

# Navy Women in Ships

## A Deployment To Equality

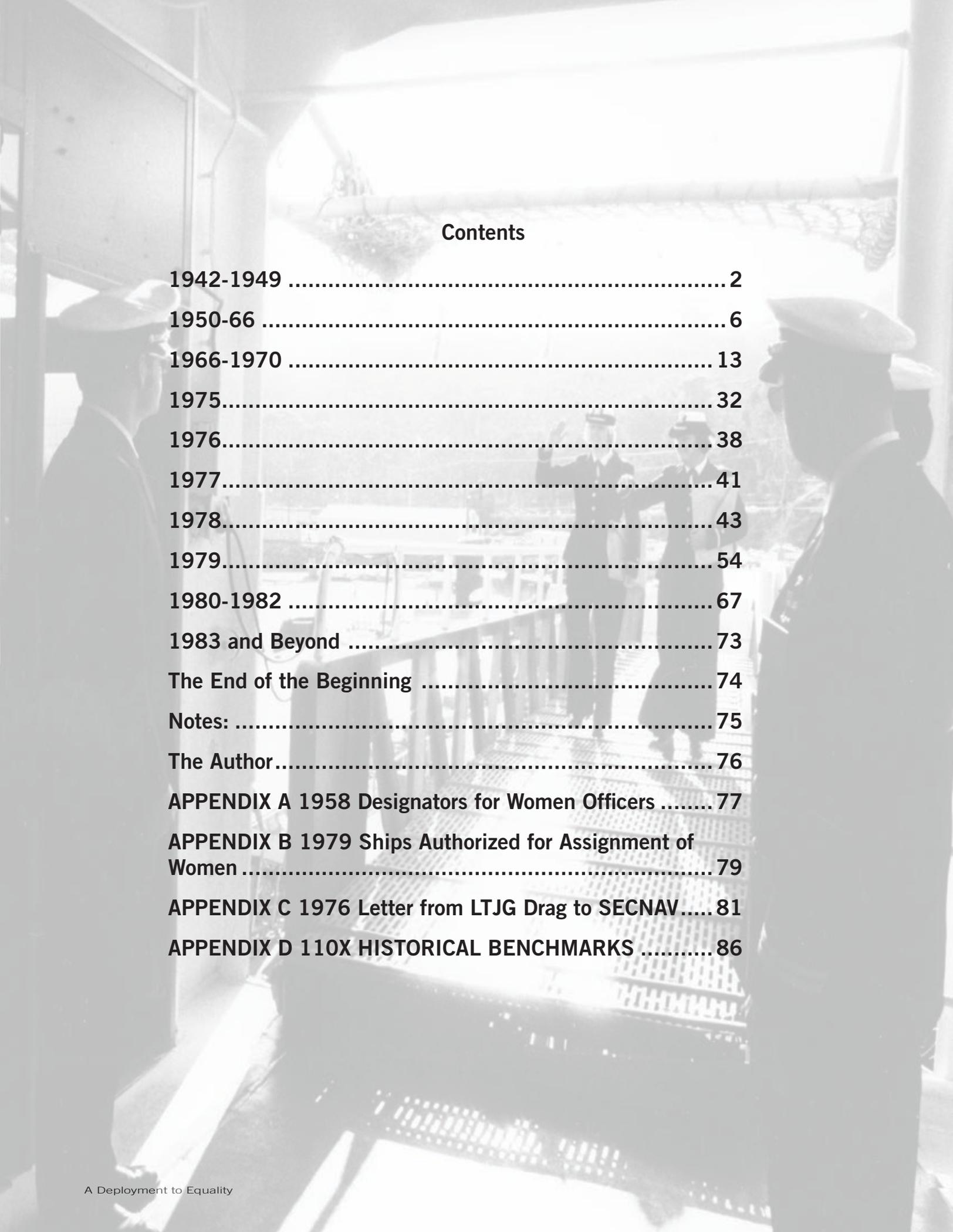
1942-1982

by

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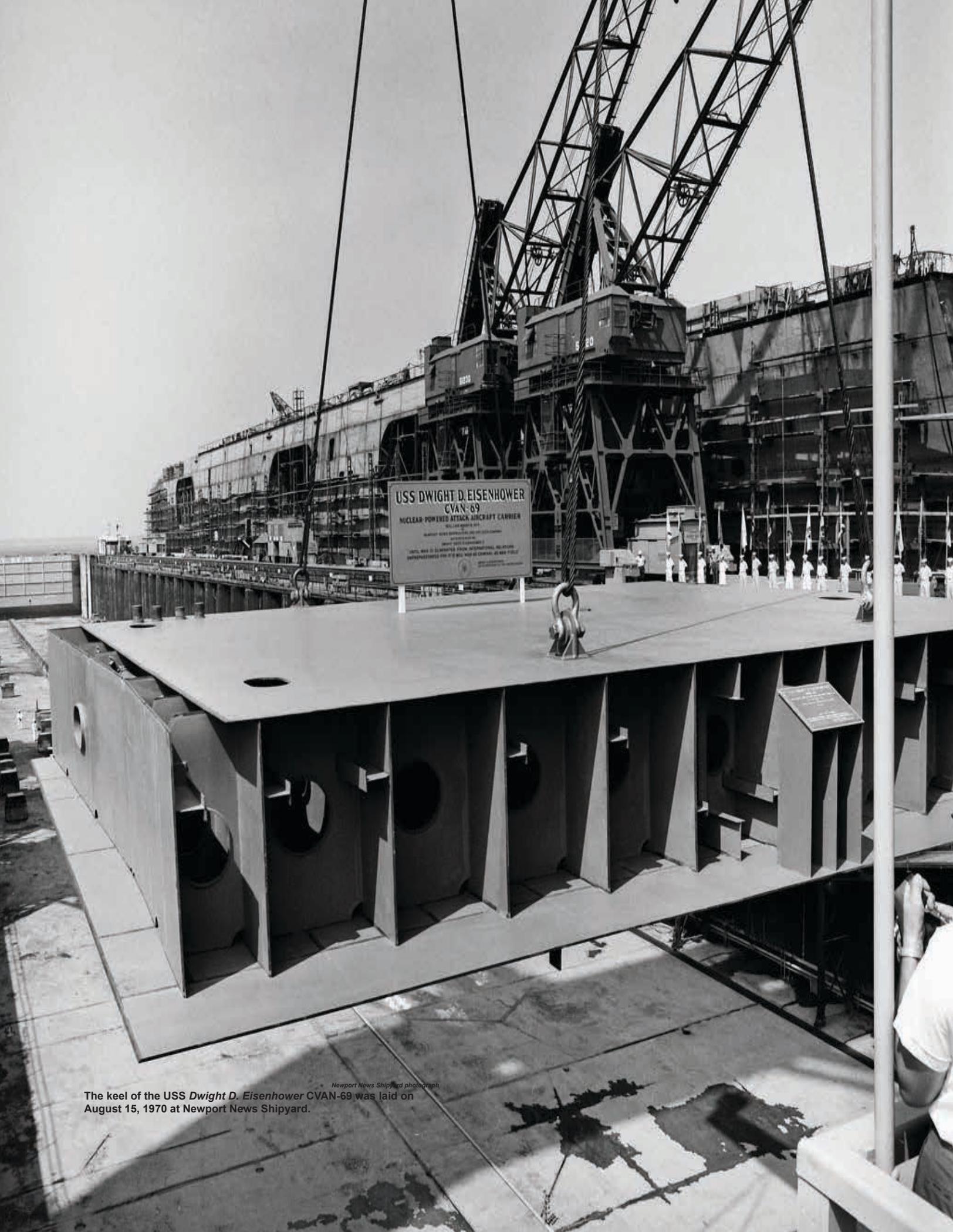






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USS DWIGHT D. EISENHOWER  
CVAN-69  
NUCLEAR-POWERED ATTACK AIRCRAFT CARRIER  
100,000 TONS  
DESIGNED BY THE BUREAU OF NAVAL ARCHITECTURE  
CONSTRUCTION BY NEWPORT NEWS SHIPYARD  
LAID ON 15 AUGUST 1970  
COMMISSIONED 15 AUGUST 1973  
HOMEPORT: NAS NORFOLK, VIRGINIA

Newport News Shipyard photograph  
The keel of the USS *Dwight D. Eisenhower* CVAN-69 was laid on August 15, 1970 at Newport News Shipyard.

The keel for the third nuclear-powered aircraft carrier, USS *Dwight D. Eisenhower* CVAN-69, was laid at the Newport News Shipyard on August 15, 1970. The new carrier was expected to join the fleet in 1975.

