

# DACOWITS RFI #7

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

**19 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 Patrol Craft (PC) and Mine Countermeasure (MCM) classes are female restricted due to berthing modification constraints. Based on the PB19 Ship building plan, MCMs are scheduled 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 accommodate female Officers and Enlisted females. The exceptions are 9 of 11 MCMs and 13 PCs, which are officer only**
  - **Commanding Officer (CO)/Executive Officer (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**

- **Navy considers every Officer rack aboard Surface Combatants open to women. Billets are assigned regardless of gender**

## **Female Officer Data by Ship Class\*:**

**Cruiser (CG): 22.3%**

**Destroyer (DDG): 27.1%**

**Littoral Combat Ship (LCS): 19.9%**

**Amphibious Transport Dock (LPD): 29.0%**

**Amphibious Assault Ship (LHD): 34.2%**

**Amphibious Assault Ship (LHA): 16.1%**

**Amphibious Command Ship (LCC): 30.0%**

**Mine Countermeasures (MCM): 2.4%**

*\*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
- **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 51-112 – 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 17-22 – 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**

# Questions?

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

**19 March 2019**



# DACOWITS RFI 7

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**Commander, Submarine Force Atlantic**

**19 March 2019**



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

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

- In 2010 the Secretary of Defense approved the integration of women into the Submarine Force
- **All classes of submarines were opened to assignment of women**
  - A deliberate plan was developed for successful integration, targeting 18 submarine crews; this included determining retention rates prior to expansion (for community management)
  - Integration of Los Angeles-class and Seawolf-class submarines was not planned due to required berthing modifications, pending inactivation of Los Angeles-class, and the uncertainty of future interest amongst women applicants
- **The Women in Submarines (WIS) Task Force (established in 2009 and led by Rear Admiral Barry Bruner) developed a deliberate plan to integrate Ohio-class Ballistic Missile (SSBN) and Guided Missile (SSGN) submarines with women officers**
  - The integration plan began with female officers assigned to SSBN and SSGN class submarines based on lessons learned from the Surface Fleet (e.g., integrating female officers before female enlisted Sailors)
    - These dual-crew ships are of sufficient size to allow female officers to be assigned with no modifications required to allow for private berthing and head facilities
  - The plan included a phased approach to integration:
    - Eight submarine crews integrated by FY12 (completed)
    - Four submarine crews planned in FY13 (completed)
    - Six submarine crews planned; two per year in FY14-16 (completed); the last two SSBNs planned were replaced with four Virginia-class SSNs



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

## RFI Question #7.a What was the original plan for integrating all classes of ships previously closed to women? (*cont.*)

- **Key points:**
  - Initial integration would be female officers only
  - Nuclear trained Junior Officers (1170s) and Supply Officer Department Heads would be assigned in the first increment
    - A lesson learned from the Surface Fleet was to have a warfare qualified senior female officer onboard for initial integration of female Junior Officers
  - No modifications to ship design were required to support assignment of female officers to Ohio-class SSBNs and SSGNs
  - The first female candidates would be accessed in FY10 and report aboard in FY12 following the standard submarine officer training pipeline
  - Each crew would have three officers assigned; two nuclear trained Junior Officers and one Supply Officer Department Head
  - All women accessions would be in excess of current submarine officer accessions until female submariner retention behavior was predictable
- **20 women were commissioned and selected for submarine service in FY 2010**
- **In 2016 we modified our plan to add a 19<sup>th</sup> crew (USS JOHN WARNER) in Norfolk to better support dual military couple co-location**



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

**RFI Question #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)?**

- **Current Plan of Record: Integrate 21 submarine crews with female officers and 14 submarine crews with female enlisted Sailors by 2025 (see slide 5)**
- **In general, maintain a deliberate integration process; focus is on integrating women as quickly as possible while maximizing success**
  - Insights/lessons learned from other communities (e.g., ensuring sufficient cadre of women on board each unit (enlisted women make up 20% of the crew))
  - Community management considerations (e.g., recruit availability, pipeline attrition, retention)
  - Habitability considerations
  - Type Commanders (TYCOMs) are leveraging a series of Center for Naval Analysis (CNA) studies
    - Most recent CNA study commissioned in 2018 to be completed in late 2019; this will verify assumptions used in model development using observed submarine force data/trends and determine the time to self-sustaining
    - Exploring a follow-on study focused on journeyman to apprentice ratios and correlation to integration success



