

RFI Category and Number:

RFI #6: Revised Physical Fitness Tests

RFI Question:

ii. **Navy, Marine Corps, Air Force, and Coast Guard:** What is your process for developing a postpartum physical training program? Where are you in the process?

RFI Response:

Currently, the Office of the Chief of Naval Operations (OPNAV17), Bureau of Medicine (BUMED), Navy and Marine Corps Public Health Center (NMCPHC), Commander, Navy Installations Command (CNIC) and Morale, Welfare and Recreation (MWR) Fitness are collaborating to develop a Pregnancy & Postpartum Physical Fitness Program (P3TP) solution for our Sailors modeled on the Army's P3TP.

The Navy P3TP working group identified the McCormick Sports Center on Naval Station Norfolk as the ideal host site for the initial P3T Program roll out due to the proximity to participants' work locations and the facilities and staffing availability. Tentative roll out date for the McCormick Sports Center is 06 May 2019. Due to the large number of pregnant Sailors in the Norfolk area, we anticipate high enrollment rates for this program which raises logistical issues. Currently, there are only 3 certified P3T exercise leaders in the local area. A typical physical training session requires 2 exercise leaders for a class size of 20-25 participants. CNIC is training additional staff as certified P3T exercise leaders to support the program roll out. Additionally, the working group is drafting a P3T enrollment screening survey to be given to Sailors interested in participating in the program. The survey objective is to identify any potential barriers for regular participation in the program, so that these issues can be mitigated to enhance Sailor participation in the program.

RFI Category and Number:

RFI #7: GENDER INTEGRATION: WOMEN IN SHIPS UPDATE

RFI Question:

In 2015, the Secretary of the Navy recommended keeping specific positions closed to the assignment of enlisted women on three classes of ships scheduled to be decommissioned: frigates (FFGs), mine countermeasure ships (MCMs), and patrol coastal craft (PCs). The rationale for keeping these classes of ships closed to women was in part due to lack of appropriate berthing spaces and decommissioning schedules. Ship modifications were determined to be an injudicious use of resources. However, in recent years there have been changes to these decommissioning schedules, as well as to the delivery of new gender neutral surface ships and submarine platforms. Therefore, the Committee is concerned about potential impacts to women's career progression due to a lack of availability for women to serve in sea duty assignments.

The Committee requests a briefing from the Navy <sic> to address the following:

- a. What was the original plan for integrating all classes of ships previously closed to women?
- b. What is the current plan to expand opportunities for women at sea (i.e., assignment availability; increase in the number of racks at sea allocated to women)?
- c. Provide the current number of ships and submarines capable of having servicewomen assigned (officer and enlisted) out of your total inventory.
- d. What is the racks-at-sea utilization percentage for women (both officer and enlisted), as compared to their male counterparts for each class of ship?
- e. Provide the percentage of berthing allocations for women, onboard all newly commissioned ships over the past 5 years, by platform/class.
- f. At what level is the allocation of berthing/racks assigned to women on all pre-commissioning ships reviewed/approved?

RFI Response:

The Committee requests a briefing from the Navy <sic> to address the following:

- a. What was the original plan for integrating all classes of ships previously closed to women?
 - i. In 1978, action was taken by Congress at the request of the Department of Defense to integrate women onto ships. During the fiscal year of 1979, 297 enlisted women were assigned to four ships. Navy management decreed that 5,000 women would be serving on over 30 ships by 1985. Since then, the percentage of women on ships has

increased to 24.6 percent for Female Officers and 16.5 percent for Enlisted Females. (Source for percentages are PERS-41 for Officers and PERS-40 for Enlisted)

