



DACOWITS RFI #4

COMSUBFOR

DECEMBER 2024



DACOWITS RFI #4

GENDER INTEGRATION

The Employment and Integration (E&I) Subcommittee will examine the status of current gender integration efforts, as well as the climate and culture within the Submarine Force.

In 2010, then Secretary of Defense Robert Gates lifted the ban barring women from serving aboard submarines. A year later, the Navy began integrating female officers on Ohio-class ballistic missile submarines (SSGNs). Over the past decade, the Committee has continued to follow the progress of women in submarines (WIS) through various requests for information (2015, 2018, 2019, and 2022). The Committee remains interested in the progress of women in the Submarine Force, and the delivery of submarines to support continued integration efforts. The Committee requests a **briefing** from the **Navy** on the status of women in submarine officer and enlisted integration efforts since 2010. Please include the following:

- a. Gender breakdown of submarine accessions (officer and enlisted) from FY10 through FY24.
- b. Gender breakdown of submarine rating/designator conversions (officer and enlisted) from FY10 through FY24.
- c. The actual number and percent of men and women assigned to submarines (by officer/enlisted and class of submarine) from FY10 through FY24.
- d. Retention rates for women assigned to submarines as compared to their male counterparts (officer and enlisted).
- e. Number of women who have completed or are currently assigned to key development assignments (e.g., Department Head, Submarine Executive Officer) that prepare them for command opportunities.
- f. The goal for the number of female integrated crews (by officer, enlisted, and platform) from FY10 through FY30. *For the crew to be considered integrated, how many women (officers and/or enlisted) have to be assigned (percentage of crew)?*
- g. Any adjustments made to these goals since 2010, if applicable, and the rationale for the changes.
- h. An updated timeline and status of the delivery of gender-neutral submarines, including any delays in delivery.
- i. An updated timeline and any delays in the decommissioning schedule for submarines that do not accommodate women.
- j. An updated copy of the current WIS Plan of Record, similar to the one provided to the Committee in September 2022 (via RFI 6).
- k. Do any detailing restrictions remain in place for women in submarine assignments? Do assignment policies vary for officer and enlisted women?



DACOWITS RFI #4

GENDER INTEGRATION

Accessions – Officer

4a. Gender breakdown of submarine accessions (officer and enlisted) from FY10 through FY24.

Officer

YG	Male	Female	% Female
10	386	20	4.9%
11	402	17	4.1%
12	396	22	5.3%
13	383	21	5.2%
14	396	26	6.2%
15	394	23	5.5%
16	386	22	5.4%
17	381	23	5.7%
18	370	36	8.9%
19	356	58	14.0%
20	336	56	14.3%
21	358	77	17.7%
22	337	82	19.6%
23	289	69	19.3%
24	342	87	20.3%

Annual accessions for female submarine Officers has incrementally increased to support interest at Officer accession sources (USNA, ROTC, NUPOC) and the Submarine Force's integration Plan of Record.



DACOWITS RFI #4

GENDER INTEGRATION Accessions – Enlisted

Enlisted

FY		16	17	18	19	20	21	22	23	24
Male	Non-Nuke	1892	1821	1918	2134	2827	2379	2040	2036	2644
	Nuke	1627	1594	1096	1288	1260	1327	1319	1047	1159
	Total	3519	3415	3014	3422	4087	3706	3359	3083	3803
Female	Non-Nuke	18	28	73	106	70	69	102	162	285
	Nuke	0	0	0	0	0	104	90	109	115
	Total	18	28	73	106	70	173	192	271	400
% Total Female		0.5%	0.8%	2.4%	3.0%	1.7%	4.5%	5.4%	8.1%	9.5%

Initial integration plan based on a “conversion heavy” model (see answer to 4.b.)

Shifted to “accession heavy” model (see answer to 4.b.)



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GENDER INTEGRATION Conversions – Officer

4b. Gender breakdown of submarine rating/designator conversions (officer and enlisted) from FY10 through FY24.

