Increasing Women in the Navy

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Unclassified

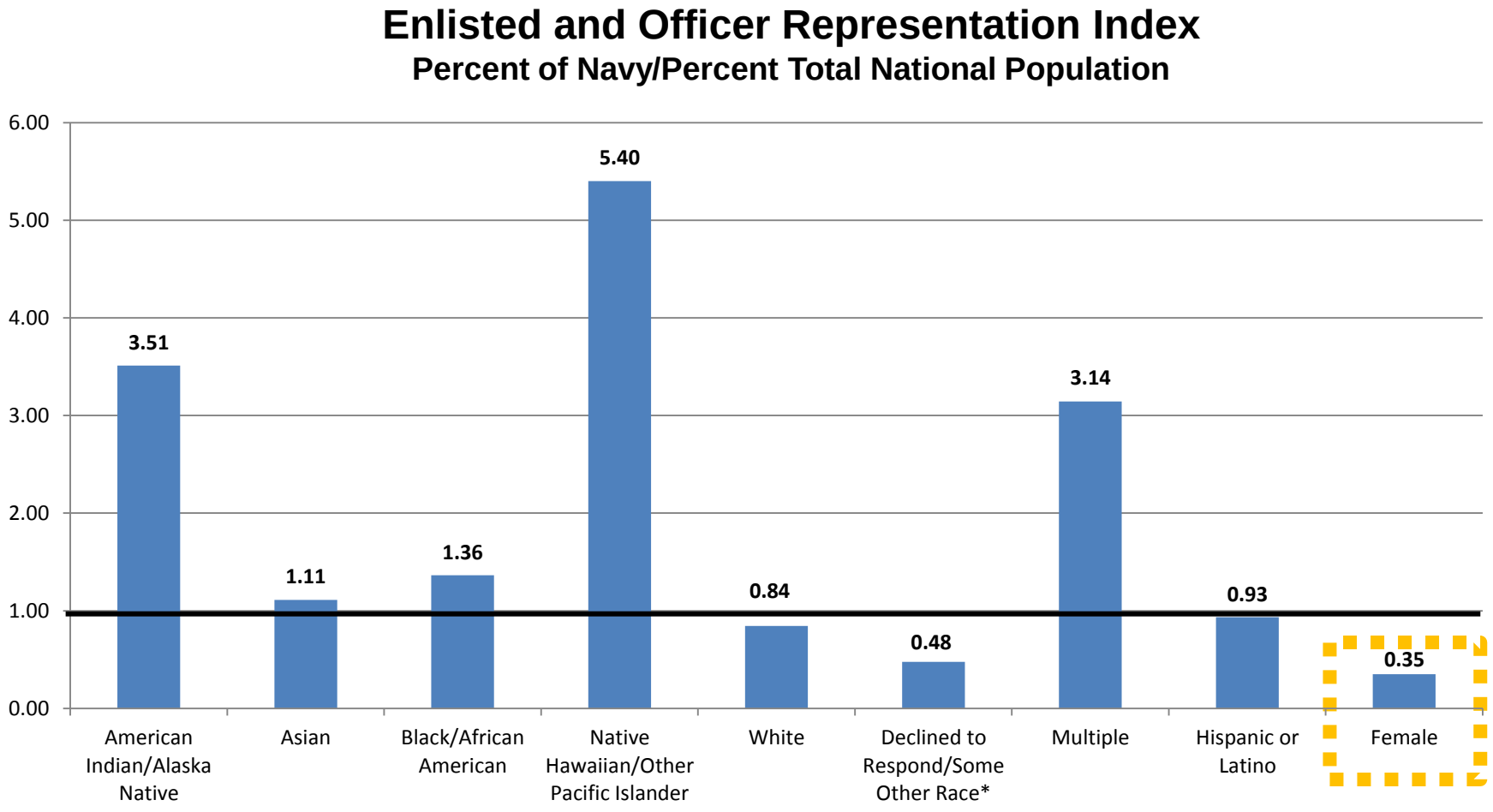
Question:

On September 10, 2014, at the Rutgers Aerospace and Defense Summit, US Navy Secretary Mabus said, "We don't have enough women in either the Navy or Marine Corps." Additionally, he cited the importance of a diverse force as a reason for bringing more women into the Services.