- b. What is the current plan to expand opportunities for women at sea (i.e., assignment availability; increase in the number of racks at sea allocated to women)?
- i. Women are able to serve on any ship in the fleet, however, due to past construction, not at all paygrades. Currently, only the PC and MCM classes are female restricted due to berthing modification constraints. Based on the PB19 Ship building plan, MCMs will be decommissioned by FY24 and PCs by FY26. All current and future construction plans for naval vessels are designed to accommodate Female Sailors, both Officer and Enlisted. (PL 100-456, 1993 NDAA signed by then Pres. Bill Clinton removed restrictions and allowed Women to serve in all combat related roles in the military).
- c. Provide the current number of ships and submarines capable of having servicewomen assigned (officer and enlisted) out of your total inventory.
- i. Of our total of 182 Surface combatants, 160 are currently able to house female Officers and Enlisted females. The exceptions are 9 of 11 MCMs and 13 PCs, which are officer only. (Source PERS-41M, LCDR Yuhas)
- a. CO/XO-only aboard the 11 MCMs; CO-only on the 13 PCs.
- b. Two MCMs, USS SENTRY and USS GLADIATOR, are configured for enlisted females (3 E7 and above; 15 E6 and below)
- d. What is the racks-at-sea utilization percentage for women (both officer and enlisted), as compared to their male counterparts for each class of ship?
- i. Officers: PERS 41 considers every Officer rack aboard Surface Combatants available to Women and billets are assigned regardless of gender. However, anecdotal information as of 26 Feb 19 can be provided per PERS 412. (Source SWO OCM BUPERS-3 of 26 Feb 2019)

Female Officer Data as of 26 Feb 19:

CG: 22.3%
DDG: 27.1%
LCS: 19.9%
LPD: 29.0%
LHD: 34.2%
LHA: 16.1%
LCC: 30.0%
MCM*: 2.4%

*Percentages based on the ratio of female officers to total officers per ship class.

ii. Enlisted: (Source CMSID)

CG:	15%	(E7-E9: 13%; E6 and below: 14%)
DDG (including DDG 1000):	21%	(E7-E9: 12%; E6 and below: 21%)
LCS:	10%	(E7-E9: 7%; E6 and below: 10%)
LPD:	19%	(E7-E9: 15%; E6 and below: 20%)
LHD:	21%	(E7-E9: 13%; E6 and below: 22%)
LSD:	23%	(E7-E9: 14%; E6 and below: 23%)
LHA:	22%	(E7-E9: 15%; E6 and below: 23%)
PC:	0%	(E7-E9: 0%; E6 and below: 0%)

Due to design and size limitations, there are no passageways between crew berthing, crew messing, and machinery compartments on the second deck. Rather, members of the crew move forward and aft on the vessel by passing directly through those spaces rather than passageways. As a result, it is not possible to provide the standard of gender privacy that is afforded on other classes of ships. Additionally, NAVSEA assesses that any berthing alteration to the internal or external structure which results in additional weight must be compensated for by the removal of an equal amount of weight to include fuel, sensors or weapon systems, which would reduce the operational capability, endurance and possibly the lethality of the ship. Furthermore, the PC class is nearing the end of expected service life with decommissioning scheduled between FY23 and FY25. As a result of the design and stability limitations, the inability to provide adequate standards of privacy, and the planned PC decommissioning schedule, there is no intent to develop, plan, program or execute a Woman-at-Sea alteration.

MCM:	20%	(E7-E9: 22%; E6 and below: 36%)
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MCM percentages based on two MCMs configured with Women-At-Sea (WAS) Mod. Currently, 15 of 15 females for GLADIATOR have been identified. 18 onboard, 5 of which are CPOs (2 in turnover). 11 of 15 females for SENTRY have been identified. 6 onboard, 3 of which are CPOs.

As with PCs, Female Junior Officers are routinely assigned to MCMs as COs/XOs. Two MCMs in service (USS SENTRY, USS GLADIATOR) are configured for enlisted females. Both are homeported in Bahrain and are required to maintain 95 percent Fit/Fill. Ships homeported in Bahrain face many of the same personnel readiness challenges for deployed assets due to screening issues, short tour lengths and high turnover rate: and their manning target requires the ship to be manned at 72 of 75 enlisted Sailors at all times. Currently, there are no open racks for Females because natural attrition and normal distribution cannot be used because normal distribution is not managed by Gender. If a Female with the right skillset becomes an available roller, upon reporting, the MCM is required to identify and successfully screen 3 Female CPOs and/or 15 E-6 or below Female Sailors for arrival within a couple of months of each other. Also, the Male Sailors will have to be moved to another location. Due to the small size of the MCM, it is less able to absorb gaps and unplanned losses without significantly decreasing readiness. Gaps and/or unplanned losses in Female Enlisted Sailors cannot be absorbed through more Male assignments due to rack limitations and compartment assignability. Furthermore, NAVSEA approved alterations to MCMs to accommodate Women-at-Sea have been put on hold due to lack of Female Minemen (MN) and the pending introduction of the LCS MCM Mission Module. There is no plan to program, budget and execute the modification for the remainder of the MCMs given they are nearing the end of their service life and are scheduled to be decommissioned between FY19 and FY24.