Officer

FY	Female Officer Conversions	Male Officer Conversions
10	0	4
11	0	2
12	0	2
13	0	1
14	0	0
15	0	1
16	0	0
17	0	0
18	0	1
19	0	2
20	1	2
21	1	1
22	1	4
23	0	1
24	1	9

Increase in FY24 due to
increase in aviation
training attrition



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GENDER INTEGRATION Conversions – Enlisted

Enlisted

- **The initial model for Enlisted integration was a “conversion heavy” model.**
 - 17 female non-nuclear E-6 and below conversions per crew.
 - Two female non-nuclear Chief Petty Officer conversions per crew.
 - **Four** female new accession non-nuclear Sailors per crew.
 - Six female new accession nuclear-trained Sailors per crew.
- **Initially, female submarine conversion selections occurred in cycles to man USS MICHIGAN, USS FLORIDA, USS OHIO, and USS GEORGIA, respectively.**
 - Cycle 1 (Jan15-Apr15): 112 new applicants / **38 total selected**
 - Cycle 2 (Aug15-Dec15): 50 new applicants / **38 total selected**
 - Cycle 3 (Sep16-Apr17): 55 new applicants / **40 total selected**
 - Cycle 4 (Dec17-Jun18): 38 new applicants / **20 total selected**
- **Based on the diminishing number of conversion applicants in 2018, the model was shifted to “accession heavy.”**
 - **Four** female non-nuclear E-6 and below conversions per crew.
 - One female Chief Petty Officer per crew.
 - **17** female new accession non-nuclear Sailors per crew.
 - Six female new accession nuclear-trained Sailors per crew.



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GENDER INTEGRATION Conversions – Enlisted

Enlisted

- **In 2019, the conversion application process for women was shifted to a continuously open application cycle.**
 - This process matched the conversion process for male Submariners, making the process gender-neutral for Enlisted Sailors.
 - Previous application cycles were implemented on a set timetable to support specific crew integration.
- **In 2022, female Sailors started applying for sea duty billets using the My Navy Assignment (MNA) process, the same as their male counterparts, making MNA gender-neutral for all submarine rates.**
- **Historical data for non-nuclear conversions is unavailable prior to FY22. Data collected after FY22 does not track the gender of conversions.**
 - FY22: 85 total SUBFOR conversions
 - FY23: 195 total SUBFOR conversions
 - FY24: 128 total SUBFOR conversions



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GENDER INTEGRATION

Assignment – Officer

4c. The actual number and percent of men and women assigned to submarines (by officer/enlisted and class of submarine) from FY10 through FY24.

Officer

- Navy personnel databases do not hold historical data prior to FY13.
 - The first group of female Officers reported to their submarines in November of 2011; there were no female Officers assigned to submarines in FY10 and FY11.

FY	SSGN <i>Ohio-class</i>		SSBN <i>Ohio, Columbia-class</i>		SSN <i>Los Angeles, Virginia, Seawolf-class</i>		Total	
	Male	Female	Male	Female	Male	Female	Male	Female
13	118 (8.5%)	15 (1.1%)	371 (26.6%)	18 (1.3%)	871 (62.5%)	0 (0.0%)	1360 (97.6%)	33 (2.4%)
14	107 (7.2%)	23 (1.5%)	393 (26.3%)	22 (1.5%)	950 (63.5%)	0 (0.0%)	1450 (97.0%)	45 (3.0%)
15	113 (7.1%)	26 (1.7%)	418 (26.5%)	19 (1.2%)	998 (63.2%)	5 (0.3%)	1529 (96.8%)	50 (3.2%)
16	117 (7.3%)	26 (1.6%)	416 (25.9%)	20 (1.2%)	1019 (63.5%)	8 (0.5%)	1552 (96.7%)	54 (3.3%)
17	114 (7.2%)	32 (2.0%)	427 (27.1%)	18 (1.2%)	972 (61.8%)	11 (0.7%)	1513 (96.1%)	61 (3.9%)
18	116 (7.5%)	29 (1.8%)	409 (26.4%)	17 (1.1%)	963 (62.1%)	17 (1.1%)	1488 (96.0%)	63 (4.0%)
19	108 (6.9%)	32 (2.0%)	430 (27.3%)	19 (1.2%)	968 (61.4%)	18 (1.2%)	1506 (95.6%)	69 (4.4%)
20	108 (6.7%)	36 (2.3%)	446 (27.8%)	26 (1.6%)	967 (60.2%)	23 (1.4%)	1521 (94.7%)	85 (5.3%)
21	105 (6.4%)	39 (2.3%)	454 (27.5%)	31 (1.9%)	981 (59.5%)	39 (2.4%)	1540 (93.4%)	109 (6.6%)
22	100 (6.2%)	44 (2.7%)	451 (27.7%)	43 (2.7%)	930 (57.2%)	57 (3.5%)	1481 (91.1%)	144 (8.9%)
23	101 (6.2%)	41 (2.5%)	466 (28.4%)	48 (2.9%)	901 (55.0%)	82 (5.0%)	1468 (89.6%)	171 (10.4%)
24	96 (6.0%)	42 (2.6%)	435 (27.3%)	56 (3.5%)	860 (54.0%)	105 (6.6%)	1391 (87.3%)	203 (12.7%)



