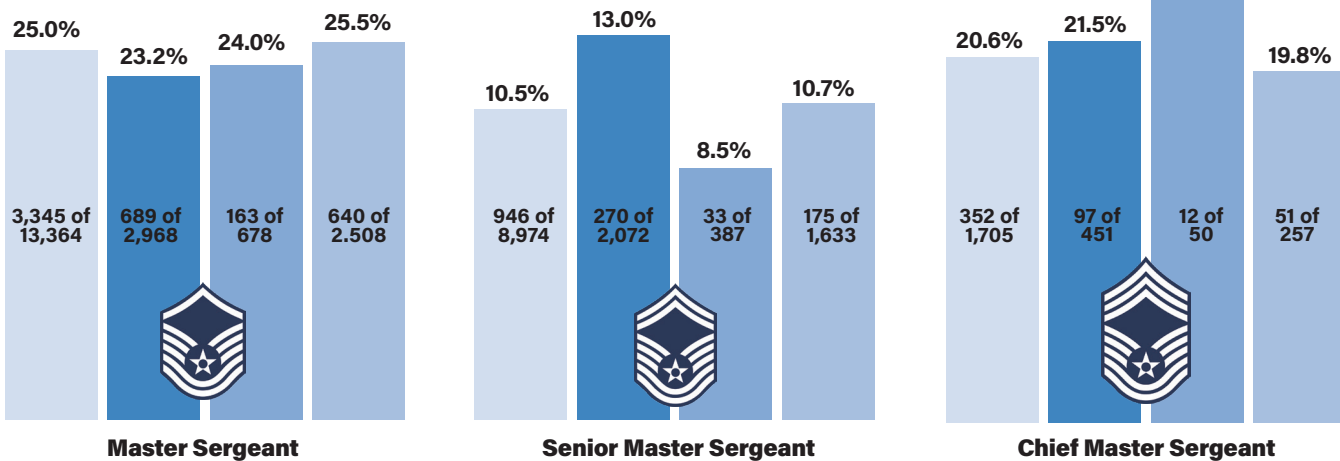
The Weighted Airman Promotion System (WAPS) relies on testing for the E-5 through E-7 (Staff Sergeant through Master Sergeant). But at the top enlisted grades, a board process similar to the officer system is used. The 2019 Senior Master Sergeant and Chief Master Sergeant boards both selected Black NCOs for promotion at higher rates than white NCOs.



## 2019 Enlisted Promotion Rates



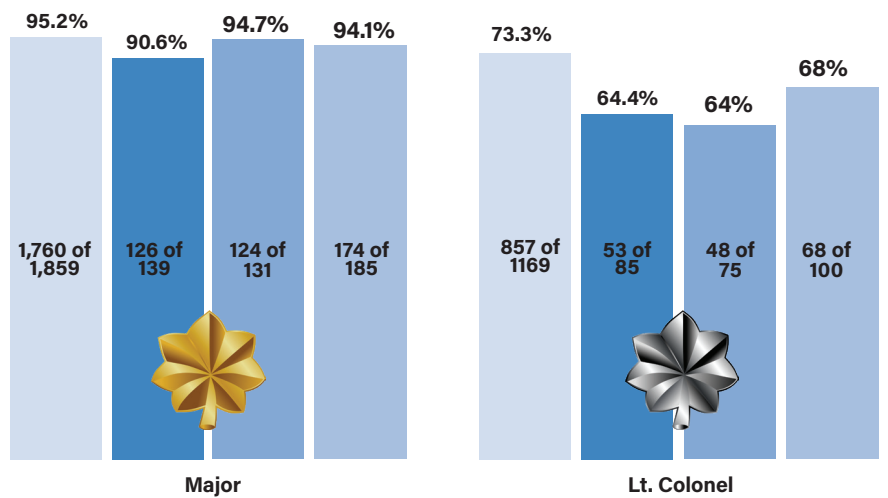
## Average Enlisted Promotion Rates: 2009-2019



# Lagging Indicators

The percentage of eligible Black officers promoted lags behind white officers at every rank. One likely reason: Far fewer Black officers pursue flying careers. Recent changes to the promotion system's competitive categories could improve those chances by setting aside more jobs for non-flyers. Increasing the number of Black pilots could also have an impact.

## 2019 Officer Promotion Rates



## Average Officer Promotion Rates: 2009-2019

