Women in the US Navy

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Office of Diversity and Inclusion
Women’s Strategy and Policy (OPNAV N134W)
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Women in the US Navy

As a Nation...

In the Workplace
- Women comprise 46.9% of the workforce
- Women hold 14.6% of the Fortune 500 Executive Officer positions

Shifting Talent Base
- 57.4% of college graduates are female
- Women earn 62.3% of all graduate degrees
- 41.6% of women in the workforce hold management and professional related occupations

As a Navy...

Women comprise:
- 17.7% of Enlisted
- 16.7% of Officers
- 31.1% of NROTC freshmen
- 22.7% of US Naval Academy freshmen
- 8.4% of 0-7 and above

Expanding Role of Women
- 1993 combat exclusion law opens all ships and squadrons to women
- 2010 sub service opens to officers
- 2013 rescission of the ground combat exclusion
- 2016 SECDEF guidance for all positions to be open or exception to policy requested

Diversity is an imperative to recruit & retain the most qualified talent.
### Women in US Naval Service

**Total Force at a glance**

<table>
<thead>
<tr>
<th></th>
<th>ACTIVE DUTY / FTS</th>
<th></th>
<th>RESERVE</th>
<th></th>
<th>TOTAL FORCE</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>OFFICER ENLISTED</td>
<td>OFFICER ENLISTED</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>WOMEN</td>
<td>16.8% 18.2%</td>
<td>16.7% 17.7%</td>
<td></td>
<td></td>
<td>18.5%</td>
</tr>
<tr>
<td></td>
<td>9,334 50,108</td>
<td>2,699 7,609</td>
<td></td>
<td></td>
<td>69,750</td>
</tr>
<tr>
<td>MEN</td>
<td>46,106 224,390</td>
<td>10,940 26,644</td>
<td></td>
<td></td>
<td>308,080</td>
</tr>
<tr>
<td>TOTAL</td>
<td>55,440 274,498</td>
<td>13,639 34,253</td>
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<td></td>
<td>377,830</td>
</tr>
</tbody>
</table>

*Data Source: NMPBS, FY15Q1*

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**2013 Leadership Award Winners with VADM Nanette DeRenzi**
A couple of years ago, our CNO coined the phrase “where it matters, when it matters” to plainly describe the unique proximity and responsiveness our Navy provides in times of conflict and crisis. And it’s our ready Sailors who make it happen. To sustain and advance future initiatives our personnel business needs to become more nimble and responsive. We’ll need to anticipate and address challenges before they burden Sailors, create retention problems or hinder our warfighting focus. (FULL STORY)

http://www.navy.mil/cnp

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To address pressing fleet concerns and lay the pavers for long-term modernization, our vision of change is built on a framework of three pillars: a modern innovative personnel system, a ready, relevant learning environment and an enabling culture.

**Personnel System Modernization**
- Agile career paths, greater choice and expanded education opportunities

**Ready, Relevant Learning**
- Mobile, modularized approach linking education, training, and operations

**Enriched Culture**
- Greater importance on family, respect and dignity, physical and moral fitness
### Office of Women’s Policy

**Overview**

<table>
<thead>
<tr>
<th>Instructions:</th>
<th>Women in Service Review (WISR):</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Assignment &amp; Embarkation of Women</td>
<td></td>
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<tr>
<td>• Pregnancy and Parenthood</td>
<td>• Navy’s Integration Plan</td>
</tr>
<tr>
<td></td>
<td>• Equal professional opportunity</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Initiatives:</th>
<th>Statistics:</th>
</tr>
</thead>
<tbody>
<tr>
<td>• 12-Mo. Post-Partum Operational Deferment</td>
<td></td>
</tr>
<tr>
<td>• Women’s Uniform Initiatives</td>
<td>• Officer &amp; Enlisted women in the Navy</td>
</tr>
<tr>
<td>• Family Planning</td>
<td>• Recruiting &amp; Retention trends</td>
</tr>
<tr>
<td></td>
<td>• Pregnancy &amp; Parenthood trends</td>
</tr>
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<table>
<thead>
<tr>
<th>In the Works:</th>
<th>Our Reach:</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Research:</td>
<td>• E1→O10</td>
</tr>
<tr>
<td>- International Navies Comparison—NPS</td>
<td>• Quarterly Women’s Waterfront Symposiums</td>
</tr>
<tr>
<td>- CNA Model—Development of a comprehensive enlisted strategy</td>
<td>• Joint Women’s Leadership Symposium</td>
</tr>
<tr>
<td>- Design Thinking—Booz Allen</td>
<td>• Defense Advisory Committee on Women</td>
</tr>
<tr>
<td>Hamilton</td>
<td>in the Services (DACOWITS)</td>
</tr>
<tr>
<td>• Evaluating:</td>
<td>• Mentoring</td>
</tr>
<tr>
<td>- Increasing Fertility Options—BUMED</td>
<td>• Social Media</td>
</tr>
</tbody>
</table>

**Continue to attract & retain competitive talent, while meeting operational commitments**
Career Intermission Program

Provides greater flexibility in career paths to enhance retention.

