Integration of Women into the Submarine Force

DACOWITS

11-12 March 2015

As of: 1000L/1500Z 12FEB
OPR: N-1

Policy

- **SECDEF's MEMORANDUM rescinding the 1994 rule, "integration of women into newly opened positions and units will occur as expeditiously as possible, considering good order and judicious use of fiscal resources, but must be completed no later than January 1, 2016."**

- **On 21 January, Chief of Naval Personnel announced the opening to women of all previously closed ratings and Navy Enlisted Classification (NEC) codes in the submarine force.**

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Foundations for Decisions

- **Deliberate Integration Process**
- **Consistent with established Navy policy for mixed gender ships**
- **Consider impacts for Sailors, Submarine Force and Navy**
- **Equity in all training and qualification processes**
- **Maintain parity in ship's habitability**
- **Maintain parity in career management**

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Milestones

- **CY09: Women in Submarines (WIS) Task Force formed**
- **November 2011: First female officers arrived on submarines**
- **December 2012: First female Submarine Officer qualified in submarines**
- **May 2013: Enlisted Women in Submarines Task Force formed**
- **November 2013: First female Submarine Officer qualified as Nuclear Engineer Officer (PNEO)**
- **June 2014: Enlisted Integration plan approved by SECNAV/CNO**
- **December 2014: Congressional notification of plan to integrate enlisted women on submarines complete**
- **January 2015: Eighth submarine and first Virginia Class (VACL) USS MINNESOTA integrated**
- **January 2015: All Submarine ratings/NECs opened to Women**

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Where We Are Today
March 2015

- **64 women officers served/serving on operational Subs**
  - **15 crews (8 submarines) integrated, 15% of the Force**
  - **49 Unrestricted Line Officers; 15 Supply Officers**
  - **18 Females successfully completed Submarine Warfare Qualifications**
  - **Positive contribution to SSBN Strategic Deterrent Patrols and SSGN forward deployed mission operations**
  - **29 women in the training pipeline**
  - **Required annual accession of 16 female officers to sustain, average assessment of 18-20 achieved**
  - **Initial pipeline attrition rate consistent across genders**
  - **First women officers have rotated to shore duty**
- **Enlisted Women in Submarines (EWS) Task Force recruiting and selecting initial female enlisted cohort**

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WIS (Officer) Way Forward

- **CY15: First female officers eligible to sign Department Head contracts**
- **April 2015: Second VACL submarine USS VIRGINIA integrates**
- **April 2016: Two additional VACL submarines USS TEXAS and USS MISSISSIPPI integrate**
  - **11 submarines (18 crews) integrated, 20% of the Force**
  - **3 SSBN, 4 SSGN, 4 SSN**
- **CY16: First female Department Heads return to fleet**

Hold at 18 crews while assessing female Officer retention

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EWS (Enlisted) Way Forward

- **Rating conversion applications due in April '15**
- **Select female Sailors for assignment to first two crews**
  - **Quality Chief Petty Officers selected to maximize leadership experience from day one**
  - **Mix of ratings and ranks (~20% of crew)**
  - **Combined Rating Conversions and New Accession Sailors**
- **Training and Assignment**
  - **First female Sailors commence Submarine training in 4th Qtr 2015**
  - **Chief Petty Officers report to Submarine 1st Qtr 2016**
  - **E6 and Below report in 3rd/4th Qtrs 2016**

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EWS (Enlisted) Way Forward

- **Community Management and Sustainability**
  - Integrate Submarines where Officers are already serving
  - Long term goal – Move to all new accessions
  - Approximately 10 years to achieve self-sustaining

- **Ship Modifications and Habitability**
  - Design based on Quality of Life equity for men and women
  - SSGN and SSBNs modified during planned maintenance periods
    - CPO Quarters – Provides separate berthing and shower facility
    - Crew Berthing – Provides adequate privacy for all Sailors and equity in facilities by expanding male head
  - VA Class SSN design to be modified starting with SSN 796

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Tracking for Success

- **Over 100 successful female submarine officers serving their Country**
  - **Senior cohort serving as impact players on major staffs**
- **Newest technology (VIRGINIA Class) now integrated**
- **Actively recruiting top enlisted leadership to join our effort**
- **Focusing on quality over quantity**

Deliberate Integration Process

Questions?