



DACOWITS RFI 6

Naval Special Warfare DEI & Women in Submarines Coordinator

September 2022



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GENDER INTEGRATION

In accordance with DACOWITS' Terms of Reference, the Employment and Integration (E&I) Subcommittee will examine current efforts to fully integrate women into previously closed combat positions, determine whether barriers are inhibiting full integration, and identify actionable solutions. In addition, the E&I Subcommittee examined recent modifications to women's uniforms, as well as combat gear and equipment, to identify solutions, as required.

In December 2015, the Secretary of Defense (SecDef) opened all remaining occupations and positions to women with no exceptions. As a result, the Defense Department opened approximately 213,600 closed positions and 52 closed military occupational specialties to women for the first time. Afterwards, the SecDef directed the Secretaries of the Military Departments and Chiefs of the Military Services to provide their final, detailed Gender Integration Implementation Plans no later than January 1, 2016. Once approved, the Military Services were tasked with executing their plans by April 1, 2016.

The Committee requests an updated briefing from the Army, Navy, Marine Corps, and Air Force to address the following (include women in Special Operations Forces (SOF)):

- a. Adjustments made to the original 2016 Gender Integration Implementation Plans. Provide specific details on these adjustments, if applicable.
- b. Milestones not met in accordance with the originally published plan. Provide the reason for each milestone not being met, if applicable.
- c. Existing limitations that have stalled the progression (e.g., berthing and privacy, combat gear and/or equipment, etc.), if applicable.
- d. Projected timeline for the next 18 months to fully integrate remaining occupations and positions to women.
- e. Current or future initiatives being undertaken to increase female accession and retention in combat occupations and positions (e.g., mentorship and/or sponsorship programs, duty assignments, promotions, Army's "Leader's First" policy, etc.)



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- **6a. Adjustments made to the original 2016 Gender Integration Implementation Plans. Provide specific details on these adjustments, if applicable.**

Naval Special Warfare Response:

All NSW Commands are open to female assignments and include:

- SEAL Officer Designators
- SWCC Officer Designators
- SEAL Specific Navy Enlisted Classifications
- SWCC Specific Navy Enlisted Classifications
- NSW Support: Tactical Information Operators, Dry Deck Shelter and EOD support positions.



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- **6a. Adjustments made to the original 2016 Gender Integration Implementation Plans. Provide specific details on these adjustments, if applicable.**

Submarine Forces Response:

- **Since 2010, all submarine positions have been open to female officers**
 - A deliberate plan was developed for successful integration, targeting 18 submarine crews
 - 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 need to evaluate the accession/retention rates of women
- **In 2016 and 2020 additional crews were added to the officer integration plan to better support co-location of dual military couples**
 - In 2016 a Virginia class Blk III SSN was added
 - In 2020 three San Diego based Los Angeles and three Bangor based Seawolf class SSNs were added
- **In 2020, female officers reported to pre-commissioning unit (PCU) NEW JERSEY during the normal phased crew manning increments**
 - This represented the first gender neutral PCU manning process for female officers
- **In 2020, following a careful and deliberate analysis as part of a Planned Strategic Review to evaluate the accession/retention rates of female officers, the Submarine Force approved an updated integration plan of record to integrate 33 crews by 2030**



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- **6a. Adjustments made to the original 2016 Gender Integration Implementation Plans. Provide specific details on these adjustments, if applicable**

Submarine Forces Response cont'd:

- **Since 2015, all submarine positions have been open to female enlisted Sailors**
 - A deliberate plan was developed for successful integration, targeting seven OHIO class submarines (14 crews) that were already integrated at the officer level
 - 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 need to evaluate the accession/retention rates of women
- **In 2019 the Submarine Force shifted the enlisted integration model from conversion to accession centric.**
 - The original accession/conversion model was: 4 accessions/17 conversions per crew
 - Revised accession/conversion model is: 17 accessions /4 conversions per crew
- **The conversion application process for women was then shifted to a continuously open application cycle**
 - This process matched the conversion process for male submariners, making the process gender-neutral for enlisted Sailors
 - Previous application cycles were implemented on a set time table to support specific crew integration
- **In March 2022, female Sailors started applying for billets using the MyNavyAssignment (MNA) process, similar to male Sailors. This made MNA gender-neutral for all submarine rates**



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- **6b. Milestones not met in accordance with the originally published plan. Provide the reason for each milestone not being met, if applicable.**

Naval Special Warfare Response:

All milestones have been met in accordance with the originally published plan.

