



Racial Disparities in Air Force Justice Statistics

Air Force Official Talking Points on Military Justice Demographic Statistics

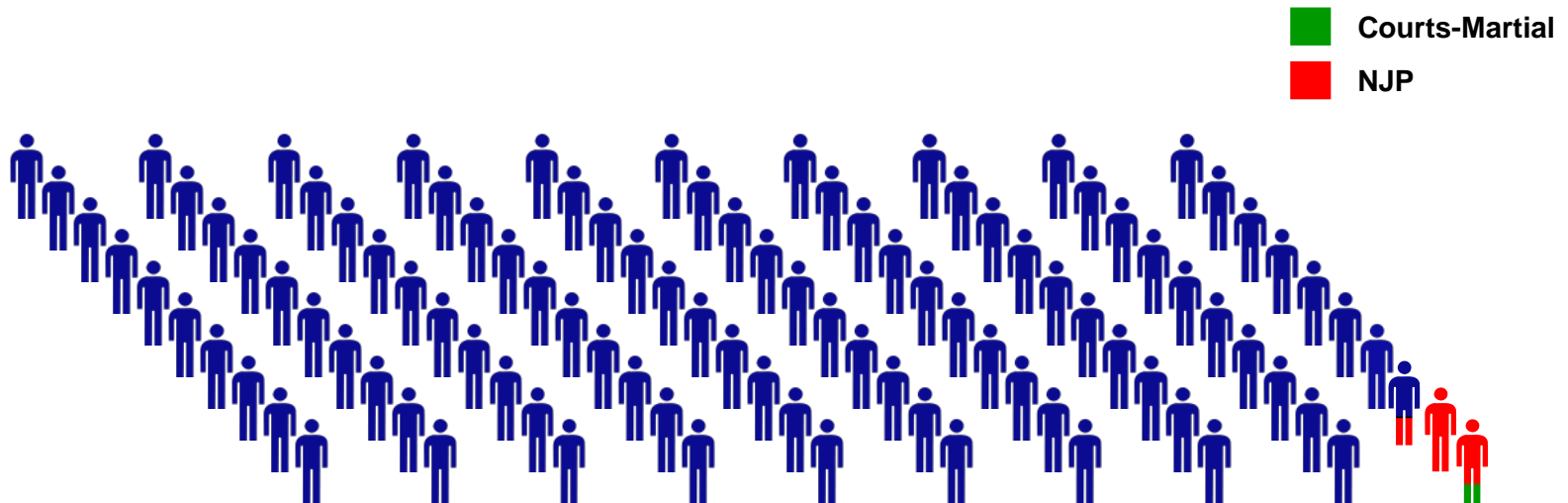
- Any numbers, such as those outlined in this brief, that suggest our military justice system, or any Air Force process, might be biased, are concerning.
- A fair and timely justice system – in fact and in perception – addresses allegations of misconduct, deters wrongdoing, delivers a disciplined force, and earns and maintains the trust of Airmen, Congress, the American people and our mission partners. The Air Force is committed to promoting diversity within the workplace, and providing an inclusive and rewarding environment for all of our Airmen.
- We recognize there is still work to do in this area. As part of our strategic imperative of inclusion, the Air Force conducted an initial analysis over the past year of demographic trends in military justice across the entire Air Force, to include breakouts of minority trends across different communities (e.g. Major Commands, career fields, installations). At this time, the data have been gathered and analyzed and the cross-functional study team developed recommendations that are currently in staffing to senior leadership for consideration.
- We will continue to monitor demographic trends in military justice measures and conduct deep dive studies as needed to identify issues and develop recommendations.

We strive for systems that are fair and impartial; there is always room to improve



Scope of the Disciplinary Issue -Only about 2% of entire Air Force

- From 2006 through 2016, 2.39% of 288,470 (average) AF personnel received disciplinary action:
 - 0.25% faced court-martial
 - 2.14% received NJP





Using Rates Per Thousand

- Good order and discipline is achieved through the proper use of the tools available to commanders to effectuate behavioral change.
- Military Justice statistics are a direct response to incidents of misconduct.
- Rates Per Thousand are only marginally useful to analyze demographic trends or gauge discrimination, and must be put in context.
 - Rates Per Thousand remain one of several tools traditionally used to analyze demographic trends; however, a full understanding of Rates Per Thousand requires recognizing their limitations and placing the data in context.
 - With Rates Per Thousand, the impact of an additional case varies, sometimes dramatically, depending on the overall size of each demographic category; this distorted “data snapshot” diminishes the usefulness of Rates Per Thousand as a true indicator of unlawful disparity based upon demographics.

