



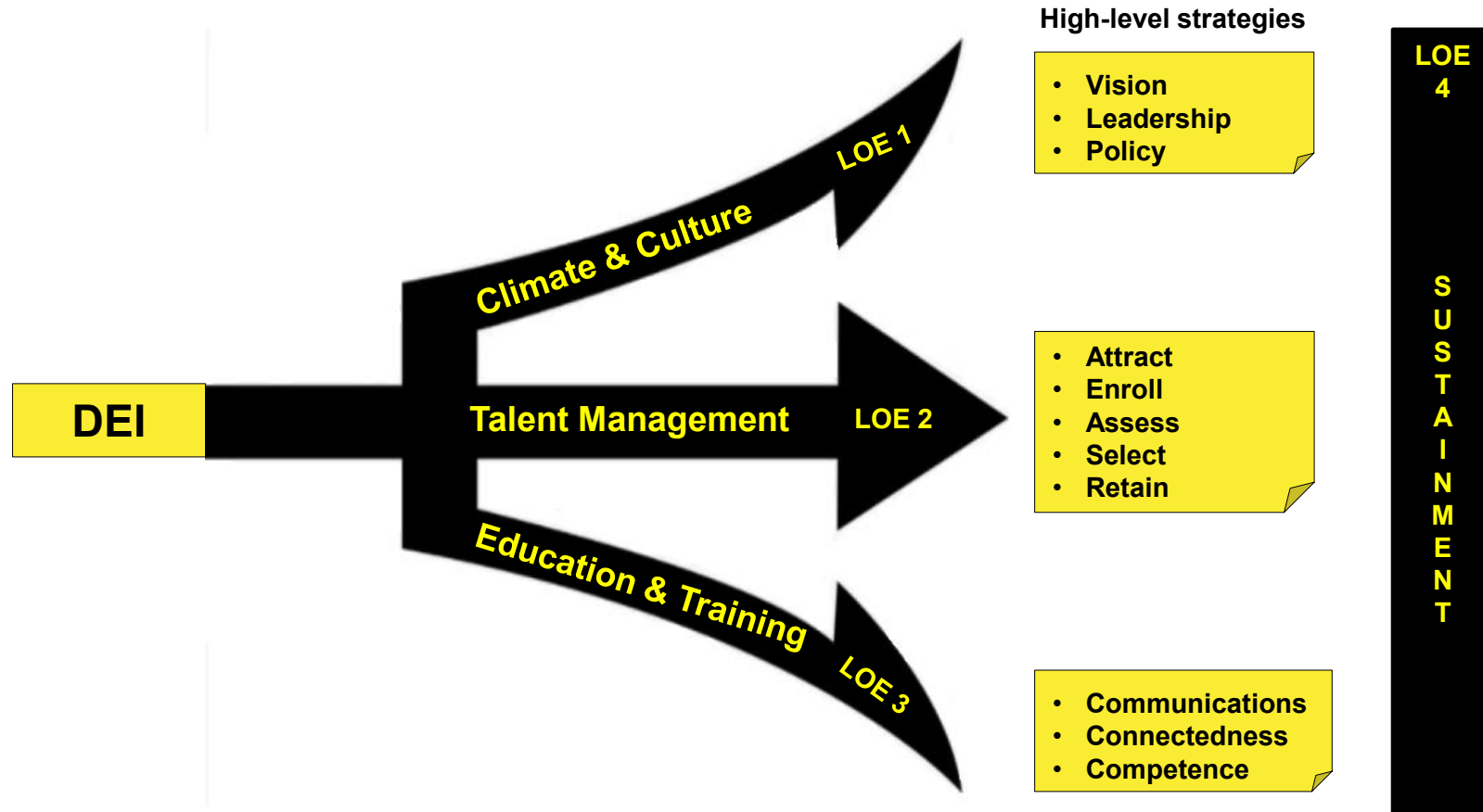
# DACOWITS RFI #6

Naval Special Warfare Command

March 2023



# NSWC RFI #6 Brief to Defense Advisory Committee on Women in the Services 21 March 2023





## NSWC RFI #6 Brief DACOWITS

- a. **WISOF outreach efforts:** NSW established the Naval Special Warfare Assessment Command (NSWAC) in Aug. 2022. NSWAC signed an MOU with Navy Recruiting Command (NRC) and as a result, increased comprehensive outreach efforts from 3-5 locations to 28 untapped geographic locations across the U.S. NSW's outreach program staff represent female and other minority SOF professions.
- b. **Outreach efforts to mentor and encourage women to enter SOF:** NSWAC participated in the NRC Warrior Challenge and maintains relationships with Navy Talent Acquisition Groups (NTAGs). NSW Basic Training Command (NSWBTC) instructors and leadership hosted three (3) Q&A informational sessions in Fleet concentration areas to educate Sailors about opportunities at NSW and attended an additional career counseling day hosted by SEAL Team SEVEN.
- c. **Overview of SOF selection process:** Validated, operationally-relevant, gender-neutral selection and training standards are in place for all NSW occupations. These standards are maintained to avoid gender bias related to the occupational requirements of SEAL and SWCC Operators.



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- d. **How NSW helps women prepare for SOF selection process:** NSW maintains a gender-neutral training standard. The SEAL / SWCC Outreach website ([sealswcc.com/outreach](https://sealswcc.com/outreach)) provides numerous training programs, videos, and podcasts on topics ranging from physical fitness, emotional and psychological fortitude, nutrition, and integration to assist ALL candidates in preparing to enter training. NSWAC – East Coast conducts swim training for Active Duty interested in applying.
- e. **Number of service members entering NSW selection process annually (FY18-22):**

| SO/SB Candidates | 2022 | 2021 | 2020 | 2019 | 2018 |
|------------------|------|------|------|------|------|
| Male             | 1145 | 1145 | 1175 | 1200 | 1250 |
| Female           | 3    | 1    | 2    | 4    | 1    |
| Total            | 1148 | 1146 | 1177 | 1204 | 1251 |



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- f. Have you examined or established support systems for women to enter SOF?** Yes. NSW has a Force Integration Officer (FIO) to support all SOF integration efforts. WISOF Instructors have been integrated at BTC since 2016 and have increased the number of dedicated billets from four to eleven in FY23 to support **all** candidates going through the SO/SB pipeline.
1. SPLASH SCREEN advertising instructor billets on MyNavyHR social media platforms to provide increased visibility to the Fleet.
  2. NSW WISOF Instructor MILPERSMAN (MPM) being finalized for submission to NPC for approval to broaden visibility of career opportunities.
  3. CAREER PATH – Learning and Development Roadmaps
  4. CAREER DETAILER SYMPOSIUM – coordination by NSWAC
- g. Have you considered or reviewed lessons learned from other military integration efforts?** Yes. NSWC has exchanged site-visits and site surveys with various military partners such as Army and the Chief Integration Officer at Second Air Force.