Submarine Forces Response:

- **In 2017 delays with habitability modifications of USS Maine caused SUBFOR to remove the ship from the integration schedule**
 - First two gender-neutral VA Class Block IV submarine crews (PCU New Jersey and PCU Iowa) were approved for enlisted integration to maintain total enlisted Plan of Record at 14



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- **6c. Existing limitations that have stalled the progression (e.g., berthing and privacy, combat gear and/or equipment, etc.), if applicable.**

Naval Special Warfare Response :

- COMNAVSPECWARCEN has ensured all facilities and equipment meet the requirement for the arrival of female SEAL and SWCC candidates.
- Integrated open-bay barracks integrated with male students and field conditions are not an issue.
- Facility plans are underway to build additional separate female restrooms (heads), however, some heads and showers are still shared with male/females, pending separate time usage.

Submarine Forces Response:

There are no current limitations preventing the execution of SUBFOR's Women in Submarines Plan of Record.



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- **6d. Projected timeline for the next 18 months to fully integrate remaining occupations and positions to women.**

Naval Special Warfare Response :

- All Naval Special Warfare (NSW) Commands are open to female assignments.
- Validated, gender-neutral, operationally relevant standards remain unchanged.

Submarine Forces Response:

- **All positions in the submarine force are currently open to women**
- **Key milestones over the next 18 months:**
 - In June 2022, all submarines were directed to carry female Authorized Medical Allowance (AMAL) items
 - Starting in FY23, the first female Executive Officers will report for duty (NOV22, FEB23)
 - Commanding Officers and Executive Officers can be detailed to all crews, independent of integration status
 - A twelfth Ohio-class crew will start enlisted integration with the first female Chief of the Boat (COB), the most senior enlisted position on a submarine crew (AUG22)
 - The first Virginia-class Block IV will commence enlisted integration (JAN23)
 - A second Seawolf-class fast attack crew will commence officer integration (NOV22)
 - One additional Ohio-class crews and one Virginia-class Block I crew will complete officer integration (FY23)
 - SUBFOR will conduct a strategic review of the Enlisted Women In Submarines Plan of Record (CY23)

WIS Current Plan of Record

			2010-19 (FY)	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
SSGN	MICHIGAN, SSGN 727 (BLUE & GOLD)	BANGOR	Officer Integration	Enlisted Integration																							
	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			ERO				E7 Conversions E6 and below																		
	LOUISIANA, SSBN 743 (BLUE & GOLD)	BANGOR			ERO								E7 Conversions E6 and below														
	NEBRASKA, SSBN 739 (BLUE & GOLD)	BANGOR											Officer Integration														
RHODE ISLAND, SSBN 740 (BLUE & GOLD)		KINGS BAY															Officer Integration										
SSN - LA CLAS	HARTFORD, SSN 768				GROTON - SAN DIEGO																	Officer Integration					
	CHEYENNE, SSN 773		PEARL HARBOR - SAN DIEGO																	Officer Integration							
	COLUMBIA, SSN 771		PEARL HARBOR - SAN DIEGO																								
SEAWOLF	SEAWOLF, SSN 21		BANGOR																								
	CONNECTICUT, SSN 22		BANGOR									Officer Integration															
	JIMMY CARTER, SSN 23		BANGOR													Officer Integration											
SSN - VA-CLASS	VIRGINIA, SSN 774		GROTON																								
	MINNESOTA, SSN 783		GROTON - PEARL HARBOR																								
	MISSISSIPPI, SSN 782		PEARL HARBOR																								
	TEXAS, SSN 775		GROTON																								
	JOHN WARNER, SSN 785		NORFOLK																								
	HAWAII, SSN 776		PEARL HARBOR													Officer Integration											
	NEW HAMPSHIRE, SSN 778		NORFOLK					Officer Integration				Officer Integration															
	NORTH CAROLINA, SSN 777		PEARL HARBOR																								
	WASHINGTON, SSN 787		NORFOLK									Officer Integration															
	NEW JERSEY, SSN 796		NORFOLK - GROTON					Officer Integration								E7 Conversions E6 and below											
IOWA, SSN 797		NORFOLK - GROTON									Officer Integration								E7 Conversions E6 and below								
Officer Integration Profile (# Crews at End of FY)			CY10-19(19)	20				23				28				32				33				34			
Enlisted Integration Profile (# Crews at End of FY)			CY10-19(8)	10				10				12				13				14				14			