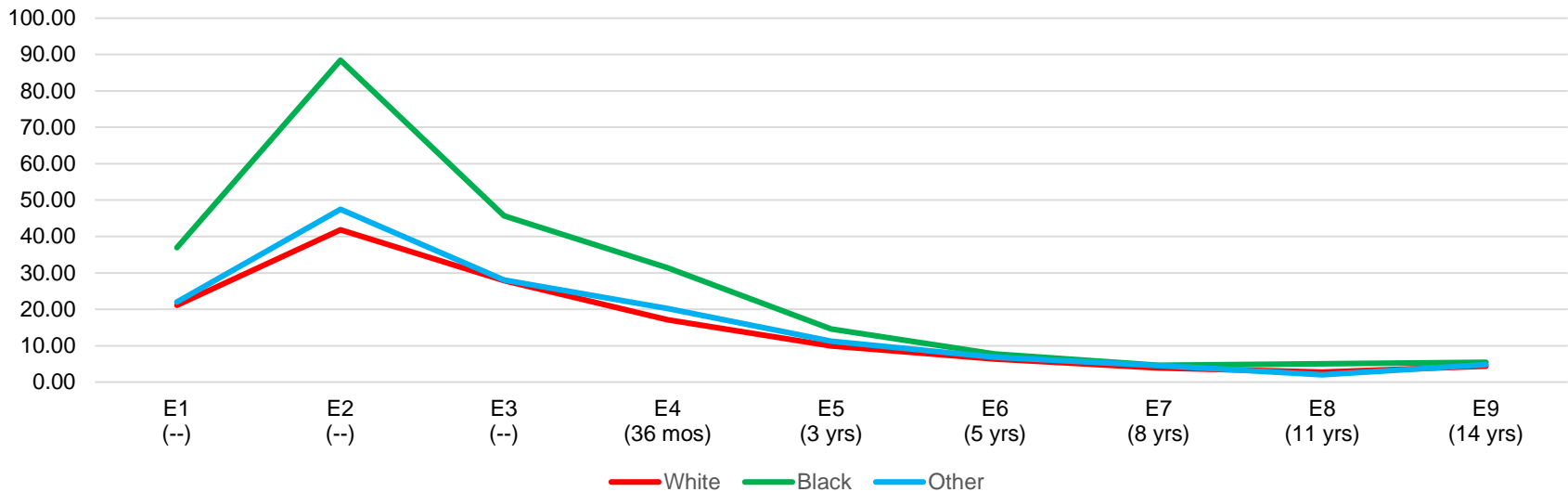
Any disparity is concerning; barrier analysis helps us ID and address negative trends



Race RPTs in Context: Effect of Rank on RPT

- When breaking down the data by rank, the RPTs across racial categories begin to converge
- At/above E-6 the disparity across races becomes statistically insignificant

RPT Average (2012-2016)* By Rank**



* Based on AFPC's historical demographic data by rank for 5-year period

** Data limited to enlisted ranks. The racial disparity among officers is statistically insignificant

The disparity in the rates at the lower level is where we must focus study/action



USAF D&I Perspective on Justice Demographic Disparities

- Are we saying that the conclusions they initially derived with RPT analysis are no longer valid and that we do not actually have significant disparities? If not, what are they?
 - The rate per thousand of Black/African American Airmen receiving discipline at the E-2 level is double that of other demographics. If this were the case for Airmen that were female, versus male, we would have concerns about what is making the difference, and investigate – we clearly must address this disparity in the same way. (We need to understand from A1PF or the SMEs in A9 if they agree with the JA analysis regarding the validity of rates per thousand)
- There needs to be focus and action related to processes that are happening prior to Airmen entering into the Article 15 and Court Martial processes. Strenuous review needs to take place to truly measure how different demographics of Airmen are receiving punishments/corrective actions prior to legal infractions occurring. One of the most important questions that we must be able to answer in the affirmative is: Are we being equitable and consistent with, and for, all Airmen at all points through these disciplinary processes?

We must address disparities where they exist – serving Airmen and the American people expect us to ensure fairness for all Airmen, and they deserve that we do so