- How they are going to expand the number of women to include recruiting, training and career management programs?
- What method will they use to determine the new goal for women in the service?

Women Most Under-represented

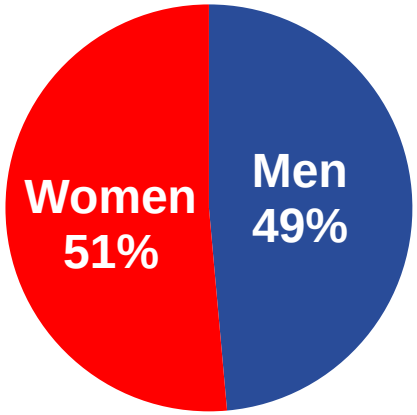
Navy Compared to Nation



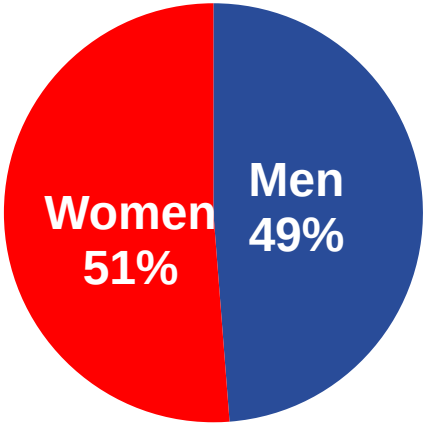
Women are Navy's most under-represented demographic