DACOWITS RFI #4

GENDER INTEGRATION

Assignment – Enlisted

Enlisted

- The first group of female Enlisted Sailors reported to their submarine in 2016; there were no female Enlisted Sailors assigned to submarines in FY10 – FY15.

FY	SSGN <i>Ohio-class</i>		SSBN <i>Ohio, Columbia-class</i>		SSN <i>Los Angeles, Virginia, Seawolf-class</i>		Total	
	Male	Female	Male	Female	Male	Female	Male	Female
16	1215 (9.0%)	13 (0.1%)	4113 (30.5%)	0 (0.0%)	8153 (60.4%)	0 (0.0%)	13481 (99.9%)	13 (0.1%)
17	1155 (8.6%)	79 (0.6%)	4042 (30.1%)	0 (0.0%)	8163 (60.7%)	0 (0.0%)	13360 (99.4%)	79 (0.6%)
18	1065 (8.1%)	134 (1.0%)	3921 (29.9%)	0 (0.0%)	8012 (61.0%)	0 (0.0%)	12998 (99.0%)	134 (1.0%)
19	972 (7.5%)	207 (1.6%)	3963 (30.8%)	0 (0.0%)	7731 (60.1%)	0 (0.0%)	12666 (98.4%)	207 (1.6%)
20	900 (7.2%)	227 (1.8%)	4038 (32.1%)	0 (0.0%)	7392 (58.9%)	0 (0.0%)	12330 (98.2%)	227 (1.8%)
21	884 (7.0%)	262 (2.1%)	4108 (32.7%)	31 (0.2%)	7279 (57.9%)	0 (0.0%)	12271 (97.6%)	293 (2.4%)
22	940 (7.1%)	324 (2.4%)	4366 (32.8%)	62 (0.5%)	7622 (57.2%)	0 (0.0%)	12928 (97.1%)	386 (2.9%)
23	967 (7.3%)	297 (2.2%)	4258 (31.9%)	95 (0.7%)	7694 (57.7%)	22 (0.2%)	12919 (96.9%)	414 (3.1%)
24	972 (7.2%)	307 (2.2%)	4260 (31.4%)	134 (1.0%)	7838 (57.7%)	68 (0.5%)	13070 (96.3%)	509 (3.7%)



DACOWITS RFI #4

GENDER INTEGRATION

Retention – Officer

4d. Retention rates for women assigned to submarines as compared to their male counterparts (officer and enlisted).