e. Provide the percentage of berthing allocations for women, onboard all newly commissioned ships over the past 5 years, by platform/class.

i. At the time of this suspense, the below data was available:

Ships Delivered between 2013-2018:

DDG 1000 - DDG 1001 & LCS 1 - LCS 14:

DDG 1000 & LCS – Configurable as needed; all berthing/heads are small and gender neutral; up to 100 percent of berthing can be allocated for women.

DDG 113 - DDG 116:

DDG 51 – Configurable. Up to 100 percent of berthing can be allocated for women. (All berthing can be assigned to Females. Berthings 4 and

6 are specifically configured gender neutral. The only stipulation is that Females may have to use assigned heads with urinals.)

LHA 6:

LHA - Configurable. Up to 100 percent of berthing can be allocated for women. (Currently, 93 racks specifically for Females. All heads include urinals and commodes. Currently, 11 percent of berthing has been allocated for women aboard LHA 6. [LHA CLASS: All heads include urinals and commodes.]

LPD 23 - LPD 27

LPD – Configurable. Up to 100 percent of berthing can be allocated for women. (All heads are configured with commodes only.)

(Source: NAVSEA PMS 339, Mr. Jeff Perry)

- f. At what level is the allocation of berthing/racks assigned to women on all pre-commissioning ships reviewed/approved?
- i. The Commanding Officer (CO) and Command Master Chief (CMC) of the pre-commissioned ship have both the review and approval authority, respectively, to allocate women's berthing and rack assignments. (Source: NAVSEA, PM 339, Ms. Jackie Olson)

DACOWITS RFI #7



CAPT Jose G. Hernandez, USN

ACOS, Manpower & Personnel (N1)

Commander, Naval Surface Force, U.S. Pacific Fleet

March 2019



DACOWITS – Gender Integration: Women in Ships Update (RFI #7)

In 2015, the Secretary of the Navy recommended keeping specific positions closed to the assignment of enlisted women on three classes of ships scheduled to be decommissioned: frigates (FFGs), mine countermeasure ships (MCMs), and patrol coastal craft (PCs). The rationale for keeping these classes of ships closed to women was in part due to lack of appropriate berthing spaces and decommissioning schedules. Ship modifications were determined to be an injudicious use of resources. However, in recent years there have been changes to these decommissioning schedules, as well as to the delivery of new gender neutral surface ships and submarine platforms. Therefore, the Committee is concerned about potential impacts to women's career progression due to a lack of availability for women to serve in sea duty assignments.



DACOWITS – Gender Integration: Women in Ships Update (RFI #7)

The Committee requests a briefing from the Navy and Coast Guard* to address the following:

- a. What was the original plan for integrating all classes of ships previously closed to women?**
- b. What is the current plan to expand opportunities for women at sea (i.e., assignment availability; increase in the number of racks at sea allocated to women)?**
- c. Provide the current number of ships and submarines capable of having servicewomen assigned (officer and enlisted) out of your total inventory.**
- d. What is the racks-at-sea utilization percentage for women (both officer and enlisted), as compared to their male counterparts for each class of ship?**
- e. Provide the percentage of berthing allocations for women, onboard all newly commissioned ships over the past 5 years, by platform/class.**
- f. At what level is the allocation of berthing/racks assigned to women on all pre-commissioning ships reviewed/approved?**



DACOWITS – Gender Integration: Women in Ships Update (RFI #7)

7.a. What was the original plan for integrating all classes of ships previously closed to women?

