

RFI Category and Number:

Gender Integration Implementation RFI #2

RFI Question:

Following the December 3, 2015, decision by the SecDef to open all previously closed units and positions to women, DACOWITS has been closely monitoring the Services' efforts to develop, enhance and implement plans to fully integrate women into all occupational specialties, career development and educating the total force.

- a. What office is responsible for gender integration oversight and accountability and what areas are specifically covered?*
- b. What policies and regulations are in place to ensure long term integration?*
- c. What measures/metrics are used?*
- d. What systems are in place to track compliance, success and deficiencies?*
- e. What is the timeline for changes?*
- f. Who is responsible for measurements and gaps?*
- g. What is the current data on schools preparing Service members to serve in newly opened positions, including graduation occurring from Mar 16 to present?*
- h. What military schools have not had women accessions, graduation or completion?*
- i. What are the areas of success, positive trends or unexpected trends?*

RFI Response:

a. OPNAV's Office of Inclusion and Diversity (N1D) has oversight responsibility for gender integration reporting. Naval Special Warfare (NSW), Submarine Forces (SUBFOR) and Surface Forces (SURFOR) are accountable for their implementation plans and execution. The Secretary of Defense (SECDEF) requires reporting on:

- Standards*
- Population size*
- Physical demands and physiological differences*
- Conduct and culture*
- Talent management*
- Operating abroad*
- Assessment and adjustment*

Each implementation plan is unique to each community. Implementation plans are publicly available on DoD's website. <http://www.defense.gov/News/Publications>

b. The SECDEF December 3, 2015 Memorandum directed the Secretaries of the Military Departments and the Chiefs of the Military Services to submit final, detailed implementation plans for the opening of all military occupational specialties, career fields and branches for accession by women for approval no later than January 1, 2016. On March 9, 2016 SECDEF approved the implementation plans. Implementation plans are publicly available on DoD's website. <http://www.defense.gov/News/Publications>

c. Measures and metrics:

- *Standards*
- *Population size*
- *Physical demands and physiological differences*
- *Conduct and culture*
- *Talent management*
- *Operating abroad*
- *Assessment and adjustment.*

d. NSW, SUBFOR and SURFOR each submit an Annual Assessment Regarding the Full Integration of Women to the Chief of Naval Personnel. Chief of Naval Operations submits an Annual Assessment Regarding the Full Integration of Women in the Navy to Secretary of the Navy.

e. NSW is an integrated force and is complete with all planned actions in their implementation plan - the pipeline is open and they await female candidates. SUBFOR has a deliberate plan to integrate and assign women enlisted and officers to SSBNs, SSGNs, and SSNs. SURFOR is complete with all planned actions in their implementation plan.

f. NSW, SUBFOR and SURFOR are responsible for the integration of women into their communities to include gaps and measurements.

g. NSW is open and ready for women to enter the NSW training pipeline for SEAL and SWCC. To date, no female (enlisted or officer) has graduated from the NSW pipeline. All positions in SUBFOR are open to women. Since Mar 2016, 59 female officers and 125 enlisted female Sailors have been accepted from the training pipelines. There are a total of 18 submarine crews integrated with female officers and 6 submarine crews integrated with female enlisted Sailors.

h. To date, NSW has no female (enlisted or officer) pipeline graduates.¹

¹ For accession and completion data, contact the NSW Public Affairs Office, (619) 537 2826.

i. Successful completion of implementation plans for NSW and SURFOR. To date SUBFOR is successfully implementing their integration plan. Initial female retention trends for female submarine officers was higher than predicted.

POC or office responsible:

OPNAV N1D, LT Emmanuel Richardson, (703) 604-5075, Emmanuel.Richardson@navy.mil