



ARKANSAS DEPARTMENT OF THE MILITARY
OFFICE OF THE ADJUTANT GENERAL
CAMP JOSEPH T. ROBINSON
NORTH LITTLE ROCK, ARKANSAS 72199-9600



ASA HUTCHINSON
GOVERNOR

KENDALL W. PENN
MAJOR GENERAL
THE ADJUTANT GENERAL

NGAR-HRO-EEM

7 February 2021

MEMORANDUM FOR All Arkansas National Guard Personnel

SUBJECT: Women's History Month 2021

1. March is designated as Women's History Month. This year's theme is "**Valiant Women of the Vote: Refusing to be Silenced.**" Due to the COVID-19 pandemic, the Arkansas National Guard will not be conducting any speaking engagements, but we do encourage you to take this opportunity to educate yourselves individually on the progress that has been made, and is still being made, by women in the United States.

2. Women's History Month is an annual celebration that commemorates the struggles and achievements of women throughout the history of the United States. Throughout American history, women have been pioneers in fields such as medicine, mathematics, science, aviation, and politics. Moreover, women have played, and continue to play, an instrumental role in ensuring that the United States Armed Forces remain successful during times of conflict. During World War II, General Dwight D. Eisenhower, then commander of U.S. forces in Europe, declared, "They (women) have met every test and task assigned to them ... their contributions in efficiency, skill, spirit, and determination are immeasurable."

3. In 1981, the United States Congress passed Public Law 97-28 which authorized and requested the President to proclaim the week beginning March 7, 1982 as "Women's History Week." Over the next five years, Congress continued to pass joint resolutions designating a week in March as "Women's History Week." And in 1987, after being petitioned by the National Women's History Project, Congress passed Public Law 100-9 which designated the month of March as "Women's History Month." Since 1995, all U.S. Presidents have issued a proclamation designating the month of March as "Women's History Month." Throughout the month of March, let's all reflect upon the contributions that women have made to our great nation, and let's recognize the numerous achievements they continue to make in many of the fields that women were at one time precluded from entering.

4. If you have any questions, please feel free to contact CW2 Patrick Jacob, EEO Specialist, at 501-212-4222 or DSN 962-4222.

A handwritten signature in black ink, appearing to read 'K. W. Penn'.

KENDALL W. PENN
Major General
The Adjutant General

2021

Portrait of Active Duty Women



Sarah Emma Edmonds fought in the Civil War disguised as a man and later received a government pension for her service.



In 1972, Alene Duerk became the U.S. Navy's first female admiral. She served as the Director of the U.S. Navy Nurse Corps from 1970 to 1975.



In 1979, Brigadier General Hazel Johnson-Brown became the first Black Chief of the U.S. Army Nurse Corps and the Army's first Black female general.



In 2020, Chief Master Sgt. Joanne S. Bass became the 19th chief master sergeant of the U.S. Air Force and the first woman to serve as the top enlisted leader of a Military Service.

14%

The percent of senior enlisted personnel who are female.

15.7%

The percent of females on Active Duty who obtained a commission via Officer Candidate School or equivalent, an increase from 13% in FY 2019.

Enlisted Occupations

Functional Support & Administration Specialists	43,896
Service & Supply Handlers	26,530
Health Care Specialists	26,005
Electrical / Mechanical Equipment Repairers	23,349
Communications & Intelligence Specialists	17,725
Electronic Equipment Specialists	14,938
Infantry, Gun Crews & Seamanship Specialists	11,467
Non-Occupational Service Members	9,254
Craftworkers	4,602
Other Technical Specialists	2,822

