

# DACOWITS RFI #7

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**Commander, Submarine Force Atlantic  
Director, Manpower and Personnel**

**4 December 2019**



## Gender Integration Implementation Plans (RFI 7)

### 7a. Accomplishments and/or setbacks to date (i.e., expected to achieve but have not yet).

- **Officer Integration Status**
  - 19 submarine crews integrated with female officers
    - Eight guided missile (SSGN), six ballistic missile (SSBN), and five attack (SSN)
  - Strong interest among women at accession sources; expanded female accession goal for FY19 to match interest
  - Six female department heads serving in the Fleet
  - Three female officers have screened for Executive Officer
  - Plan of Record: Integrate 21 crews with female officers by 2022
- **Enlisted Integration Status**
  - Eight submarine crews integrated with female enlisted Sailors
    - All SSGN
  - Female composition target: 20% of total enlisted crew
  - Integration of Virginia-class attack submarines will begin with USS NEW JERSEY in FY23

**Female integration remains on track with no major issues**



# Women in Submarines Integration Plan of Record (Fall 2018)

			2010-14 (FY)	2015			2016			2017			2018			2019			2020			2021			2022			2023			2024			2025			
			Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3
SSGN	MICHIGAN, SSGN 727 (BLUE & GOLD)	BANGOR	Officer Integration			MIMP																															
	FLORIDA, SSGN 728 (BLUE & GOLD)	KINGS BAY				E7 Conversions																															
	OHIO, SSGN 726 (BLUE & GOLD)	BANGOR				E6 and below																															
	GEORGIA, SSGN 729 (BLUE & GOLD)	KINGS BAY				ERO																															
SSBN	MAINE, SSBN 741 (BLUE & GOLD)	BANGOR																																			
	WYOMING, SSBN 742 (BLUE & GOLD)	KINGS BAY																																			
	LOUISIANA, SSBN 743 (BLUE & GOLD)	BANGOR																																			
SSN - VA-CLASS	VIRGINIA, SSN 774 (1 crew)	GROTON			Officer Integration																																
	MINNESOTA, SSN 783 (1 crew)	GROTON			Officer Integration																																
	MISSISSIPPI, SSN 782 (1 crew)	PEARL HARBOR				Officer Integration																															
	TEXAS, SSN 775 (1 crew)	PEARL HARBOR			Officer Integration																																
	JOHN WARNER, SSN 785 (1 crew)	NORFOLK								Officer Integration																											
VA-CLASS (BLK IV)	NEW JERSEY, SSN 796 (1 crew)	GROTON																		Officer Integration																	
	IOWA, SSN 797 (1 crew)	GROTON																		Officer Integration																	
	MASSACHUSETTS, SSN 798 (1 crew)	GROTON																																			
	IDAHO, SSN 799 (1 crew)	GROTON																																			
	ARKANSAS, SSN 800 (1 crew)	PEARL HARBOR																																			
Integration Profile (# Crews Officer at End of FY)			CY 10-14(14)	CY 15(16)	CY 16(18)	CY 17(18)	CY 18(19)	CY 19(19)	CY 20(19)	CY 21(20)	CY 22(21)	CY 23(21)	CY 24(21)	CY 25(21)																							
Integration Profile (# Crews Enlisted at End of FY)			CY 10-14(0)	CY 15(0)	CY 16(2)	CY 17(4)	CY 18(6)	CY 19(8)	CY 20(8)	CY 21(10)	CY 22(12)	CY 23(13)	CY 24(14)	CY 25(14)																							

Plan of Record	
OFFICER INTEGRATION	
ENLISTED INTEGRATION	
Proposed Plan (Based on DP 1 - Officers)	
NOTIFICATION DATE FOR NEW INTEGRATIONS	
PROPOSED OFFICER INTEGRATION	
Proposed Plan (Based on DP 2 - Enlisted)	
PROPOSED ENLISTED INTEGRATION	

Decision Point (DP) 1 - Officers

DP 2 - Enlisted

- Synchronized officer and enlisted integration plan; two discrete decision points established with focus on expansion beyond Plan of Record:**
  - DP 1: Based on DH retention, should we expand officer integration beyond the revised plan of record?
  - DP 2: Based on accessions, conversions, and retention, should we expand enlisted integration beyond the revised plan of record?
- Both officer and enlisted programs are evaluated semi-annually for sustainability (e.g., accessions, conversions, retention). Options include:**
  - Slowing down, or stopping further expansion
  - For enlisted integration only, shifting from conversion to accession weighted model

Other Key Items	
MIMP/ERP	
ERO	
WEST COAST SUBMARINE	
EAST COAST SUBMARINE	



## Gender Integration Implementation Plans (RFI 7)

**7b. Plan for the next 18 months to implement any remaining components of the integration plan.**

- **Integration of Pre-Commissioning Unit (PCU) NEW JERSEY with female officers ahead of schedule (summer 2020)**
  - **Beginning with PCU NEW JERSEY, the Submarine Force will assign female officers to PCU submarine crews during the normal phased manning increments for new construction submarines**
  - **This makes the detailing process for new construction submarines gender-neutral for officers**
  - **This plan was developed by the Nuclear Submarine Officer Distribution Office (PERS-42) and Submarine Force Atlantic (COMSUBLANT) Manpower and Personnel Office (N1) and approved by Commander, Submarine Forces (COMSUBFOR)**
  
- **Integration of USS WYOMING with female enlisted Sailors (summer 2020)**



## Gender Integration Implementation Plans (RFI 7)

**7b. cont. How is this plan being released, promoted, and available for review among leadership, personnel, and the public?**