Officer

Year Group	Gender	3 YCS Inventory	Retained to DH	DH Retention %	Difference (Female – Male)	Total DH Retention %
YG10	Female	20	5	25.0%	-7.2%	31.8%
	Male	342	110	32.2%		
YG11	Female	16	4	25.0%	-5.1%	29.9%
	Male	345	104	30.1%		
YG12	Female	19	5	26.3%	-2.7%	28.9%
	Male	338	98	29.0%		
YG13	Female	20	5	25.0%	+0.1%	24.9%
	Male	301	75	24.9%		
YG14	Female	22	4	18.2%	-6.6%	24.4%
	Male	339	84	24.8%		
YG15	Female	19	6	31.6%	+7.0%	25.0%
	Male	325	80	24.6%		
YG16	Female	22	11	50.0%	+23.8%	27.7%
	Male	332	87	26.2%		
YG10 – YG16	Female	138	40	29.0%	+1.5%	27.6%
	Male	2322	638	27.5%		

YCS = Years Commissioned Service

DH = Department Head



DACOWITS RFI #4

GENDER INTEGRATION

Retention – Officer

4d. Retention rates for women assigned to submarines as compared to their male counterparts (officer and enlisted).

Officer

- YG17 – YG21 not closed-out (occurs at eight Years Commissioned Service)

Year Group	Gender	3 YCS Inventory	Retained to DH	DH Retention %	Difference (Female – Male)	Total DH Retention %
YG17	Female	21	4	19.0%	-8.5%	27.0%
	Male	320	88	27.5%		
YG18	Female	31	5	16.1%	-4.0%	19.8%
	Male	328	66	20.1%		
YG19	Female	45	5	11.1%	-5.1%	15.6%
	Male	321	52	16.2%		
YG20	Female	52	4	7.7%	-6.1%	12.9%
	Male	311	43	13.8%		
YG21	Female	67	0	0.0%	-2.4%	2.0%
	Male	333	8	2.4%		

YCS = Years Commissioned Service

DH = Department Head



DACOWITS RFI #4

GENDER INTEGRATION Retention – Enlisted

Enlisted

- Combined Re-Enlistment rates from all Zones except E

Fiscal Year	Gender	At EAOS	Re-Enlisted	Re-Enlistment % without RA	Difference (Female – Male)	Total Re-Enlistment %
FY17	Female	85	60	70.6%	-3.6%	74.1%
	Male	3622	2686	74.2%		
FY18	Female	90	62	68.9%	-6.5%	75.3%
	Male	3909	2948	75.4%		
FY19	Female	119	92	77.3%	+3.6%	73.8%
	Male	3843	2833	73.7%		
FY20	Female	142	100	70.4%	-3.7%	74.0%
	Male	4010	2972	74.1%		
FY21	Female	156	116	74.4%	+3.1%	71.5%
	Male	3509	2503	71.3%		
FY22	Female	200	155	77.5%	+6.7%	71.2%
	Male	3530	2499	70.8%		
FY23	Female	210	164	78.1%	+4.1%	74.2%
	Male	3829	2834	74.0%		
FY24	Female	208	157	75.5%	-1.1%	76.5%
	Male	3948	3022	76.5%		
FY17 – FY24	Female	1210	906	74.9%	+1.1%	73.9%
	Male	30200	22297	73.8%		

EAOS = End of Active Obligated Service

RA = Reserve Affiliation



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GENDER INTEGRATION

Billet Assignment

4e. Number of women who have completed or are currently assigned to key development assignments (e.g., Department Head, Submarine Executive Officer) that prepare them for command opportunities.

Department Heads (DH)

- **44** female Officers have served or are currently serving as a submarine DH.
 - **21** have completed their DH Sea Tour.
 - **23** are currently serving at sea as a Department Head.
- **Three** female Officers are prospective DHs currently at the Submarine Officer Advanced Course (SOAC).

Executive Officers (XO)

- **Four** female Officers have served/are serving as a submarine XO.
 - **One** has completed her XO Sea Tour.
 - **Three** are currently serving at sea as XO.
- XO detailing is gender-neutral; two of the three female XOs currently serving at sea are on “non-integrated” crews.
- We expect the first female Commanding Officer to take command around 2028.

Chief of the Boat (COB)

- **One** female COB is currently serving at sea.