- **In 1978, action was taken by Congress at the request of the Department of Defense to integrate women onto ships. During the fiscal year of 1979, 297 enlisted women were assigned to four ships. Navy management decreed that 5,000 women would be serving on over 30 ships by 1985**

- **Since then, percentage of women on ships has increased to**
 - **24.6% for Female Officers**
 - **16.5% for Enlisted Females**



DACOWITS – Gender Integration: Women in Ships Update (RFI #7)

7.b. What is the current plan to expand opportunities for women at sea (i.e., assignment availability; increase in the number of racks at sea allocated to women)?

- **Women are able to serve on any ship in the fleet, however, due to past construction, not at all paygrades. Currently, only the PC and MCM classes are female restricted due to berthing modification constraints. Based on the PB19 Ship building plan, MCMs are planned to be decommissioned by FY24 and all PCs by FY26**
- **All current and future construction plans for naval vessels are designed to accommodate both Officer and Enlisted Female Sailors**



DACOWITS – Gender Integration: Women in Ships Update (RFI #7)

7.c. Provide the current number of ships and submarines capable of having servicewomen assigned (officer and enlisted) out of your total inventory.

- **Of our total of 182 Surface combatants, 160 are currently able to house female Officers and Enlisted females. The exceptions are 9 of 11 MCMs and 13 PCs, which are officer only**
 - **CO/XO-only aboard the 11 MCMs; CO-only on the 13 PCs**
 - **Two MCMs (SENTRY and GLADIATOR) are configured for enlisted females (3 E7 and above; 15 E6 and below)**



DACOWITS – Gender Integration: Women in Ships Update (RFI #7)

7.d. What is the racks-at-sea utilization percentage for women (both officer and enlisted), as compared to their male counterparts for each class of ship?

Officer

- PERS 41 considers every Officer rack aboard Surface Combatants available to Women and billets are assigned regardless of gender

Female Officer Data by Class

CG: 22.3%
DDG: 27.1%
LCS: 19.9%
LPD: 29.0%
LHD: 34.2%
LHA: 16.1%
LCC: 30.0%
MCM: 2.4%

Source SWO OCM BUPERS-3 of 26 Feb 2019

Percentages based on the ratio of female officers to total officers per ship class



DACOWITS – Gender Integration: Women in Ships Update (RFI #7)

7.d. What is the racks-at-sea utilization percentage for women (both officer and enlisted), as compared to their male counterparts for each class of ship?

Enlisted Female

Source CMS-ID

- **CG:** 15%
- **DDG:** 21%
 - Includes DDG 1000
- **LCS:** 10%
- **LPD:** 19%
- **LHD:** 21%
- **LSD:** 23%
- **LHA:** 22%
- **PC:** 0%
- **MCM*:** 20%

* Only two MCMs configured with Women-At-Sea (WAS) Mod



DACOWITS – Gender Integration: Women in Ships Update (RFI #7)

7.e. Provide the percentage of berthing allocations for women, onboard all newly commissioned ships over the past 5 years, by platform/class.

- **Ships Delivered between 2013-2018**
 - **DDG 1000 – 1001**
 - **LCS 1 – 14**
 - **DDG 1000 & LCS – Configurable as needed; all berthing/heads are small and gender neutral; up to 100 percent of berthing can be allocated for women**
 - **DDG 113 – 116**
 - **DDG 51 – Configurable. Up to 100 percent of berthing can be allocated for women**
 - **LHA 6**
 - **LHA - Configurable. Up to 100 percent of berthing can be allocated for women**
 - **LPD 23 – 27**
 - **LPD – Configurable. Up to 100 percent of berthing can be allocated for women**



DACOWITS – Gender Integration: Women in Ships Update (RFI #7)

7.f. At what level is the allocation of berthing/racks assigned to women on all pre-commissioning ships reviewed/approved?

- **Commanding Officer (CO) and Command Master Chief (CMC) of the pre-commissioned ship have the review and approval authority, respectively, to allocate women's berthing and rack assignments**

RFI Category and Number:

RFI # 7.d- 7.f

RFI Question:

*The Committee requests a **briefing** from the **Navy and Coast Guard*** to address the following:*

d. What is the racks at sea utilization percentage for women (both officer and enlisted), as compared to their male counterparts for each class of ship?

e. Provide the percentage of berthing allocations for women, onboard all newly commissioned ships over the past 5 years, by platform/class.

f. At what level is the allocation of berthing/racks assigned to women on all pre-commissioning ships reviewed/approved?