- **Released and promoted:**
  - **Included in COMSUBFOR's All Hands calls**
  - **Public Affairs Officer (PAO) approved briefing card given to all submarine commanders**
  - **Submarine Force PAO developing new Instagram content to promote program to interested female Sailors**
  - **Enlisted Women in Submarines (EWIS) program briefed at regional career counselor training events**
  - **EWIS application process announced via NAVADMIN**
- **Available for review among leadership, personnel, and the public**
  - **Program is a standing agenda item at semi-annual senior leader conference**
  - **Briefed at Group and Major Commanders Conferences, when appropriate**
  - **Submarine Force PAO coordinates with news and media outlets to promote the Submarine Force**
    - **Most recently, ABC news embarked USS FLORIDA; covered on nightly news**
  - **COMSUBLANT Protocol coordinates submarine tours**
  - **Enlisted Women in Submarines Website**



## Gender Integration Implementation Plans (RFI 7)

**7c. Has your Service discovered any limitations that may stall your proposed timeline for full integration (e.g., berthing considerations, combat gear and/or equipment, etc.)?**

- No

**7d. Since combat positions were opened, how many women have been accessed into the training pipeline? Of those accessed, how many have completed training?**

- Female officers:
  - Since 2010, 267 female officers have been accessed into the Submarine Force
  - Year groups (YGs) 2017-2019 cannot be accounted for as “training pipeline complete” yet (115 females) due to the length of initial training
  - Females who have completed the training pipeline since 2010: 136/152 (89%)



## Gender Integration Implementation Plans (RFI 7)

**7d. Cont. Since combat positions were opened, how many women have been accessed into the training pipeline? Of those accessed, how many have completed training?**

- **Female nuclear trained enlisted Sailors:**
  - 49 nuclear trained female Sailors have been accessed into the Submarine Force
  - Female nuclear trained Sailors who have completed training pipeline: 46/49 (94%)
  - The remaining three female Sailors are projected to complete training in Q2 of FY20
- **Female non-nuclear trained enlisted Sailors:**
  - 242 non-nuclear trained female Sailors have been accessed into the Submarine Force
  - Female non-nuclear trained Sailors who have completed training pipeline: 65/242 (27%)
  - The Submarine Force shifted to an accession heavy crew composition model in 2018 for crews integrated with female enlisted Sailors; there is a large number of non-nuclear accession Sailors who have been accessed and have not completed the training pipeline yet due to the length of initial training



## Gender Integration Implementation Plans (RFI 7)

**7e. Provide historical attrition rates, by gender, from January 2013 to November 2019 of candidates/students in Service branch schools, programs, or specialty courses integrated since December 2015.**

- **Officer Attrition Rates:**
  - The table below displays submarine unrestricted line officer attrition rates
  - Female officer integration began with YG11
  - YGs 2017-2019 cannot be accounted for as they are still in the training pipeline

<b>YG</b>	<b>Male Attrition Percentage</b>	<b>Female Attrition Percentage</b>
2011	9%	16%
2012	14%	14%
2013	21%	10%
2014	14%	15%
2015	18%	17%
2016	14%	0%
2017	-	-
2018	-	-





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- **Nuclear Enlisted attrition rates**
  - **The table below shows Navy Nuclear Propulsion training pipeline attrition rates**
  - **Note: Since female nuclear trained Sailors don't chose submarine duty until they have completed training, the numbers shown below are for all nuclear trained Sailors in the Navy (surface and submarine Sailors)**

<b>YG</b>	<b>Male Attrition Percentage</b>	<b>Female Attrition Percentage</b>
2013	Not Available	Not available
2014	32.5%	38.1%
2015	40.3%	43.5%
2016	39.1%	46.4%
2017	42.1%	50.9%
2018	45.2%	49.4%
2019	29.5%	30.2%



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- **Non-nuclear Enlisted attrition rates**
  - **There were no non-nuclear female accession Sailors in 2013 or 2014 therefore female attrition rates are not shown**
  - **Attrition rates for 2019 are not shown because these Sailors have not completed their initial training pipeline**

<b>YG</b>	<b>Male Attrition Percentage</b>	<b>Female Attrition Percentage</b>
2013	4.6%	N/A
2014	5.9%	N/A
2015	5.8%	10.0%
2016	7.0%	3.3%
2017	6.3%	6.3%
2018	8.0%	7.8%
2019	N/A	N/A



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# *Backup*



## Gender Integration Implementation Plans (RFI 7)

**The Committee requests a briefing from the Army, Navy, Marine Corps and Air Force\* on how the Services are progressing through the timelines outlined in their gender integration implementation plans?**

- **Female Officer Integration**
  - **The Women in Submarines (WIS) Task Force (led by RDML Bruner) developed a plan to integrate 18 submarine crews**
  - **In 2016, we added a 19th crew (USS JOHN WARNER) in Norfolk to better support dual military couple co-location**
  - **In 2017, PCUs NEW JERSEY and IOWA added to officer plan; added to support emerging enlisted integration plan**
  
- **Female Enlisted Integration**
  - **The Enlisted Women in Submarines (EWIS) Task Force (led by RDML Perry) developed a plan to integrate 14 crews (eight SSGN and six SSBN crews)**
    - **In 2017 delays with EWIS modifications of USS MAINE caused SUBFOR to remove ship from schedule**
    - **First two gender-neutral BLK-IV submarine crews (PCU NEW JERSEY and PCU IOWA) were approved for enlisted integration to maintain total enlisted integrated crew target at 14**