Engineering Department Master Chief (EDMC)

- **One** female Prospective EDMC is slated to report to her submarine in 2026.



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GENDER INTEGRATION Current & Future Integration

4f. The goal for the number of female integrated crews (by officer, enlisted, and platform) from FY10 through FY30. For the crew to be considered integrated, how many women (officers and/or enlisted) have to be assigned (percentage of crew)?

- **Currently, we have female Officers serving on 39 crews (30 submarines) and female Enlisted Sailors serving on 17 crews (11 submarines).**
 - Officer: 8 SSGN crews / 11 SSBN crews / 20 SSNs
 - Enlisted: 8 SSGN crews / 5 SSBN crews / 4 SSNs
- **All homeports are open to female Officers and all homeports except Guam and San Diego are open to female Enlisted Sailors.**
 - Guam is targeted for female Enlisted integration in 2028.
- **The current Plan of Record details an integration goal of 39 Officer integrated crews (31 submarines) and 22 Enlisted integrated crews (17 submarines) by 2033, which accounts for the decommissioning of the SSGNs and several additional submarines.**
 - Officer: 16 SSBN crews / 23 SSNs
 - Enlisted: 10 SSBN crews / 12 SSNs
- **A crew is considered integrated if it has been identified for integration in our Plan of Record and women have reported onboard.**
 - 20% female composition is targeted for each integrated crew.



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GENDER INTEGRATION

Adjustments to Plan of Record (POR) – Officer

4g. Any adjustments made to these goals since 2010, if applicable, and the rationale for the changes.

Officer Adjustments to the Plan of Record (POR)

- Since 2010, all submarine positions have been open to female Officers.
- A deliberate plan was developed for successful integration, originally targeting 18 Officer integrated submarine crews (8 SSGN crews / 6 SSBN crews / 4 SSNs).
- In 2016, an SSN was added for a total of 19 crews by 2018 (8 SSGN crews / 6 SSBN crews / 5 SSNs).
 - An SSN homeported in Norfolk was added to support co-location for dual military couples.
- Following a strategic review of female Officer accession/retention rates in 2020, the POR was updated to 33 crews by 2030 (16 SSBN crews / 17 SSNs).
 - Initial model used for female Officer retention exceeded expectations at 25%. Original expectations were based on extrapolation from the Surface Nuclear Community with female retention rates between 12.5% and 15%.
 - Officer accession sources confirmed sufficiently robust interest among competitive women to support increasing female Officer accession numbers.
 - Expansion efforts were focused on the SSN community in Fleet concentration areas to increase co-location opportunities, including three San Diego based *Los Angeles*-class SSNs and three Bangor based *Seawolf*-class SSNs.
 - The updated plan accounted for the de-commissioning of SSGNs.



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GENDER INTEGRATION

Adjustments to Plan of Record (POR) – Officer

Officer Adjustments to the POR (cont.)

- **In 2022, the POR was updated to 34 crews by 2030 (16 SSBN crews / 18 SSNs).**
 - An SSN based in Groton was added to support two crews per homeport for qualification rides.
- **In 2023, the Officer integration plan increased to 40 crews by 2033 (18 SSBN crews / 22 SSNs).**
 - Both crews of an SSBN were added to support a future hull swap.
 - To account for the decommissioning of three Officer integrated SSNs while continuing to expand integration opportunities, seven SSNs were added which opened all homeports to female Officers.
- **In 2024, the POR was modified to 39 crews by 2033 (16 SSBN crews / 23 SSNs).**
 - One SSN was added to help compensate for the updated timeline of the decommissioning of an integrated SSBN.