### Leave
- Impact of career on having a family
- Impact of career on spouse/family
- Work/Personal Life Balance

### Program Benefits
- Leave active duty for up to 3 years
- Retain active duty health and dental care
- Receive monthly stipend pay (2/30ths)
- Permanent change of station to location of choice
- Return to active duty to continue career

### Assessing Potential Benefit of removing statutory restrictions on participation:
- By >20 Officer/20 Enlisted

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82 Participants

- 31 Officers, 51 Enlisted
- 34 have returned, 36 on intermission, 12 awaiting intermission start
- 43% Men, 57% Women
- Across unrestricted line, restricted line and staff communities
- Mixture of operational and support ratings

### Following return to active duty, personnel have competed
- 1 officer eligible for promotion, selected to Captain
- 2 officers eligible for Administrative Screen Board
  - 1 selected for Operational DH
  - 1 selected for Training Command DH
Pregnancy Policy

OPNAVINST 6000.1 Series

- The US Navy
  - Encourages family planning to coincide with shore duty
- Servicewomen who become pregnant on sea duty may remain onboard ship until the 20th week
- Following the delivery of a child, servicewomen are authorized:
  - Servicewoman: Servicemen:
    - 42 Days Convalescent Leave
    - Twelve months Operational Deferment
    - Six months PFA exemption
- Servicemen are authorized (minimum) 10 days non-chargeable leave

Following adoption: MILPERSMAN 1050-420
- Commanding Officers may grant up to 21 days non-chargeable leave and can be used in conjunction with regular leave
- Only one member of a dual military couple is eligible
What can you do?

- **Continue to be positive examples**
  - Military bearing
  - Education
  - Leadership
  - Mentor/ Mentee relationships

- **Fleet feedback**
  - Surveys
    - Pregnancy and Parenthood Survey
  - Symposia
    - JWLS taking place in San Diego, 11-12 June
  - Facebook Pages
    - Female Enlisted Sailor
    - Female Naval Aviators
    - Female Naval Officers
Timeline of Women in the US Navy

1918 - Women officially began serving in the Navy (nurses)

1942 - Women allowed to vote

1942 - Congress established the Navy's Women's Reserve Program (WAVES)

1967 - ACNP(W) created, very first OWP

1972 - 2% ceiling eliminated for enlisted women

1972 - First women promoted to flag rank after barrier lifted

1972 - Equal Rights Amendment passed by Congress. Z-GRAM 116 released

1972 - Combat Exclusion Law rescinded by Congress, all ships and squadrons open to women

1972 - Congress passed law allowing women to fly combat aircraft

1972 - Submarine service opens to female officers

1972 - Women admitted to USNA and Aviation Officer Candidate School

1978 - Mandatory separation for pregnancy abolished

1978 - Women allowed to hold the rank of Captain

1978 - Women assigned to combatant ships

1978 - First female Master

1978 - First female Master

1978 - Women's Armed Services Integration Act, allowed women to enter the regular Navy

1978 - Supreme Court rules equal benefits for dependents of military women

1993 - Women admitted to USNA and Aviation Officer Candidate School

1993 - Congress passed law allowing women to fly combat aircraft

1993 - Submarine service opens to female officers

2010 - Submarine service opens to female officers

2010 - First woman promoted to the three star rank of VADM

2010 - First female VCNO

1916 - Enlistment of women authorized (Yeomanettes)

1918 - After WWI, most women were released from naval service

1918 - Women's Armed Services Integration Act, allowed women to enter the regular Navy

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## Retention Challenges

**Influence to Leave**

<table>
<thead>
<tr>
<th>Influence to Leave</th>
<th>Women (E)</th>
<th>Men (E)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Impact of Navy career on ability to have a family</td>
<td>60%</td>
<td>47%</td>
</tr>
<tr>
<td>Impact of Navy career on my family</td>
<td>53%</td>
<td>48%</td>
</tr>
<tr>
<td>Work/Personal Life Balance</td>
<td>52%</td>
<td>48%</td>
</tr>
<tr>
<td>Morale at my command</td>
<td>45%</td>
<td>36%</td>
</tr>
<tr>
<td>Leadership at my command</td>
<td>41%</td>
<td>31%</td>
</tr>
</tbody>
</table>

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<tr>
<td>Impact of Navy career on ability to have a family</td>
<td>67%</td>
<td>45%</td>
</tr>
<tr>
<td>Impact of Navy career on my family</td>
<td>67%</td>
<td>61%</td>
</tr>
<tr>
<td>Work/Personal Life Balance</td>
<td>63%</td>
<td>48%</td>
</tr>
<tr>
<td>Geographic Stability</td>
<td>41%</td>
<td>41%</td>
</tr>
<tr>
<td>Length of Sea Tour/OPTEMPO</td>
<td>33%</td>
<td>34%</td>
</tr>
</tbody>
</table>
**Female Accessions & Retention**

**Officer Accession Trends**

10yr Avg Accessions: 21% [837 (F)]

**Enlisted Accession Trends (E1-E3)**

10yr Avg Accessions: 20% [7,337 (F) / 36,247 (Tot)]

**Officer Retention**

Gender Retention Gap between 3-7 years of service

**Enlisted Retention**

Source: NMPBS and Officer Retention

Source: NOPPS and CNA
Family Demographics

Officer

Married

With Children

<table>
<thead>
<tr>
<th>Dependency Delta</th>
<th>URL</th>
<th>RL</th>
<th>Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>-32.39 %</td>
<td>-21.53 %</td>
<td>-18.81 %</td>
<td></td>
</tr>
</tbody>
</table>

Enlisted

Married

With Children

<table>
<thead>
<tr>
<th>Dependency Delta</th>
<th>Sea-Intensive</th>
<th>Sea-Centric</th>
<th>Shore-Centric</th>
<th>Shore-Intensive</th>
<th>Undesignated</th>
</tr>
</thead>
<tbody>
<tr>
<td>-17.62 %</td>
<td>-10.99 %</td>
<td>-7.82 %</td>
<td>-3.22 %</td>
<td>0.07 %</td>
<td></td>
</tr>
</tbody>
</table>

Across the Navy, males are more likely to be married and/or have children.