DACOWITS RFI

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Diversity, Inclusion and Women's Policy

Branch Head, OPNAV N134

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WOMEN ASSIGNMENTS A1

The Methodology Behind How Ships Are Selected to Accommodate Women

- **Female Officers are assigned to every surface combatant class presently in the Navy.**
- **Enlisted Servicewomen are assigned to surface combatants based on available berthing space and commode configurations.**

WOMEN ASSIGNMENTS A1

What Criteria Are Used to Billet Women at Sea? Who Provides Oversight to This Process?

- **All Officers are detailed to sea billets based on identical criteria.**
  - Individual performance/professional qualifications. All Officers compete for available sea duty billets.
- **Enlisted Servicewomen are detailed to sea billets based on berthing availability and rating need.**

WOMEN ASSIGNMENTS A1

Who Manages The Berthing/Racks Available to Women At Sea for Each Ship In The Service's Inventory?

- **Each ship's Executive Officer (XO) is responsible for providing female berthing accounting to Navy Personnel Command.**

WOMEN ASSIGNMENTS A1

How Do These Decisions Effect The Career Development of Servicewomen (Officers)?

- **Female Officer Assignments to Surface Combatants contribute positively to their career development.**
  - Assigning women to surface ships places them on equal operational footing with their male counterparts.
  - An absence of milestone billets at sea on surface ships and staffs can have a detrimental effect on career progression and upward mobility.

WOMEN ASSIGNMENTS A1

How Do These Decisions Effect The Career Development of Servicewomen (Enlisted)?

- **Enlisted Servicewomen Assignments to Surface Combatants contribute positively to their career development when available.**
  - Sea-going duty precluded if no female berthing available
  - Qualifications not earned
  - Less competitive with male counterparts
  - Less choice of ship assignments