- Synchronized integration plan; discrete decision point established with focus on expansion beyond Plan of Record:
 - DP Enlisted: Based on accessions, conversions, and retention, evaluate current Plan of Record for updates
- Both officer and enlisted programs are evaluated semi-annually for sustainability (e.g., accessions, conversions, retention).

Decision Point (DP) – Enlisted

Plan of Record	
	OFFICER INTEGRATION
	ENLISTED INTEGRATION



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- 6e. Current or future initiatives being undertaken to increase female accession and retention in combat occupations and positions (e.g., mentorship and/or sponsorship programs, duty assignments, promotions, Army's "Leader's First" policy, etc.)?

Naval Special Warfare Response:

Current Initiatives

- SEAL/SWCC candidate outreach is supported through COMNAVSPECEN via a new outreach plan that partner's with CNRC. A WISOF instructor participates in several outreach events.
- SOAS: The SEAL Officer Assessment and Selection (SOAS) process screens candidates via 4 interview/observation blocks.
 - Lateral transfer candidates have earliest possible integration into BUD/S (21 month minimum) with arrival at BUD/S dependent upon losing community release to NSW.
 - OCS candidates have next earliest (24 month minimum).
 - ISNA/NROTC have longest lead time to BUD/S (29 month minimum).

Future Initiatives

- In 2022, COMANVSPECWAR has proposed an increase in Women in Special Operations Forces (WISOF) instructor billets from 4 to eleven.
- The COMANVSPECWAR Diversity, Equity and Inclusion (DEI) Officer, and the Force Integration Officer (FIO) support WISOF instructor recruiting.
- The WISOF Cadre undergo the same instructor qualification as the male Cadre, such as Instructor Qualification Course (IQC) and Navy Enlisted Qualifications (NEC) for High-Risk Instructor and master Training Specialist.



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Naval Special Warfare Response:

Future Initiatives cont'd

- WISOF cadre continue to serve in the phases of SEAL/SWCC training as fully integrated instructors. WISOF instructors support BTC and prepare candidates for entry and through SEAL/SWCCC assessment, selection and training. WISOF instructors uphold training standards and provide an objective view of the training environment to certify a safe, professional setting and are charged with ensuring an equal training environment, regardless of gender. NSW uses a comprehensive screening process for the recruitment and assessment of female instructors and established instruction detailing specific roles and responsibilities of WISOF instructors.

Submarine Forces Response:

- The annual accession goal for female submarine officers has been incrementally increased based on interest at officer accession sources (USNA, ROTC, NUPOC)

YG	Number Accessed	YG	Number Accessed
16	23	20	56
17	24	21	80
18	36	22	80
19	55		



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Submarine Forces Response cont'd:

- **As discussed, the number of integrated homeports was increased to better support dual-military couples**
- **Coordinated female Admiral-led mentorship panel for female officers seeking female mentorship**
 - First round completed in July 2021
- **SUBFOR continues to support officers and Sailors attendance at Joint Women's Leadership Development Symposiums.**
 - 11 women from 5 different commands were able to attend the 2022 JWLS.