

RFI Category and Number: Impact of Key Influencers on Servicewomen's Career Path, RFI 4

RFI Questions: Provide information on key influencers and recruitment efforts for female officers currently attending the MSAs and ROTC to pursue careers in special operations forces (SOF) and other previously closed career fields.

RFI Response:

Information on Key Influencers:

- Leadership Commitment: Commanding Officers of NSTC are committed to the inclusion of women in the services. NSTC leaders have supported women's symposiums and leadership events across the organization. NROTC female program participants actively took part in several actions as part of NSTC's support to women's leadership in the Navy signaling a strong commitment to female's inclusion, promotion, and retention.
- Mentorship: The Office of Diversity, Equity, and Inclusion at NSTC reached out to the Sea Services Leadership Association to advertise the new Midshipmen Mentorship Program that began in the fall of 2023. NSTC strives to establish a strong partnership with SSLA to help female members of the NROTC program found meaningful relationships with female officers supporting them in the development of fulfilling Navy careers. The mentorship initiatives at NSTC are expected to be strengthened to support female officers enrolled in the NROTC program.

Information on Recruitment Efforts:

- The expansion of the Navy Preparatory Program: The NROTC program staff has continued to strengthen the NPP through adding new colleges and universities to the program. NPP participants are committed for the inclusion of women in the services, and offer scholarships to many females from varying demographic backgrounds.
- HBCUs' Partnerships Growth: Across the nation, the NROTC program staff have collaborated with Historically Black Colleges and Universities to expand the NROTC outreach to previously underrepresented populations including females of color. The NROTC program added new cross-town affiliates within existing units offering more opportunities for all females in new geographic areas.
- The NSTC's Diversity, Equity, and Inclusion office has continued to support the inclusion of women in the services in its outreach strategy and implementation. In the summer of 2023, DEI's office staff reached out to summer camps offering learning opportunities to females in STEM fields to inform them about the NROTC's program, and its various scholarship options. Further, the office reached out to college of nursing deans to advertise the nursing option offered by the NROTC program.

Hours Expended Answering this RFI: 2 hours

POC or office responsible: Diversity, Equity, and Inclusion Office, Naval Service Training Command