Integration of Women into the Submarine Force

DACOWITS

13-14 March 2014

Policy

- **SECDEF's MEMORANDUM rescinding the 1994 rule, "integration of women into newly opened positions and units will occur as expeditiously as possible, considering good order and judicious use of fiscal resources, but must be completed no later than January 1, 2016."**
- **Chief of Naval Operations (CNO) decision point 5: A decisional brief will be prepared and presented to the CNO no later than March 2015. Pending the decisional brief and the required notification of Congress, the Submarine Force will conduct planning and preparations to support embarking enlisted women following this decision**

Lifelines

- **Deliberate Process**
- **Any integration efforts will be consistent with established DON policy for mixed gender ships**
- **No changes to training or qualification processes**
- **Maintain parity in habitability**
- **Maintain parity in career management**

Where We Are Today

March 2014

- **54 women officers have completed numerous strategic deterrent patrols on SSBNs and missions on SSGNs**
  - **40 Unrestricted Line Officers; 17 successfully completed Submarine Warfare Qualifications**
  - **14 Supply Officers**
  - **35 women in the training pipeline**
  - **14 crews (7 submarines) integrated, 15% of the Force**
  - **Required annual accession of 16 female officers to sustain, average assessment of 18-20 achieved**
  - **Initial pipeline attrition rate consistent across genders**
  - **First women officers will rotate to shore duty in FY14**
- **Enlisted Women in Submarines (EWS) Task Force working on plan for enlisted integration**

Milestones

- **CY09: Women in Submarines (WIS) Task Force stood up under RDML Barry Bruner**
- **CY11: Center of Naval Analysis (CNA) Women in Submarines report**
- **November 2011: First female officers arrived on submarines**
- **July 2012: First female Supply Officer qualified in submarines**
- **December 2012: First female Submarine Officer qualified in submarines**
- **July 2013: Enlisted Women in Submarines (EWS) Task Force stood up under RDML Ken Perry**
- **November 2013: First female Submarine Officer qualified as Nuclear Engineer Officer (PNEO)**
- **January 2014: Seventh submarine (USS MICHIGAN) integrated**

WIS (Officer) Way Forward

- **CY14: First female officers rotate to shore duty**
- **January 2015: Female Officers report to USS VIRGINIA and USS MINNESOTA, first two VIRGINIA class (VACL) submarines to integrate**
- **January 2016: Two additional VACL submarines integrate**
  - **11 submarines (18 crews) integrated, 20% of the Force**
  - **3 SSBN, 4 SSGN, 4 SSN**
  - **Expansion of officer program will pause until retention rates are known (est. FY19)**
- **CY16: First female department heads return to fleet**

EWS (Enlisted) Way Forward

- **March 2015: SUBFOR recommendation due to Chief of Naval Operations**
- **Community Management and Sustainability**
  - **Fleet survey to assess desire to serve among enlisted women**
  - **Modeling integration options**
  - **Mix of ratings and ranks (~20% of crew)**
  - **Submarines with female officers are being considered for integration**
- **Habitability Modifications recommended for SSBN/GN and VACL**
  - **CPO berthing and head arrangements**
  - **Crew berthing and head arrangements**
  - **Quality of Life equity for men and women**

Questions?