RFI Response:

d. Nimitz class CVNs show 71% of the designated enlisted racks are utilized by male Sailors E-1 – E-6, 22% by female Sailors E-1 – E-6, 6% by male CPOs, and 1% by female CPOs. 14% of all Officer racks are utilized by female Officers, 86% utilized by male Officers.

e. No data available at this time.

f. No data available at this time.

UIC	Command	Female Enlisted	COB (Enlisted)	% Female Enlisted
N03368	CVN 68 NIMITZ	636	2,648	24.02%
N03369	CVN 69 EISENHOWER	725	2,790	25.99%
N20993	CVN 70 VINSON	585	2,625	22.29%
N21247	CVN 71 ROOSEVELT	745	2,737	27.22%
N21297	CVN 72 LINCOLN	634	2,832	22.39%
N21412	CVN 73 WASHINGTON	594	2,329	25.50%
N21847	CVN 74 STENNIS	571	2,767	20.64%
N21853	CVN 75 TRUMAN	627	2,879	21.78%
N22178	CVN 76 REAGAN	619	2,912	21.26%
N23170	CVN 77 BUSH	693	2,608	26.57%
N23173	CVN 78 FORD	485	2,230	21.75%
TOTAL CVN		6914	29,357	23.6%

Female Officer	COB (Officer)	% Female Officer
29	173	16.76%
25	175	14.29%
23	171	13.45%
25	176	14.20%
24	183	13.11%
22	166	13.25%
26	178	14.61%
20	171	11.70%
19	173	10.98%
26	163	15.95%
31	176	17.61%
270	1,905	14.2%

CVN 69 EISENHOWER		EISENHOWER INPUT		
MALE BERTH	E1-6 2400	CPO 189	OFFICER 499	TOTAL 2589
FEMALE BERTH	E1-6 972	CPO 37	OFFICER	TOTAL 1009
EMBRQMTS (M)	E1-6 1213	CPO 161	OFFICER	TOTAL 1374
EMBRQMTS (F)	E1-6 271	CPO 29	OFFICER	TOTAL 300

Male Enlisted 10173
Female Enlisted 3499
Male CPO 740
Female CPO 137

CVN 73 GEO WASH		GEO WASHINGTON INPUT		
MALE BERTH	E1-6 2594	CPO 176	OFFICER 390	TOTAL 3160
FEMALE BERTH	E1-6 1010	CPO 35	OFFICER 123	TOTAL 1168
EMBRQMTS (M)	E1-6 1076	CPO 134	OFFICER 40	TOTAL 1250
EMBRQMTS (F)	E1-6 379	CPO 25	OFFICER 8	TOTAL 412

CVN 75 H TRUMAN		TRUMAN INPUT		
MALE BERTH	E1-6 2611	CPO 172	OFFICER 178	TOTAL 2783
FEMALE BERTH	E1-6 662	CPO 30	OFFICER 30	TOTAL 692
EMBRQMTS (M)	E1-6 1095	CPO 138	OFFICER 298	TOTAL 1233
EMBRQMTS (F)	E1-6 252	CPO 18	OFFICER 34	TOTAL 267

CVN 77 GEO BUSH		BUSH INPUT		
MALE BERTH	E1-6 2568	CPO 203	OFFICER 478	TOTAL 3249
FEMALE BERTH	E1-6 855	CPO 35	OFFICER 177	TOTAL 1067
EMBRQMTS (M)	E1-6 1267	CPO 147	OFFICER 933	TOTAL 2347
EMBRQMTS (F)	E1-6 216	CPO 15	OFFICER 193	TOTAL 424

CVN 68 NIMITZ		NIMITZ INPUT			
MALE BERTH	E1-6 2583	CPO 0181	OFFICER	TOTAL	2764
FEMALE BERTH	E1-6 0912	CPO 0018	OFFICER	TOTAL	0930
EMBRQMTS(M)	E1-6 1272	CPO 0144	OFFICER	TOTAL	1416
EMBRQMTS(F)	E1-6 0243	CPO 0018	OFFICER	TOTAL	0261
OFFICERS (M/F)	BOTH M/F	554		TOTAL	0554
				TOTAL	5925

