

**RFI Category and Number:** COMSUBFOR, RFI #7

**RFI Question:** The Committee requests a written response from the Navy on the progress of the integration of women into the submarine community (officer and enlisted). Please include statistics on numbers of women assigned, required training completed, and how many critical positions/key billets have been filled (e.g., department head).

**RFI Response:** The Submarine Force was granted an exception to policy to allow female officers to serve on submarines in early 2010. This led to 19 female officers, selected from the United States Naval Academy (USNA) and various Naval Reserve Officer Training Corps (NROTC) programs, matriculating through the nuclear and submarine training pipelines and reporting aboard OHIO Class submarines in 2011. Since 2011, the submarine force has integrated eighteen submarine crews in total with female officers; some statistics follow:

- Annually, the submarine force accesses between 20 and 25 female officers from USNA, NROTC and Nuclear Propulsion Officer Candidate (NUPOC) commissioning sources.
- As of May 2016:
  - 92 female officers have completed the nuclear and submarine training pipeline
  - 42 female officers have qualified in submarines
- The most senior women are entering their sixth year of commissioned service and are serving ashore. Seven women have signed contracts to return to the fleet as Department Head; the first female Department Head is expected to return to the fleet in late 2017.

In 2013, the Submarine Force Commander created the Enlisted Women in Submarines Task Force to explore integration of enlisted women on submarines. The Task Force validated all submarine occupational standards as gender neutral, planned modifications to OHIO and VA Class submarines to address habitability concerns, and developed a deliberate plan for integration that balances speed of integration with optimization of opportunity for success for the women joining the submarine force.

The deliberate integration plan integrates enlisted women on crews where female officers are already serving at a rate of one submarine (two crews) per year. The rate of integration is based on how quickly modifications can be made to accommodate female enlisted crew members on each submarine and also how quickly the submarine force can form a sufficient female cadre (of junior and senior enlisted women) to serve on each platform.

In January 2015 all submarine ratings and NECs were officially opened to enlisted women. In January 2016 the first female enlisted Chief reported onboard USS MICHIGAN. Female Chiefs will arrive ahead of E6 and below enlisted women and full integration of USS MICHIGAN (Blue and Gold crews) will be complete in 2017.

The submarine force is utilizing conversion Sailors (E1 to E8) in addition to new accession Sailors in order to create the right mix of seniority and female leadership on each crew. Additional details follow:

- Each integrated crew will receive approximately 29 female enlisted Sailors:
  - Two E7/E8 conversion Sailors
  - 17 E6 and below conversion Sailors,
  - 10 new accession Sailors
- E6 and below women can convert from any Navy rating into any submarine rating (provided they meet the minimum ASVAB requirements for their intended rating).
- E7 and E8 female enlisted conversions have been restricted to five ratings in the short term (YN, LS, CS, HM(IDC) and ITS) to optimize each women's opportunity for career success in the submarine force.
- In the long term, the submarine force is committed to integrating all ratings at all paygrades.

As of May 2016, some additional Women in Submarines integration statistics:

- 18 submarine crews are integrated with female officers (e.g., eight SSGN crews, six SSBN crews, four SSN crews), with a 19th crew slated for integration in 2017
- MICHIGAN is in the process of receiving enlisted women; will be fully integrated with both officer and enlisted women in 2017
- FLORIDA will be the next platform to receive enlisted women; plan has FLORIDA fully integrated with both officer and enlisted women in 2018
- All seven of our officer integrated OHIO class submarines (SSGN and SSBN) will be integrated with enlisted women by 2022
- Additional details associated with SUBFOR's integration plan included below.

*POC or office responsible: COMSUBLANT, N1, LT Jennifer Carroll, N10B, 757-836-2103*



# Officer and Enlisted Integration Approved Plan (April 2016)

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	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4																																																																				
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OHIO, SS5N 726 (BLUE & GOLD)																																																	ET Conversions E6 and below																																																																																			
GEORGIA, SS5N (BLUE & GOLD) 729																																																	ET Conversions E6 and below																																																																																			
MAINE, SS5N 741 (BLUE & GOLD)																																																	ET Conversions E6 and below																																																																																			
WYOMING, SS5N (BLUE & GOLD) 742																																																	ET Conversions E6 and below																																																																																			
LOUISIANA, SS5N (BLUE & GOLD) 743																																																	ET Conversions E6 and below																																																																																			
VIRGINIA, SSN 774 (1 crew)																																																	Officer Integration																																																																																			
MINNESOTA, SSN (1 crew) 783																																																	Officer Integration																																																																																			
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TEXAS, SSN 775 (1 crew)																																																	Officer Integration																																																																																			
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SSN-VA-CLASS (BLK IV)																																																	Officer Integration																																																																																			
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SSN 800 (1 crew)																																																	Officer Integration																																																																																			

Decision Point (DP) 1 - Officers

DP 2 - Enlisted

Initial female officers available as Department Heads

Other Key Items

MAJOR MAINTENANCE PERIOD (MMP)/EXTENDED REFIT PERIOD (ERP)
ENGINEERING REFUELING OVERHAUL (ERO)
WEST COAST SUBMARINE
EAST COAST SUBMARINE