



# **US Coast Guard Briefing to DACOWITS March 2019**

**Presented by:**

**Human Systems Integration (HSI) Division**

**CG-1B3**



# Request for Information #7

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## GENDER INTEGRATION: WOMEN IN SHIPS UPDATE (E&I)

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.



# Request for Information #7 (cont'd)

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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?
  - 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?
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# Request for Information #7 (cont'd)

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

The Coast Guard does not have any cutter classes that are closed to women. However, there are some constraints within the legacy fleet due to crew berthing configurations. This may require specific gender mixes in specific operational and engineering rates to fit berthing compartment capacities.



# Request for Information #7 (cont'd)

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## **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)?**

An Operational Requirement Document (ORD) is developed for each new Cutter Class by the Office of Cutter Forces (CG-751) in conjunction with Acquisitions (CG-9) and Naval Engineering (CG-45). New ship construction requirements include berthing, habitability, and ergonomics features that fully accommodate any gender mix within the crew. Racks are not specifically allocated to women or men. Instead, cutter berthing must be configured to accommodate any proportion of females to males so that the physical arrangement of berthing/heads is not a barrier to assigning women afloat. Also, cutters must be designed to accommodate an anthropometric range from 5% female to 95% male; this means that the layout and design of the cutter (and the placement of equipment) will not impede the safety, performance, or habitability of a user population that spans the anthropometric variations between the smallest females to the largest males.

The only limiting factor to assigning additional women to these platforms is the number of women available for assignment.

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# Request for Information #7 (cont'd)

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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.**

All 249 Coast Guard cutters are capable of having both officer and enlisted servicewomen assigned, with 137 mixed gender cutters, 63 gender neutral cutters, and 49 single gender cutters (currently male-only due to limited availability of women) in FY19. The Coast Guard has no submarines in its fleet.



# Request for Information #7 (cont'd)

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**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?**

While all racks are available to officers and enlisted in both genders, the current enlisted distribution is:

7,339	Enlisted personnel onboard all cutters
758	Enlisted women onboard all cutters
6,581	Enlisted men onboard all cutters
10.33 %	Percentage of women onboard cutters
89.67 %	Percentage of men onboard cutters

Additionally, we currently have 98 racks unused in enlisted staterooms already occupied by women on 137 cutters.



# Request for Information #7 (cont'd)

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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.**

Berthing onboard newly commissioned cutters (cutters built within the last 25 years) is not allocated by gender. Instead, berthing compartmentation is configured such that any female-to-male ratio can be accommodated. For the past 5 years, this includes the classes of Fast Response Cutter (FRC) and National Security Cutter (NSC).



# Request for Information #7 (cont'd)

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

Berthing/racks are not identified as female or male on pre-commissioning ships. Full gender integration features are included in cutter acquisition requirements applied by the Assistant Commandant for Human Resources, who is the Engineering Technical Authority for Human Systems Integration.





# Women Afloat

## Big Picture - Current Cutters Available

AY	Mixed Gender	Gender Neutral	Male Only
2015	105	81	48
2016	117	73	56
2017	128	73	48
2018	137	64	48
2019	135	66	48

Mixed Gender: Women currently assigned  
Gender Neutral: Easily converted (available for assignment depending on demand)  
Male only: Berthing constraints limit opportunities (65', 75', 100', 140', and 160')

## Current Rack Space

**Total # of racks available in AY19: 854**

**Projected # of racks occupied in AY19: 758**

White Hulls				Black and Red Hulls			
Cutter Type	Fleet Size (w/ Women)	Racks Total per cutter	Women currently Aboard (total for fleet)	Cutter Type	Fleet Size (w/ women)	Racks Total per cutter	Women currently Aboard (total for fleet)
WIX (EAGLE)	1 (1)	66	14	WLB 225	16 (16)	44	104
WPB 087	73 (48)	14	102	WLM 175	14 (10)	22	40
WPB 110	20 (1)**	18	4	WLR 075	2 (1)	16	4
WPC 154	30 (28)	20	76	WAGB 399	1 (1)	156	18
WMEC 210	14 (2)	79	30	WAGB 420	1 (1)	80	22
WMEC 270	13 (13)	104	156	WLBB 240	1 (1)	66	14
WMEC 282	1 (1)	112	18				
WHEC 378	3 (3)	162	74				
WMSL 418	8 (8)	127	180				

\*All new cutters built over previous 25 years (e.g. 225', 154', 418', etc) are built with gender neutral 2-6 person berthing areas. The only limiting factor to assigning women is the number of women available for assignment.

\*\*CGC MAUI will be second 110 female crew starting rotation Winter 2019

## Current Women Afloat

DISTRICT 1			DISTRICT 5			DISTRICT 7			DISTRICT 8			DISTRICT 9		
TYPE	Fleet	# of Women	TYPE	Fleet	# of Women									
WLB 225	2	16	WLB 225	1	6	WLB 225	1	6	WLB 225	1	6	WLB 225	2	12
WLM 175	4	16	WLM 175	2	8	WLM 175	2	8	WLM 175	1	4	WLBB 240	1	12
WPB 087	4	8	WPB 087	5	10	WPB 087	10	22	WPB 087	12	24			
WIX	1	14	WPC 154	4	12	WPC 154	17	38	WPC 154	2	6			
WMEC 270	5	60	WMEC 270	6	72	WMEC 270	2	24	WLR 075	1	4			
						WMEC 210	1	15						
						WMSL 418	2	50						
<b>Total</b>	<b>16</b>	<b>114</b>	<b>Total</b>	<b>18</b>	<b>108</b>	<b>Total</b>	<b>35</b>	<b>163</b>	<b>Total</b>	<b>17</b>	<b>44</b>	<b>Total</b>	<b>3</b>	<b>24</b>
DISTRICT 11			DISTRICT 13			DISTRICT 14			DISTRICT 17			Type	Amount	# of Women
TYPE	Fleet	# of Women	WLB 225	16	104									
WLB 225	1	6	WLB 225	1	6	WLB 225	3	20	WLB 225	4	26	WLM 175	10	40
WLB 175	1	4	WAGB 399	1	18	WMSL 418	2	40	WMEC 282	1	18	WLR 075	1	4
WMSL 418	4	90	WAGB 420	1	22	WPC 154	2	10	WPC 154	2	6	WAGB 399	1	18
WPB 087	8	16	WPB 087	7	14	WPB 087	2	8	WHEC 378	1	24	WAGB 420	1	22
WPC 154	1	4	WPB 110	1	4							WLBB 240	1	12
			WHEC 378	2	50							WIX	1	14
			WMEC 210	1	15							WPB 087	48	102
<b>Total</b>	<b>15</b>	<b>120</b>	<b>Total</b>	<b>14</b>	<b>129</b>	<b>Total</b>	<b>9</b>	<b>78</b>	<b>Total</b>	<b>8</b>	<b>74</b>	WPB 110	2	4
												WPC 154	28	76
												WMEC 210	2	30
												WMEC 270	13	156
												WMEC 282	1	18
												WMSL 418	8	180
												WHEC 378	3	74
												<b>Total</b>	<b>136</b>	<b>854</b>