Gender Demographics: Then and Now

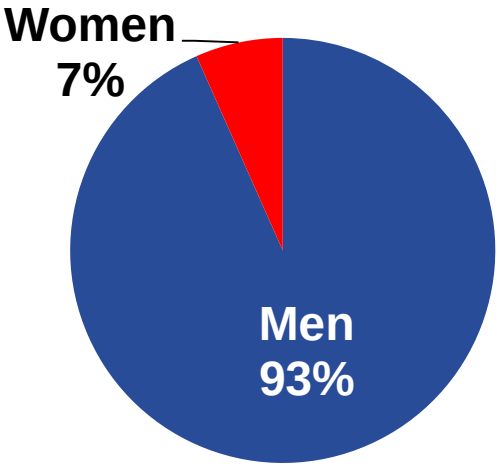
US Population 1978



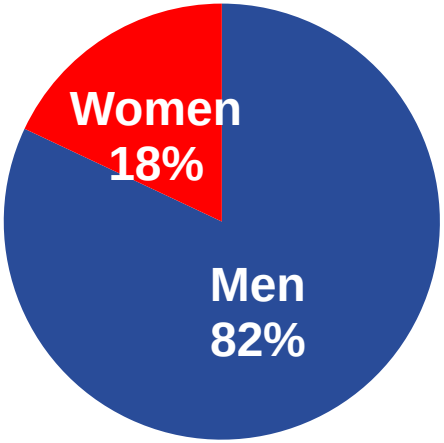
US Population Today



US Navy 1978



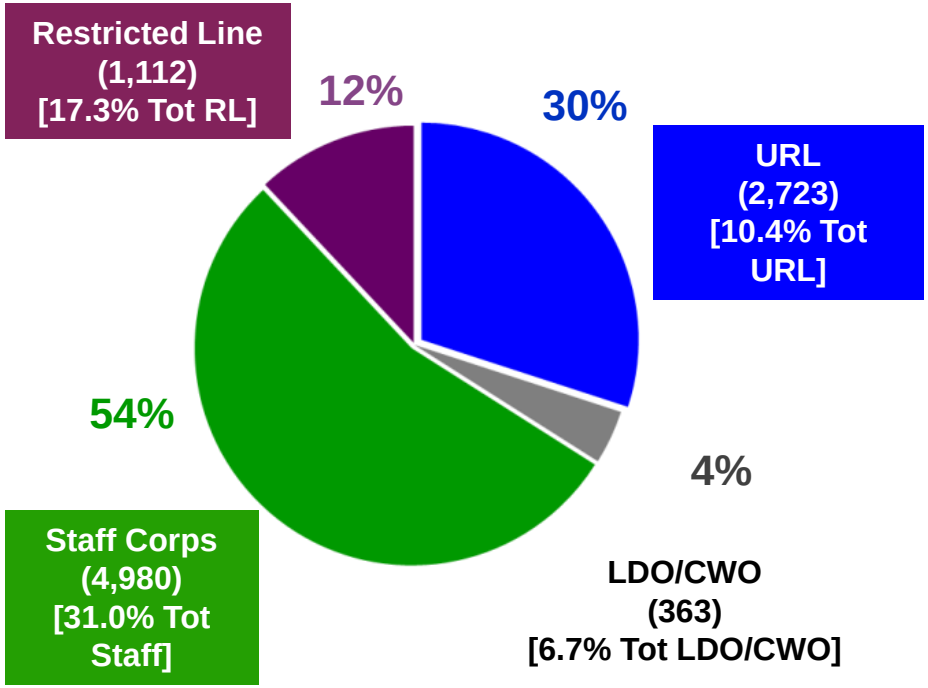
US Navy Today



Female Snapshot

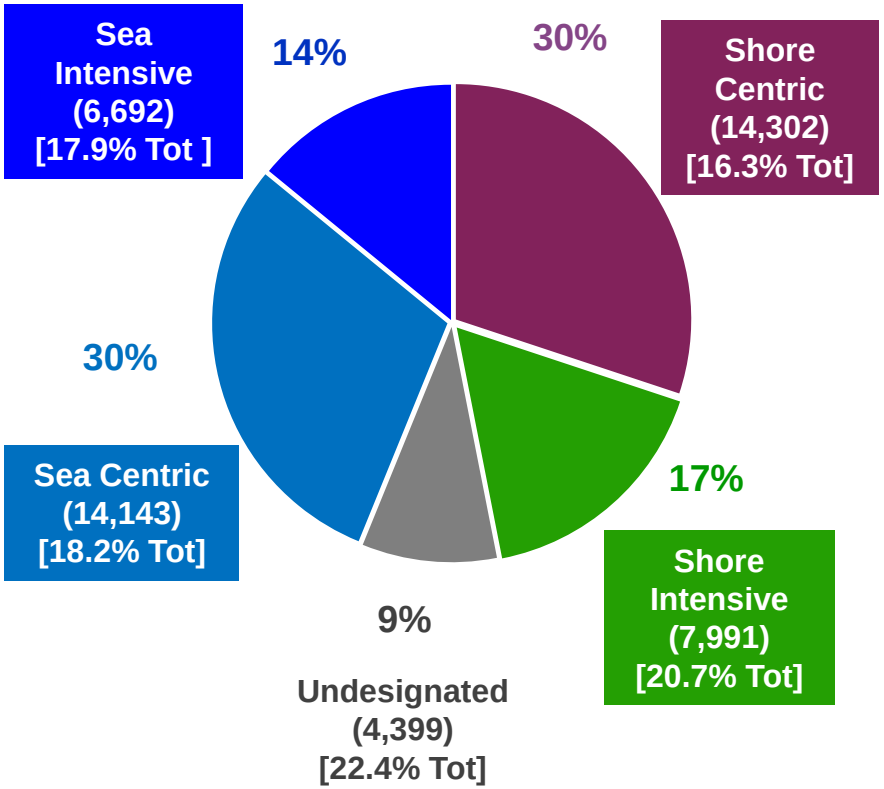
Female Officer Snapshot

9,178
[17.0% Total Force]