# Women in Submarines Integration Plan of Record

		2010-14 (FY)	2015				2016				2017				2018				2019				2020				2021				2022				2023				2024				2025			
			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	MICHIGAN, SSGN 727 (BLUE & GOLD) BANGOR																																													
	FLORIDA, SSGN 728 (BLUE & GOLD) KINGS BAY																																													
	OHIO, SSGN 726 (BLUE & GOLD) BANGOR																																													
	GEORGIA, SSGN 729 (BLUE & GOLD) KINGS BAY																																													
SSBN	MAINE, SSBN 741 (BLUE & GOLD) BANGOR																																													
	WYOMING, SSBN 742 (BLUE & GOLD) KINGS BAY																																													
	LOUISIANA, SSBN 743 (BLUE & GOLD) BANGOR																																													
SSN - VA-CLASS	VIRGINIA, SSN 774 (1 crew) GROTON																																													
	MINNESOTA, SSN 783 (1 crew) GROTON																																													
	MISSISSIPPI, SSN 782 (1 crew) PEARL HARBOR																																													
	TEXAS, SSN 775 (1 crew) PEARL HARBOR																																													
	JOHN WARNER, SSN 785 (1 crew) NORFOLK																																													
SSN-VA-CLASS (BLK IV)	NEW JERSEY, SSN 796 (1 crew) EAST COAST																																													
	IOWA, SSN 797 (1 crew) WEST COAST																																													
	MASSACHUSETTS, SSN 798 (1 crew) EAST COAST																																													
	IDAHO, SSN 799 (1 crew) WEST COAST																																													
	ARKANSAS, SSN 800 (1 crew) EAST COAST																																													
Integration Profile (# Crews Officer)	CY 10-14(14)	CY 15(16)	CY 16(18)	CY 17(18)	CY 18(19)	CY 19(19)	CY 20(19)	CY 21(20)	CY 22(21)	CY 23(21)	CY 24(21)	CY 25(21)																																		
Integration Profile (# Crews Enlisted)	CY 10-14(0)	CY 15(0)	CY 16(2)	CY 17(4)	CY 18(6)	CY 19(8)	CY 20(8)	CY 21(10)	CY 22(12)	CY 23(13)	CY 24(14)	CY 25(14)																																		

Decision Point (DP) 1 - Officers  
DP 2 - Enlisted

Other Key Items	
	MMP/ERP
	ERO
	WEST COAST SUBMARINE
	EAST COAST SUBMARINE

- Synchronized officer and enlisted integration plan; two discrete decision points established with focus on expansion beyond Plan of Record:
  - DP 1: Based on DH retention, should we expand officer integration beyond the revised plan of record?
  - DP 2: Based on accessions, conversions, and retention, should we expand enlisted integration beyond the revised plan of record?
- Both officer and enlisted programs are evaluated semi-annually for sustainability (e.g., accessions, conversions, retention). Options include:
  - Deviating from Plan of Record, but only after fully staffing (to include use of SUBFOR's Joint Conference)
  - For enlisted integration only, shifting from conversion to accession weighted model





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

**RFI Question #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)? (Cont.)**

- **Some specific integration milestones:**
  - The number of female officer accessions was expanded (from 36 to 56) in 2018 to accommodate interest at accession sources
  - USS WYOMING and USS LOUISIANA will receive female enlisted Sailors between 2020 and 2022
  - BLK IV Virginia-class SSNs are being built with gender neutral accommodations; will be available in 2021
    - USS NEW JERSEY and USS IOWA will be integrated with female officers in 2021-2022 and female enlisted in 2023-2024
  - Four integrated SSGNs will be decommissioned between 2026 and 2029; plan under development to preserve the opportunity for female submariners with gender neutral Virginia-class and Columbia-class submarines
    - Columbia-class SSBNs, similar to Virginia-class SSNs USS NEW JERSEY and beyond, will be built gender neutral



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

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

- **All 73 submarines are capable of having female officers assigned**
  - As previously discussed, integration of Los Angeles-class and Seawolf-class submarines was not planned due to required berthing modifications, pending inactivation of Los Angeles-class, and the uncertainty of future interest amongst women applicants
  
- **Three Ohio-class SSGNs have completed habitability modifications to accommodate female enlisted Sailors; one Ohio-class SSGN is undergoing modification**
  - All four SSGNs have enlisted women assigned
  
- **Summary of assigned gender integrated submarines:**
  - Female officers are assigned to 19 out of 91 submarine crews
    - Eight SSGN crews, six SSBN crews, five SSN crews
  - Female enlisted Sailors are assigned to seven out of 91 submarine crews
    - Seven SSGN crews

**All submarine types will be open to female officers and enlisted Sailors by 2022**



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

**RFI Question #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?**

- **SUBFOR does not track the racks at sea utilization factor broken down by gender**
    - Virginia-class, USS NEW JERSEY and beyond, and Columbia-class submarines are built gender neutral (all racks will be available to women)
    - Ohio-class SSGNs and SSBNs are being modified to accommodate female enlisted Sailors
  - **Integration of submarines is based on the following guidelines:**
    - At least one female Department Head and two female Junior Officers would be assigned if integrated with officers
    - A female composition of 18% to 22% of the total enlisted crew would be assigned if integrated with female officers and enlisted Sailors
  - **Rack assignment is determined by the Commanding Officer**
- **Number of Women assigned per crew:**
    - Ohio-class (generally):
      - 1 female Department Head
      - 2 female division officers
      - 2 female Chief Petty Officers (CPOs)
      - 27 female E6 and below Sailors
    - Virginia-class (BLK III) (generally):
      - 1 female Department Head
      - 2 female division officers
    - Virginia-class (BLK IV) (generally):
      - 1 female Department Head
      - 2 female division officers
      - 2 female CPOs
      - 20 female E6 and below Sailors