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GENDER INTEGRATION

Adjustments to Plan of Record (POR) – Enlisted

Enlisted Adjustments to the POR

- **Since 2015, all submarine positions have been open to female Enlisted Sailors.**
 - Integration of *Los Angeles*-class and *Seawolf*-class submarines has not been planned due to reduced flexibility in berthing options and their pending inactivation.
- **A deliberate plan was developed for successful integration, originally targeting 14 Enlisted integrated submarine crews (8 SSGN crews / 6 SSBN crews) that were already integrated at the Officer level.**
- **In 2017, delays with habitability modifications of USS MAINE resulted in the ship being removed from the integration schedule.**
 - Two SSNs were added to maintain the total Enlisted integrated crew target of 14.
- **By 2022, three *Columbia*-class SSBNs were added to account for the decommissioning of SSGNs.**
- **Following a 2023 Enlisted Women in Submarines strategic review, Enlisted integration significantly expanded to 22 crews by 2033 (12 SSBN crews / 10 SSNs).**
 - Based on increased recruiting, Enlisted integration was expanded while balancing community management, career flexibility, and habitability considerations.
- **In 2024, two additional SSNs were added to account for the decommissioning of an integrated SSBN, maintaining the total Enlisted integrated crew target of 22 crews by 2033 (10 SSBN crews, 12 SSNs).**



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GENDER INTEGRATION Submarine Delivery Schedule

4h. An updated timeline and status of the delivery of gender-neutral submarines, including any delays in delivery.

Virginia-Class Submarines

- The USS NEW JERSEY (SSN 796), delivered in April 2024, is the first in its class designed and built with modifications for a gender-integrated crew.
- Delivery dates for *Virginia*-class submarines are running an estimated 24 to 36 months past the contracted dates for hulls under construction.
- The latest published delivery dates are as of the Fiscal Year (FY) 2025 President's Budget Request.
 - IOWA (SSN 797) is estimated to deliver in December 2024.
 - Updated delivery estimates are in progress.

Columbia-Class Submarines

- *Columbia*-Class submarines were designed from program inception as gender-neutral.
- The latest estimated delivery dates for ships under contract are as follows:
 - DISTRICT OF COLUMBIA (SSBN 826) – FY 2028
 - WISCONSIN (SSBN 827) – FY 2030



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GENDER INTEGRATION Submarine Decommissioning

4i. An updated timeline and any delays in the decommissioning schedule for submarines that do not accommodate women.

- **All submarines are capable of having female Submariners assigned.**
 - Female Officers are currently serving on every class of submarine.
 - *Los Angeles*-class and *Seawolf*-class submarines are not planned for Enlisted integration due to their pending inactivation and reduced flexibility in berthing options.



DACOWITS RFI #4

GENDER INTEGRATION Current Plan of Record (POR)

4j. An updated copy of the current WIS Plan of Record, similar to the one provided to the Committee in September 2022 (via RFI 6).

- See next slide.

Women in Submarines Current Plan of Record (June 2024)