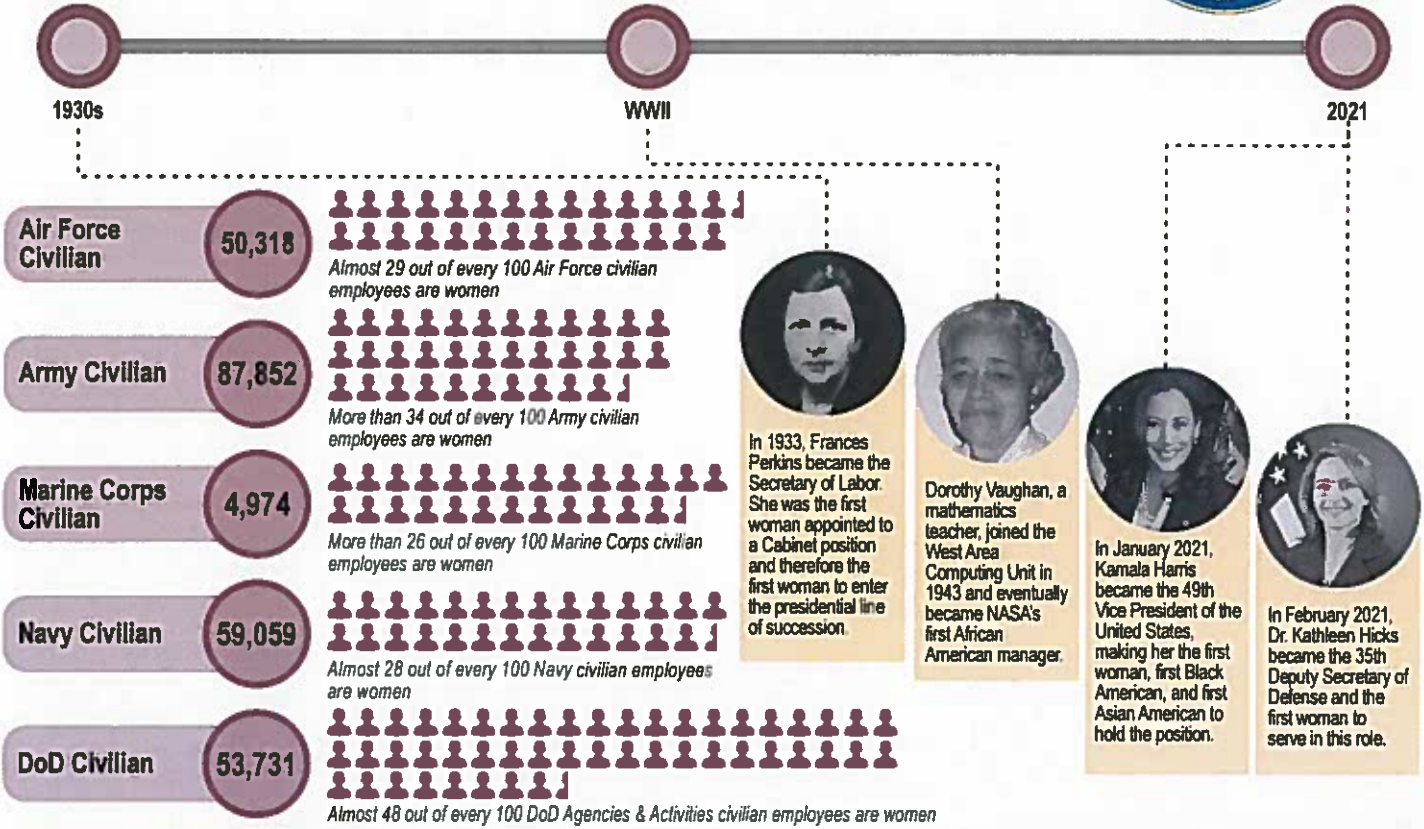
Female =

Officer Occupations

Health Care Officers	14,906
Tactical Operations Officers	6,986
Administrators	4,138
Intelligence Officers	3,737
Supply, Procurement & Allied Officers	3,712
Engineering & Maintenance Officers	3,385
Scientists & Professionals	2,590
Non-Occupational Officers	2,405
Other Officers	296
General Officers & Executives	255

Female =

2021 Portrait of DoD / Government Civilian Women



27.4%

The percent of female DoD civilian employees who are Veterans.

6.8%

The percent increase of SES positions held by women between FY 2019 and FY 2021.

Top 10 GS-1 to GS-14 Civilian Career Fields

General Admin., Clerical & Office Services	44,525
Medical, Hospital, Dental & Public Health	27,713
Accounting & Budget	22,835
Business & Industry	20,649
Human Resources Management	12,958
Supply	7,783
Engineering & Architecture	7,781
Information Technology	6,273
Education	6,269
Social Science, Psychology & Welfare	5,463

Female =

Top 10 GS-15 / SES Civilian Career Fields

General Admin., Clerical & Office Services	989
Accounting & Budget	451
Legal & Kindred	407
Business & Industry	192
Human Resources Management	167
Engineering & Architecture	154
Information Technology	137
Social Science, Psychology & Welfare	94
Mathematical Sciences	52
Inspection, Investigation, Enforcement & Compliance	37

Female =