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ARMED SERVICES COMMITTEE**

STATEMENT OF

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RESERVE DEPUTY

MILITARY PERSONNEL PLANS AND POLICY

BEFORE THE

MILITARY PERSONNEL SUBCOMMITTEE

OF THE

HOUSE ARMED SERVICES COMMITTEE

ON

WOMEN IN SERVICE IMPLEMENTATION

24 JULY 2013

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Chairman Wilson, Ranking Member Davis, and distinguished members of the Committee, thank you for holding this hearing and for affording me the opportunity to testify on how the Navy is implementing the women in service plan.

Navy's plan is a continuation of our efforts over the past 19 years to steadily expand opportunities for women. Talented female Officers, Sailors, and Civilians are a key component of our All-Volunteer Total Force, and they are an invaluable asset to the strength of our Navy. In 1994, following the repeal of the combat exclusion law, women began serving on combatant ships and in combatant aircraft. In the past two years, we have started assigning women officers to submarines. We have also been assigning women to elements of our Coastal Riverine Forces for the past four years. Navy is fully committed to equal professional opportunities for all uniformed personnel. Currently, over 88% of all Navy billets are open to females, a result of deliberate and steady review and expansion of opportunities for females. After submitting our intent to the Office of the Secretary of Defense for Congressional notification, Navy will continue our expansion of opportunity in a thoughtful and deliberate manner. Our goal is to continue to ensure all men and women in the Department of the Navy have the opportunity to succeed and are set up for success with viable career paths while preserving our warfighting capability.

Navy's Implementation Plan

Navy is committed to removing barriers that prevent service members from serving in any capacity based on their abilities and qualifications, and not constrained by gender restrictive policies. Navy will open positions as expeditiously as possible while maintaining our high standards to preserve the quality of the force as well as considering good order and judicious use of fiscal resources. Navy's implementation plan addressed all positions currently closed to the assignment of women. Navy expects to have no closed occupations, very limited numbers of closed

positions, and equal professional opportunity for females in every officer designator and enlisted rating by 2016.

Opening positions to a wider pool of skilled personnel maximizes military capabilities, provides a greater pool of qualified members from which to draw, and reduces the operational tempo for those currently deploying. This approach will ensure we continue to maintain a high state of readiness and preserve the quality of our All-Volunteer Force. The DoD and Navy's goal is to ensure that the mission is met with the best-qualified and most capable people, regardless of gender.

Servicewomen are currently assigned to billets commensurate with their capabilities to the maximum extent practicable and allowable. Regardless of mission, women are permanently assigned to nearly all types of ships, aviation squadrons, afloat staffs, Naval Construction Force units, and certain submarine platforms. If we find that the assignment of women to specific positions or occupational specialties is in conflict with DoD's guiding principles, exceptions to policy will be requested, which will prohibit their assignment to certain jobs. Navy works to ensure senior women are assigned to platforms before assigning junior women in order to provide leadership, mentorship, and support.

We have been successful in recruiting women into the Navy. Among recruits with no prior military service: over 21% have been women in each of the last five years, and over 23% since fiscal year 2011. Since 2009, more women have entered the naval service each year; we are on track to recruit about 9,600 women this fiscal year, nearly 1,300 more women than last fiscal year and more than any year in the last decade. Regardless of gender, Navy weighs Force needs and an applicant's interest and aptitude when assigning a career field. As we open new career fields and recruit higher numbers of women into the Navy, we are taking into account overall female

propensity to serve in the military, which is lower than male propensity to serve, and the percentage of women in the civilian job market in each individual career field.

Navy continues to restrict positions currently closed to the assignment of women based on privacy and berthing requirements until appropriate arrangements can be made to accommodate these requirements. Navy will continue to assign women to afloat units as technical changes and modifications for reasonable female privacy and appropriate female berthing arrangements are completed, as female officer and enlisted leadership assignments can be implemented, and as ships' schedules permit.

Specifically, our implementation plan addresses the Coastal Riverine Force, Navy Positions assigned to Marine Corps Ground Combat Elements, Special Operations occupations, and females serving on submarines and surface ships.

Riverines

Navy intends to submit to the Office of the Secretary of Defense for Congressional notification, our intent to open Coastal Riverine Force small craft to female officers and enlisted. These small craft have a primary mission of engaging in direct ground combat. Upon approval, there will be no restrictions to the assignment of females in the Coastal Riverine Force.