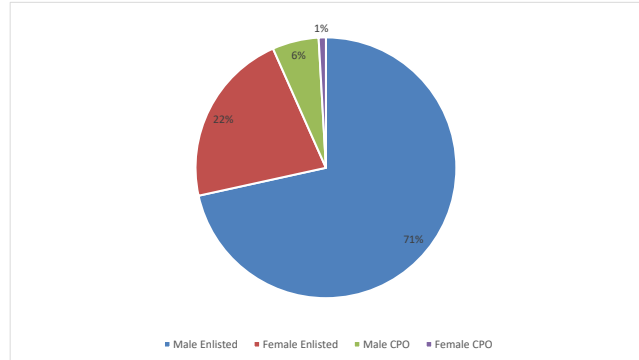
Male Enlisted 23771
Female Enlisted 7236
Male CPO 1912
Female CPO 298

CVN 70 VINSON		VINSON INPUT			
MALE BERTH	E1-6 2848	CPO 0229	OFFICER	TOTAL	3077
FEMALE BERTH	E1-6 0552	CPO 0051	OFFICER	TOTAL	0603
EMBRQMTS(M)	E1-6 1136	CPO 0135	OFFICER	TOTAL	1271
EMBRQMTS(F)	E1-6 0231	CPO 0024	OFFICER	TOTAL	0255
OFFICERS (M/F)	BOTH M/F	552		TOTAL	0552
				TOTAL	5758

CVN 74 J STENNIS		JCS INPUT			
MALE BERTH	E1-6 2926	CPO 0184	OFFICER	TOTAL	3397
FEMALE BERTH	E1-6 0669	CPO 0024	OFFICER	TOTAL	0746
EMBRQMTS(M)	E1-6 0952	CPO 0072	OFFICER	TOTAL	1198
EMBRQMTS(F)	E1-6 0261	CPO 0018	OFFICER	TOTAL	0293
EMBRQMTS(M)	E1-6 1393	CPO 0152	OFFICER	TOTAL	1545
EMBRQMTS(F)	E1-6 0195	CPO 0024	OFFICER	TOTAL	0219
OFFICERS (M/F)	BOTH M/F	528		TOTAL	0528
				TOTAL	7926

CVN 71 ROOSEVELT		ROOSEVELT INPUT			
MALE BERTH	E1-6 2649	CPO 0331	OFFICER	TOTAL	2980
FEMALE BERTH	E1-6 0917	CPO 0045	OFFICER	TOTAL	0962
EMBRQMTS(M)	E1-6 1123	CPO 0339	OFFICER	TOTAL	1462
EMBRQMTS(F)	E1-6 0232	CPO 0045	OFFICER	TOTAL	0277
OFFICERS (M/F)	BOTH M/F	542		TOTAL	0542
				TOTAL	6223

CVN 76 REAGAN		REAGAN INPUT			
MALE BERTH	E1-6 2592	CPO 247	OFFICER	TOTAL	2839
FEMALE BERTH	E1-6 687	CPO 23	OFFICER	TOTAL	710
EMBRQMTS(M)	E1-6 1393	CPO 152	OFFICER	TOTAL	1545
EMBRQMTS(F)	E1-6 195	CPO 24	OFFICER	TOTAL	0219
OFFICERS (M/F)	BOTH M/F	580		TOTAL	0580
				TOTAL	5893



RFI Category and Number:

DACOWITS – Gender Integration: Women in Ships Update (RFI #7)

RFI Question:

- a. What was the original plan for integrating all classes of ships previously closed to women?
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- c. Provide the current number of ships and submarines capable of having servicewomen assigned (officer and enlisted) out of your total inventory.
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- e. Provide the percentage of berthing allocations for women, onboard all newly commissioned ships over the past 5 years, by platform/class.
- f. At what level is the allocation of berthing/racks assigned to women on all pre-commissioning ships reviewed/approved?