**All assignments are gender neutral (observing cohort constraints) and female career paths are identical to their male counterparts**



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

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

- USS JOHN WARNER (Virginia-class SSN) was commissioned in 2015 and integrated with female officers in 2018; as previously discussed, this crew received one female Department Head (Navigator) and two female junior officers
- Per the Women in Submarine Integration Plan, the following new construction (commissioned greater than five years ago) Virginia-class submarines were integrated with female officers:
  - USS VIRGINIA
  - USS MINNESOTA
  - USS MISSISSIPPI
  - USS TEXAS

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

- While SUBFOR does not allocate berthing/racks by gender, we do closely manage our gender integration per a deliberate plan
- The Women in Submarines Integration Plan of Record is recommended by COMSUBFOR and approved by the Chief of Naval Operations



# *Backup*



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

**RFI Question #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? (cont.)**

<i>Ohio-class Specifications</i>	<i>Before Female Modification</i>	<i>After Female Modification</i>
Wardroom Staterooms	<ul style="list-style-type: none"> <li>• Two 3-man staterooms</li> <li>• Three 2-man staterooms</li> </ul>	<ul style="list-style-type: none"> <li>• Two 3-man staterooms</li> <li>• Three 2-man staterooms</li> </ul>
CPO's Quarters	Two rooms: <ul style="list-style-type: none"> <li>• 8 racks on port side</li> <li>• 12 racks on starboard side</li> </ul>	Three rooms: <ul style="list-style-type: none"> <li>• 8 racks on port side</li> <li>• starboard side is divided; 9 racks in aft room, 3 racks in forward room</li> </ul>
E6 and below bunkrooms	<ul style="list-style-type: none"> <li>• Fourteen 9-man bunkrooms</li> </ul>	<ul style="list-style-type: none"> <li>• Fourteen 9-man bunkrooms</li> </ul>

**Designating female berthing areas on Ohio-class submarines:**

- **Before female enlisted modification:**
  - **Officers:** Females may occupy any wardroom stateroom; assignment to staterooms depending on the number of female officers onboard
- **After female enlisted modification:**
  - **Officers:** Females may occupy any wardroom stateroom; assignment to staterooms depending on the number of female officers onboard
  - **CPOs:** Females may occupy the three racks on the starboard forward side of CPO's quarters
  - **E-6 and below:** Females may occupy three or four 9-man bunkrooms depending on the number of female enlisted Sailors onboard

**Female berthing areas will be determined by the total number of women onboard**



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

**RFI Question #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? (cont.)**

<i>Virginia-class Specifications</i>	<i>BLK III and earlier</i>	<i>BLK IV and later</i>
Wardroom Staterooms	<ul style="list-style-type: none"> <li>Four 3-man staterooms</li> </ul>	<ul style="list-style-type: none"> <li>Four 3-man staterooms</li> </ul>
CPO's Quarters	One room in CPO's quarters: <ul style="list-style-type: none"> <li>12 racks on port side</li> </ul>	Two rooms in CPO's quarters: <ul style="list-style-type: none"> <li>9 racks on port forward side</li> <li>3 racks starboard forward side</li> </ul>
E6 and below bunkrooms	Twelve male berthing areas: <ul style="list-style-type: none"> <li>Two bunkrooms with 12 racks</li> <li>Seven bunkrooms with 6 racks</li> <li>One bunkroom with 5 racks</li> <li>One bunkroom with 18 racks</li> <li>One bunkroom with 3 racks (surge space)</li> </ul>	Twelve gender neutral berthing areas: <ul style="list-style-type: none"> <li>Two bunkrooms with 12 racks</li> <li>Seven bunkrooms with 6 racks</li> <li>One bunkroom with 5 racks</li> <li>One bunkroom with 18 racks</li> <li>One bunkroom with 3 racks (surge space)</li> </ul> *All bunkrooms have added doors and can be designated as male or female living spaces

**Designating female berthing areas on Virginia-class submarines:**

- **BLK III and earlier:**
  - **Officers:** Females may occupy any wardroom stateroom; assignment to staterooms depending on the number of female officers onboard
- **BLK IV and later (gender-neutral design):**
  - **Officers:** Females may occupy any wardroom stateroom; assignment to staterooms depending on the number of female officers onboard
  - **CPOs:** Females may occupy the three racks on the starboard forward side of CPO's quarters
  - **E-6 and below:** Any of the twelve berthing areas may be designated as enlisted female berthing

**Female berthing areas will be determined by the total number of women onboard**