			CY2010-2023	2024				2025				2026				2027				2028				2029				2030				2031				2032				2033				2034								
				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	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4					
SSGN	OHIO, SSGN 726 (BLUE & GOLD)	BANGOR	Officer Integration	Enlisted Integration																																																
	MICHIGAN, SSGN 727 (BLUE & GOLD)	BANGOR																																																		
	FLORIDA, SSGN 728 (BLUE & GOLD)	KINGS BAY																																																		
	GEORGIA, SSGN 729 (BLUE & GOLD)	KINGS BAY																																																		
SSBN	PENNSYLVANIA, SSBN 735 (BLUE & GOLD)	BANGOR-KINGS BAY	Officer Integration	Enlisted Integration	Officer Integration				Enlisted Integration																																											
	NEBRASKA, SSBN 739 (BLUE & GOLD)	BANGOR																																																		
	RHODE ISLAND, SSBN 740 (BLUE & GOLD)	KINGS BAY																																																		
	MAINE, SSBN 741 (BLUE & GOLD)	BANGOR																																																		
	WYOMING, SSBN 742 (BLUE & GOLD)	KINGS BAY-BANGOR																																																		
LOUISIANA, SSBN 743 (BLUE & GOLD)	BANGOR																																																			
SSN - LA CLASS	JEFFERSON CITY, SSN 759	GUAM			Officer Integration																																															
	SANTA FE, SSN 763	SAN DIEGO		Off Int																																																
	BOISE, SSN 764	NORFOLK - PEARL HARBOR			Officer Integration																																															
	HARTFORD, SSN 768	GROTON - PEARL HARBOR			Officer Integration																																															
	CHEYENNE, SSN 773	KITTERY-SAN DIEGO			Officer Integration																																															
SEAWOLF	SEAWOLF, SSN 21	BANGOR	Off Int																																																	
	CONNECTICUT, SSN 22	BANGOR			Officer Integration																																															
	JIMMY CARTER, SSN 23	BANGOR	Officer Integration																																																	
	VIRGINIA, SSN 774	GROTON	Officer Integration																																																	
SSN - VA CLASS	TEXAS, SSN 775	KITTERY - GROTON																																																		
	HAWAII, SSN 776	PEARL HARBOR		Off Int																	Enlisted Integration																															
	NORTH CAROLINA, SSN 777	PEARL HARBOR			Enlisted Integration																																															
	NEW HAMPSHIRE, SSN 778	NORFOLK	Officer Integration																																																	
	CALIFORNIA, SSN 781	GROTON			Officer Integration																																															
	MISSISSIPPI, SSN 782	PEARL HARBOR			Enlisted Integration																																															
	MINNESOTA, SSN 783	PEARL HARBOR - GUAM															Enlisted Integration																																			
	JOHN WARNER, SSN 785	NORFOLK	Officer Integration																																																	
	WASHINGTON, SSN 787	NORFOLK			Enlisted Integration																																															
	SOUTH DAKOTA, SSN 790	GROTON															Enlisted Integration																																			
	DELAWARE, SSN 791	GROTON			Officer Integration																																															
	HYMAN G. RICKOVER, SSN 795	GROTON			Officer Integration																																															
	NEW JERSEY, SSN 796	NORFOLK	Officer Integration	Enlisted																																																
	IOWA, SSN 797	GROTON			Enlisted Integration																																															
	MASSACHUSETTS, SSN 798	NORFOLK - GROTON			Officer/Enlisted Integration																																															
ARKANSAS, SSN 800	NORFOLK - PEARL HARBOR															Officer/Enlisted Integration																																				
UTAH, SSN 801	GROTON																							Officer/Enlisted Integration																												
OKLAHOMA, SSN 802	NORFOLK																							Officer/Enlisted Integration																												
BARB, SSN 804	NORFOLK - GUAM																											Officer/Enlisted Integration																								
CBA CLASS	DISTRICT OF COLUMBIA, SSBN 826	GROTON - KINGS BAY			Officer/Enlisted Integration																																															
	WISCONSIN, SSBN 827	GROTON - KINGS BAY											Officer/Enlisted Integration																																							
	SSBN 828	GROTON - KINGS BAY																			Officer/Enlisted Integration																															
Officer Integration Profile (# Crews at End of FY)			CY10-23	31	39				45				47				48				46				43				43				43				42				39				39							
Enlisted Integration Profile (# Crews at End of FY)			CY10-23	13	16				20				24				26				25				22				23				24				24				22				22							



DACOWITS RFI #4

GENDER INTEGRATION

Detailing

4k. Do any detailing restrictions remain in place for women in submarine assignments? Do assignment policies vary for officer and enlisted women?

- **No detailing restrictions remain in place for women in the Submarine Force.**
- **Assignment policies do not vary between female Submariners and their male counterparts.**
- **New accession detailing:**
 - Both Officers and Enlisted Sailors communicate with their Detailers during initial training by filling out information and describing their preferences (homeport, platform, etc.). Based on available assignments, Detailers match individual preferences to available first-tour assignments to the best extent possible.
- **Officer detailing:**
 - For shore duty, Officers rank available assignments in order of preference.
 - For follow-on sea duty, Officers provide their Detailer with their preferences of assignment (homeport, platform, billet, etc.) and rank available assignments.
- **Enlisted detailing:**
 - All Enlisted Sailors use MyNavy Assignment (MNA) to rank their preferences and apply for advertised billets both at sea and ashore.