Women have historically been members of Maritime Expeditionary Security Force (MESF) boat crews, deployed to the Arabian Gulf conducting force protection missions (harbor defense, high value asset escort). The Coastal Riverine Force is predominantly composed of former MESF personnel following the merger with the Coastal Riverine Force in June 2012. Physically and mentally, there is no difference in the performance level required to be a crew member on a boat conducting harbor defense overseas or a riverine mission. Women have consistently demonstrated

the ability to be successful boat crew members in the MESF, and are equally capable of serving on boats conducting riverine missions.

Women are restricted from assignment to Riverine boat crews, which consist of Riverine Command Boat, Riverine Assault Boat, Riverine Patrol Boat, and the embarked Riverine Security Teams. Women are permitted to be detailed to all other billets within the Coastal Riverine Force.

Following the requisite Congressional notification process, and women's assignment to the Coastal Riverine Force, women will be able to fill any Coastal Riverine Force boat crew position. These positions are outlined in Appendix A, Table 1.

Officers assigned to the Coastal Riverine Force are responsible for leading and managing platoon and company size Coastal Riverine elements. Platoons in the Coastal Riverine Force are comprised of approximately 65 personnel, and companies are approximately 125 personnel. Officers are also responsible for conducting mission planning and execution. Specific enlisted ratings and occupations open to the assignment of women in the Coastal Riverine Force are outlined in Appendix A, Table 2.

Navy will continue to review and validate occupational standards. Integrating women into the currently restricted boat crews will not create new occupations (ratings). The ratings that will be part of the boat crews are already open to women.

Marine Corps Ground Combat Elements

As coordinated with the Marine Corps, Navy intends to assign females to Ground Combat Elements as positions are opened by the Marine Corps. Navy personnel will adhere to Marine Corps occupational standards where applicable. Navy personnel include medical officers, chaplains, and surface warfare officers, submarine officers, and aviators serving as Naval Gunfire Liaison Officers; enlisted hospital corpsmen; and religious personnel. As positions are opened,

Navy is participating in surveys and participant questionnaires published through the Marine Corps to assess integration success and gather lessons learned.

United States Special Operations Command

As coordinated with US Special Operations Command, Navy and Navy Special Warfare Command intend to follow the US Special Operations Command-developed integrated timeline for the potential integration of females into Special Operations, with Congressional notification for Naval Special Warfare integration planned for July 2015. US Special Operations Command will conduct specific research and analysis on the impact of integrating women into small, elite teams that operate in remote, austere environments. They will also contract for an independent, non-biased analysis. These assessments will be completed no later than July 1, 2014. Navy will continue to partner with USSOCOM and other Services to proceed with a deliberate, measured, responsible way to assign women to currently closed positions across Services and Joint positions as assessments are completed.

Currently, female officers are restricted from Sea, Air, Land (SEAL) Officer, Limited Duty Officer, and Chief Warrants Officer occupations and female enlisted are restricted from the Special Warfare Boat Operator and Special Warfare Operator occupations due to Special Operations Forces missions.

Submarines

In order to maintain the best submarine force in the world, the Navy has opened opportunities to women officers on all submarine types. The integration of women has increased the talent pool and therefore, the ability to sustain submarine readiness. Mixed-gender officer crews serve on today's OHIO Class submarines, and the OHIO Replacement SSBN is being designed to support both officer and enlisted mix-gender crews. The Navy will decide no later than

March 2015 whether, in addition to service on Virginia class submarines, women officers will be assigned to Los Angeles and Seawolf class submarines.

Additionally, on May 10, 2013, the Navy, through Commander, Submarine Force stood up a task force to provide Flag level oversight for continuing the implementation of mixed-gender crews aboard SSBNs, SSGNs, and VIRGINIA Class SSNs. Specifically, the Enlisted Women in Submarines Task Force (EWSTF) will determine how the Submarine Force can best integrate enlisted females. Female enlisted have been restricted from occupations on submarines due to the prohibitive costs of appropriate berthing and privacy, restricting women from the occupations listed in Appendix A, Table 3. The task force is charged with developing a comprehensive plan of actions and milestones by January 2014 and a detailed plan no later than March 2015 for CNO review. In line with Navy's integration policy requiring the assignment of senior, warfare qualified officers prior to junior officers and enlisted, the task force will focus only on platforms already integrated with female officers, including future integration of Virginia class submarines. The task force will adhere to the Guiding Principles set forth by the Chairman, Joint Chiefs of Staff in the Secretary of Defense's 24 Jan 13 Memorandum. Additionally, all servicemen and women will be given the opportunity to succeed through viable career paths; equitable policies that maintain the best quality and more qualified Sailors in the Submarine Force will be promoted; and each ship's readiness, cohesion, and morale will be preserved.