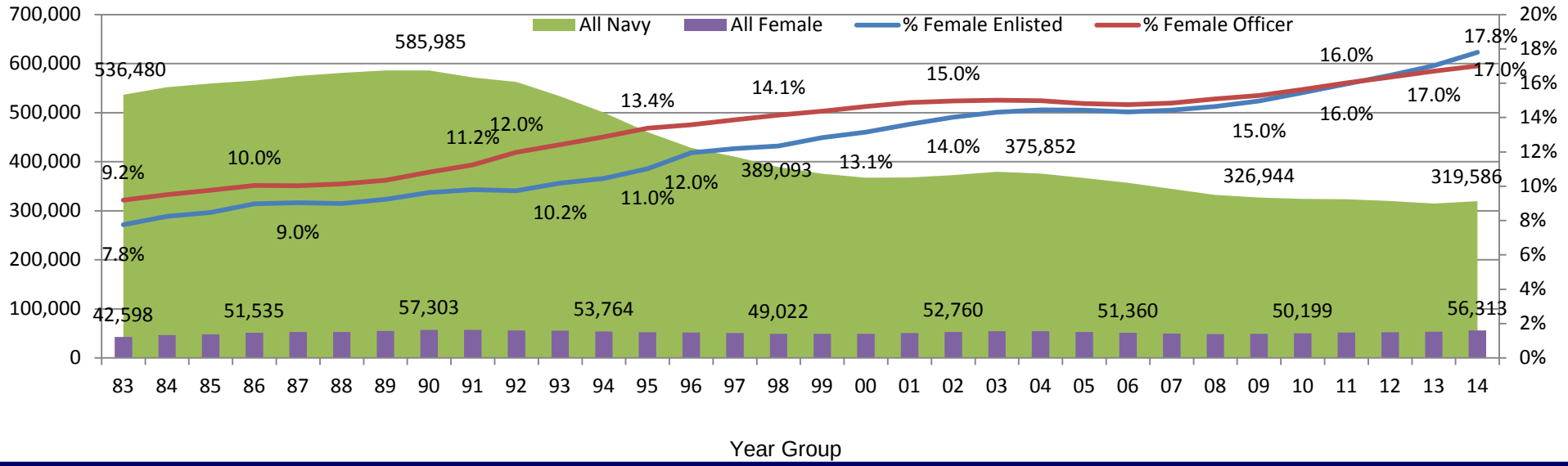
Female Enlisted Snapshot

47,527
[17.6% Total Force]

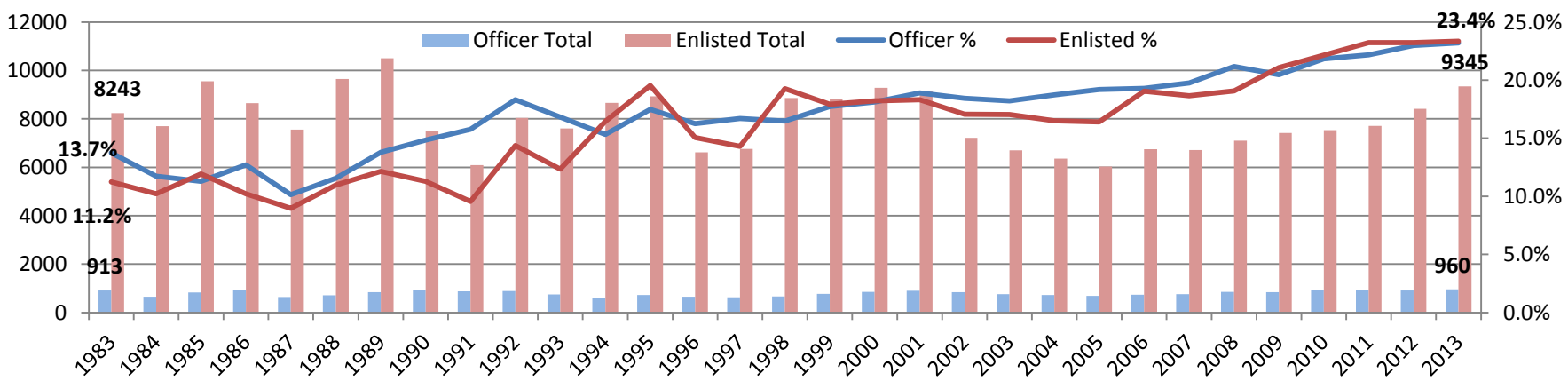


Navy Gender Diversity Improving

All Navy Female Officer & Enlisted Data



Female Officer & Enlisted Accession Trends



Doubled Female Percentage of Navy since 1983

Data is active duty personnel from NMPBS as of 31DEC2013

Gender Integration Update

- **Increase presence of women in operational billets, as well as across all jobs and ranks**
- **Increase professional opportunities for women**
  - By 1 January 2016 - no closed occupations and a limited number of closed positions
  - All submarine occupations/NECs are now open
- **Increase gender neutral racks at sea**
  - Since 1994, all new surface ship berthing built to be gender neutral
- **Increase accessions**
  - Raised female enlisted accessions from 23% to 25%
  - Freshman class at USNA is 28.8% women
- **Improve retention**
  - Increase career flexibility
  - Expand family resources