RFI Response:

- a. N/A – None of the ships manned by MSC military personnel are closed to women.
- b. N/A – None of the ships manned by MSC military personnel are closed to women or restricted in the number of racks that can be allocated to women.
- c. MSC military personnel serve on four ships. All four are capable of having service women assigned. The remainder of ships in the MSC inventory are crewed by civilian mariners or contractors.
- d. T-AH (ROS Crew Only): Officer: 29% Enlisted: 24%
T-AK/T-AKR: Officer: 17% Enlisted: 14%
- e. The four MSC ships with military assigned have staterooms instead of open berthing. MSC considers every rack aboard ships open to women.
- f. Naval Sea Systems Command, Program Executive Offices

POC or office responsible:

Military Sealift Command N1



DACOWITS RFI #7

Commander, Military Sealift Command

22 April 2019

UNCLASSIFIED



DACOWITS – Gender Integration Women on Ships Update (RFI #7)

In 2015, the Secretary of the Navy recommended keeping specific positions closed to the assignment of enlisted women on three classes of ships scheduled to be decommissioned: frigates (FFGs), mine countermeasure ships (MCMs), and patrol coastal craft (PCs). The rationale for keeping these classes of ships closed to women was in part due to lack of appropriate berthing spaces and decommissioning schedules. Ship modifications were determined to be an injudicious use of resources. However, in recent years there have been changes to these decommissioning schedules, as well as to the delivery of new gender neutral surface ships and submarine platforms. Therefore, the Committee is concerned about potential impacts to women's career progression due to a lack of availability for women to serve in sea duty assignments.



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The Committee requests a briefing from the Navy and Coast Guard* to address the following:

- a. What was the original plan for integrating all classes of ships previously closed to women?**
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UNCLASSIFIED



DACOWITS – Gender Integration Women on Ships Update (RFI #7)

7.a. What was the original plan for integrating all classes of ships previously closed to women?

- **N/A to MSC - None of the ships manned by MSC military personnel are closed to women.**



DACOWITS – Gender Integration Women on Ships Update (RFI #7)

7.a. What was the original plan for integrating all classes of ships previously closed to women?

- **N/A to MSC - None of the ships manned by MSC military personnel are closed to women or restricted in the number of racks that can be allocated to women.**



DACOWITS – Gender Integration Women on Ships Update (RFI #7)

7.c. Provide the current number of ships and submarines capable of having servicewomen assigned (officer and enlisted) out of your total inventory.

- **MSC military personnel serve on four ships. All four are capable of having service women assigned. The remainder of ships in the MSC inventory are crewed by civilian mariners or contractors.**



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7.c. Provide the current number of ships and submarines capable of having servicewomen assigned (officer and enlisted) out of your total inventory.

- **MSC military personnel serve on four ships. All four are capable of having service women assigned. The remainder of ships in the MSC inventory are crewed by civilian mariners or contractors.**



DACOWITS – Gender Integration Women on Ships Update (RFI #7)

7.d. What is the racks-at-sea utilization percentage for women (both officer and enlisted), as compared to their male counterparts for each class of ship?

- T-AH (ROS Crew Only): Officer: 29% Enlisted: 24%
- T-AK/T-AKR: Officer: 17% Enlisted: 14%



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7.e. Provide the percentage of berthing allocations for women, onboard all newly commissioned ships over the past 5 years, by platform/class.

- The four MSC ships with military assigned have staterooms instead of open berthing. MSC considers every rack aboard ships open to women.



DACOWITS – Gender Integration Women on Ships Update (RFI #7)

7.f. At what level is the allocation of berthing/racks assigned to women on all pre-commissioning ships reviewed/approved?

- Naval Sea Systems Command, Program Executive Offices

RFI Category and Number: March 2019 QBM - RFI 11 Follow-Up Questions – Domestic Violence Affecting Servicewomen

RFI Question:

Military Services: Request annual data (2014-2018) from each Services' Family Advocacy Program (FAP) registry on domestic abuse affecting Servicewomen. To include on/off base incidents and referrals, and whether the abuse included domestic violence. Provide an assessment of the trends, including indicators of whether non-physical domestic abuse developed into domestic violence.