Surface Ships

Women officers and enlisted currently serve on virtually every surface ship class in the Navy and we will continue to expand opportunity as new ships and ship classes are commissioned. Navy will decide no later than June 2014 whether to expand assignment opportunity for enlisted women to Frigates (FFGs), Mine Countermeasure Ships (MCMs), and Patrol Craft (PCs) due to

decommissioning schedules pending Congressional approval. All but one FFG is due to decommission by 2016. MCMs are due to decommission by FY 2024, and will be replaced by the Littoral Combat Ship (LCS) with Mine Warfare Mission Module. The LCS platform is open to the assignment of officer and enlisted women. PCs are due to decommission by 2024.

Conclusion

Navy remains committed to working with Congress and thanks the members of the personnel subcommittee for your continuous and unwavering commitment to support our women and men. Navy's deliberate approach to reducing gender-based barriers to women's service will provide the time necessary to continue to integrate women so they can succeed and flourish. To maintain our warfighting edge, it is essential that all of our people be diverse in experience, background, and ideas. Assignment of women to currently closed positions enhances our ability to fight and win today, while building on the ability to win tomorrow. Thank you, once again, for holding this important hearing.

APPENDIX A

Table 1. Positions in the Coastal Riverine Force that would open to the assignment of enlisted women following Congressional Notification.

Position	Description
Boat Captain	In charge of the safe navigation and tactical employment of the craft
Engineer	Responsible for monitoring and conducting repair of boat engines and associated propulsion equipment
Communications Technician	Responsible for operation and repair of electronic gear on the boat
Gunner	Responsible for operating any of a variety of Crew Served Weapons at fixed mounts on deck, or remotely operated weapons from a console in the boat cabin
Coxswain	Designated helmsman responsible for physically driving the boat
Navigators	Responsible for safely navigating the boat
Intelligence Analyst	Responsible for collection, analysis and dissemination of intelligence in support of missions and force protection
Medic	Trained medical personnel responsible for providing medical care during missions

Table 2. Ratings and occupations that would open to the assignment of women in the Coastal Riverine Force following Congressional Notification.

Rating	Description
Boatswain's Mate	Responsible for the maintenance, preservation and operation of boats
Electronic Technician	Responsible for the maintenance and operation of electronic equipment (e.g. radios, radars, navigations systems, etc)
Engineman	Responsible for the maintenance, repair and operation of engines on boats
Gunner's Mate	Responsible for maintenance of, accountability of, and operation of weapons, and manages and accounts for ammunition inventory and movement
Quartermaster	Responsible for the safe navigation of the boat in harbors, rivers and open ocean
Master-at-Arms	Responsible for providing force protection and security

	of military units
Information Systems Technician	Responsible for maintenance, operation and repair of communications systems and handling of cryptographic material
Operations Specialist	Responsible for operational planning of missions and operates unmanned air systems assigned to the Coastal Riverine Force
Construction Mechanic	Responsible for managing and maintaining a unit's inventory of Civil Engineering Support Equipment (e.g. vehicles, trailers, generators, Air Conditioning Systems (HVAC), etc.)
Equipment Operator	Operate and maintain a variety of vehicles
Intelligence Specialist	Responsible for performing collection, analysis and dissemination of intelligence in support of mission tasking and force protection
Hospital Corpsman	Responsible for providing medical treatment to injured personnel, managing medical records, providing routine and emergency care

Table 3. Ratings closed to the assignment of women on submarines due to the prohibitive costs of appropriate berthing and privacy.

Rating
Submarine Electronics Technician (Nuclear)
Submarine Electronics Technician (Navigation)
Submarine Electronics Technician (Communications)
Submarine Machinist's Mate (Nuclear)
Submarine Machinist's Mate (Auxiliary) [Auxiliaryman]
Submarine Machinist's Mates (Weapons) [Torpedoman]
Submarine Culinary Specialist
Submarine Logistics Specialist
Information Systems Technician Submarines
Missile Technician
Sonar Technician Submarines
Fire Control Technician
Submarine Yeoman
Submarine Electrician's Mate (Nuclear)
Submarine Engineering Laboratory Technicians