

RFI Category and Number:

Assignments Working Group RFI #2

RFI Question:

The Committee requests a written response and briefing* from the Military Services and SOCOM on the implementation plans and timelines for continued full and effective integration of women into previously closed combat positions that are now opened per the SECDEF's announcement on December 3, 2015. Request you include in your response what is being done to encourage women to laterally move into these newly opened combat billets (e.g. strategic communications plan)?

RFI Response:

Naval Special Warfare (NSW) is committed to ensure that every sailor, regardless of race, sexual orientation, or gender, will have the opportunity to serve their country in any capacity for which they are qualified. NSW will continue to uphold the validated, operationally relevant, gender neutral standards and select the best and most qualified candidates for entry into the SEAL and SWCC training pipeline.

NSW delivers a quarterly report to the Secretary of the Navy (SECNAV) updating NSW's progress on implementation and addressing the several areas of concern highlighted in the SECDEF, 3 Dec 2015 "Implementation Guidance for the Full Integration of Women in the Armed Forces" memorandum:

1. **Transparent Standards:** Validated, operationally relevant, gender neutral standards are in place for all NSW occupations.
2. **Population Size:** NSW has addressed all known supply and facility requirements to ensure all candidates are equipped and outfitted for optimal training.
3. **Physical Demands and Physiological Differences:** Naval Special Warfare Mentors are located in 26 regional areas in the U.S. and assist recruiters by administering a Delayed Entry Program - (DEP) qualifying Physical Screening Test (PST) and providing follow-up training and guidance. NSW developed the Human Performance Program to address the long term human performance development and sustainment of NSW active duty personnel, male and female, by providing the highest level of musculoskeletal care and human performance enhancement in a readily available, accessible environment.
4. **Conduct and Culture:** NSW currently employs highly qualified and trained female staff and instructors who contribute to an effective training environment. NSW is developing public facing images, videos and webpages to demonstrate that NSW is gender inclusive and open to all candidates regardless of gender. All instructor staff at the Naval Special

Warfare Center attend the Instructor Qualification Course with the goal of training professional NSW instructors charged with developing the future force. In addition to internal training, NSW has ongoing instructor and staff exchanges with U.S Military, U.S. SOF, and international SOF partners to include, U.S. Army Ranger Training Brigade, U.S. Naval Dive and Salvage Training Center, U.S. Naval Academy, U.S. Navy Explosive Ordnance Disposal (EOD), and current NSW female military personnel to prepare for integration.

5. Talent Management: NSW adopted gender neutral language across all media products including public facing websites, social media presence, and other communications, and are in the process of updating informational and instructional digital content. NSW seeks to educate, inform, support, and assist high-potential candidates, regardless of gender. Outreach events are now open to both males and females, in an effort to find and attract the best, most qualified candidates for NSW.
6. Operating Abroad: NSW works with partner states that maintain cultural norms that neither favor nor accept female leadership or integration in traditional male activities. Intolerance may exist by some partner nations to interact with female military members, creating friction in partnering effectiveness.
7. Assessment and Adjustment: SOCOM will partner with the Center for Naval Analysis to develop a longitudinal study that will monitor and assess integration efforts throughout NSW and SOF components.

NSW continues to synchronize efforts with accession and training pipeline partners at Commander, Navy Recruiting Command, Recruit Training Command, and Naval Service Training Command. All accession sources were notified of the Secretary of Defense Policy change, all entities are ready to receive female candidates, and necessary facility and supply requirements within NSW are on track to meet gender integration timelines.

The following dates are the application deadlines for NSW operator pipeline:

SEAL, Officer	Date	Next Application Date
OCS	04 MAR 2016	Recurring Annually
ROTC	04 MAR 2016	Recurring Annually
Naval Academy/ InterAcademy	04 MAR 2016	Recurring Annually
Fleet / Inter-service Transfer	01 JUL 2016	Recurring Annually

SEAL/SWCC, Enlisted	Date	Next Application Date
Fleet / Inter-service Transfer	03 JUN 2016	Recurring Quarterly
Enlisted Recruit	Rolling	Recurring Monthly

The following dates are the earliest scenarios for the NSW operator pipeline assuming qualified application packages are received by the prescribed deadlines, the application packages are approved after a standardized screening process and there are no delays in training due to medical or performance holds:

SEAL, Officer	Date
Fleet/Interservice Transfer	DEC 2016
Naval Academy/ROTC/OCS	No Applicants

SEAL, Enlisted	Date
Fleet Transfer	DEC 2016
Recruit	DEC 2016

SWCC, Enlisted ¹	Date
Fleet Transfer	DEC 2016
Recruit	DEC 2016

Accession sources and Community Managers are ready to assist all interested candidates to apply for these highly selective programs regardless of gender. Naval Special Warfare (NSW) continues to synchronize efforts with accession and training pipeline partners at Commander, Navy Recruiting Command (CNRC), Recruit Training Command, and Naval Service Training Command. All entities are ready to receive female candidates. The SEAL and SWCC OCM and ECM are currently drafting a NAVADMIN message to all officers and enlisted navy personnel that Naval Special Warfare is open to female candidates and accepting applications. Officers and enlisted personnel are able to contact the SEAL/SWCC ECM or OCM Office directly and visit the appropriate website outlining the requirements for a lateral transfer.

Officers:

- <http://www.public.navy.mil/bupers-npc/officer/communitymanagers/Unrestricted/nsw/Pages/default.aspx>
- <http://www.sealswcc.com/navy-seals-officer-application-steps.html#.VzYdn8BIDyI>

Enlisted:

- <http://www.public.navy.mil/bupers-npc/enlisted/community/specwarops/Pages/default.aspx>
- <http://www.sealswcc.com/navy-seals-enlisted-application-steps.html#path2>
- <http://www.sealswcc.com/navy-swcc-enlisted-application-steps.html#.VzYdpMBIDyI>
- <http://www.sealswcc.com/navy-swcc-reserves-application-steps.html#.VzYdq8BIDyI>

POC or office responsible:

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