RFI Response:

This information was pulled from the Navy Family Advocacy Program (FAP) Child Abuse and Domestic Abuse Incident Report System. The data represents all incident reports in FY14 through FY18 that met criteria for domestic abuse in which servicewomen were the identified victims. Per current Department of Defense (DoD) FAP policy, no identifying information is maintained in the Navy Child Abuse and Domestic Abuse Incident Report Systems for incident reports that do not meet criteria for abuse. Location of the incident is not required or captured in the Navy FAP Incident Report System. However, because Navy FAP response does not differ for incidents occurring on versus off base, both on base and off-base incidents are included.

FY	Total Incidents	Type of Domestic Abuse			Relationship		
		Emotional	Physical	Sexual	Current Spouse	Former Spouse	Intimate Partner
FY14	380	62	308	10	256	13	111
FY15	429	75	329	25	334	2	93
FY16	448	104	323	21	335	7	106
FY17*	447	93	333	20	325	5	117
FY18	465	108	331	26	356	3	106

*1 report of domestic neglect in FY17 is not included above

Trends: Navy servicewomen make up a substantial preponderance of incidents reported to Navy FAP. Navy servicewomen varied from 90% in FY16 to 95% in FY15. Marine Corps, Army and Air Force servicewomen varied between 1% to 5% of victims across FY14 to FY18. The type of reported domestic abuse is relatively consistent across FY14 to FY18, with domestic physical abuse reported in 71% to 81% of the incidents reported, followed by emotional abuse.

Domestic sexual abuse represents between 3% to 6% of the reported incidents. Domestic abuse between current spouses is most common, typically representing about three-quarters of the reported incidents, with most of the remaining incidents occurring in intimate partner relationships. Domestic abuse between former spouses is relatively infrequent across the five

years. The offender's status at the time of the incident remains relative consistent across the years reported, in that military family member offenders typically represent just under 50% of the reported incidents. Uniformed service member offenders varied between 27% and 38% across the five years. Offenders with no DoD affiliation represented between 10% to 16% of the identified offenders. Civilian offenders (i.e., retired military or DoD civilians) were relatively infrequent, representing less than 5% of the identified offenders. Males represent between 89% and 94% of the identified offenders. Navy is not able currently to analyze trends with respect to whether incidents of non-physical abuse developed into domestic violence because it requires tracking by individual.

POC or office responsible: Commander, Navy Installations Command, Family Readiness (N91)

RFI Category and Number:

RFI #11: Domestic violence Affecting Servicewomen

RFI Question:

ii. **Navy:** Request a follow up from the Navy on the partnering with Boston University that studies / educates women from 19-24 years of age on how to identify low-level warning signs of abuse – a primary prevention initiative.

RFI Response:

The One Love Escalation Workshop is based on the theory of the diffusion of innovation and seeks to motivate members of a community to act together to make a social norms change. Personal interventions have been demonstrated to be effective at preventing sexual violence, stalking, and bullying through several studies. Escalation allows Sailors, both male and female, to rally their communities to change the statistics around relationship abuse. The workshop teaches participants how to recognize and intervene when they see unhealthy behaviors in their own and their friends' relationships

Navy partnered with Boston University in fiscal year 2018 to conduct a One Love escalation study to evaluate the effectiveness of the One Love prevention program. This study is qualitative and quantitative using a research model with a participant group and a control group for comparison. The study incorporates on-site observation, interviews in an operational environment, an academic literature review and statistical analysis. Peers or near-peers are trained as group facilitators to conduct 90-minute face-to-face workshops. The message is strength-based with the belief that everyone has a role in prevention. The goal is to provide young people with the tools to create a movement that decreases risk factors and increases protective resources.

The 90-minute Escalation Workshop study was conducted with approximately 800 Sailors in small group discussions within the U.S. Fleet Forces Command and U.S. Pacific Fleet areas of responsibility. This research study was approved by the Boston University Institutional Review Board and conducted in accordance with ethical human subjects' procedures and data safety protections.

The final report will be completed in the July 2019 timeframe and will evaluate the effectiveness of the program in increasing knowledge and changing attitudes, behavioral intentions and counterproductive behaviors as well as determining the feasibility of expanding the program Navy-wide.