In the next shipway *Eisenhower's* sister ship, USS *Nimitz* CVAN-68, lay half completed--projected to be commissioned in 1973. Ironically, the first nuclear aircraft carrier, USS *Enterprise* CVAN-65 was also present in the shipyard undergoing maintenance.<sup>1</sup>

The co-location of the three ships was symbolic of the challenge facing the Navy in 1970--how to hold on to tradition while building for the future.

The continued future success of the U. S. Navy would require full and equal participation by all Sailors. The tradition of “Iron Men in Wooden Ships” would evolve over the following quarter century to “All Hands on Deck”--to include Navy women.

Navy women would eventually serve on those modern nuclear-powered aircraft carriers. However, eight years would pass before the first Women In Navy Ships would go to sea. The deployment to equality would begin aboard some of the oldest, slowest, and less-glamorous non-combatant ships in the fleet but it didn't matter--Navy women were finally underway.



USS *Dixie* AD-14, commissioned in 1940, was the oldest ship in the fleet when Navy women first reported aboard.

DEPARTMENT OF DEFENSE PHOTOGRAPH



NAVAL HISTORY AND HERITAGE COMMAND ARCHIVES

The first group of women officer candidates, led by Ensign Mary Chase, arrive at the Naval Reserve Midshipman's School (WR) located at Smith College in Northampton, Massachusetts in the fall of 1942.

Navy Women In Ships

## 1942-1949

### Here Come the WAVES

The events leading up to the first women officers being assigned to sea duty in 1978 began with the establishment of the Women's Reserve (WR) on July 30, 1942. The Women's Reserve was established as a separate auxiliary component of the U.S. Naval Reserve. Navy reserve women became known as Women Accepted for Volunteer Emergency Service (WAVES). The origination of the acronym "WAVES" is credited to Lieutenant Elizabeth Reynard, USNR--one of the first female officers in WWII.<sup>2</sup> WAVES were initially brought into the Navy, primarily as administrative workers ashore, to allow me to return to sea duty. The work of "WAVE" officers and enlisted personnel quickly expanded beyond clerical work into various technical specialties and ratings. Nearly 100,000 WAVES served during World War II.

Mildred H. McAfee, commissioned as a Lieutenant Commander on August 3, 1942, became the Director of the Women's Reserve (WR).<sup>3</sup> The following year, the Director's billet was elevated to the temporary rank of Captain. The Women's Reserve Division became the newest, and smallest, division within the Bureau of Naval Personnel (BuPers), with only six officers and four civilian secretaries.

The Director of the Women's Reserve became "responsible for major policies governing the activities of the Women's Reserve and for the coordination of the work of the operating Divisions of the Bureau in connection with the Women's Reserve."<sup>4</sup> Embedded in all BuPers divisions, except the Chaplain, a WR officer acted as a liaison with the Women's Reserve Division to ensure coordination within the bureau.

Across the country, in every Naval District, a District Director of the Women's Reserve was assigned to advise the Commandant of the Naval District on women's issues and to liaison with the Women's Reserve Division in BuPers. This organizational structure would remain



NAVAL HISTORY AND HERITAGE COMMAND ARCHIVES  
**1943 Capt Mildred H. McAfee, USNR first Director of the Women's Reserve 1942-1946. Note the "reserve blue" sleeve insignia, with no star, for women officers.**

in effect for the next thirty years.

Most Women Reserve officer candidates attended indoctrination training at the Naval Reserve Midshipman's School (WR) located at Smith College in Northampton, Massachusetts. All candidates entered training as enlisted Apprentice Seamen, and after four weeks became Reserve Midshipmen. Then, after an additional month or more of training, they received commissions and orders to duty. Women trained separately from men.

In 1946, Captain McAfee, now also known as the Director of the WAVES, was relieved by Captain Jean Palmer. Palmer only served for a few months before being relieved by Captain Joy Bright Hancock. Hancock would serve as director until relieved by Captain Louise K. Wilde in 1953. By then, the billet title had been changed to Assistant Chief of Naval Personnel for Women (ACNP (W)). Navy Regulations placed restrictions upon WWII WAVES. Initially, a cap limited the number and grades of

# WOMEN NAVAL OFFICERS IN WORLD WAR II

Over 8,000 women officers served in the Women's Reserve during World War II. Women officers were two percent of the total officer strength of the Navy. Women officers served in various specialties including aerology, administration, training, logistics, medical services, and aviation.



NAVAL HISTORY AND HERITAGE COMMAND ARCHIVES

1945 Lt.(jg) Jane M. Falls, Naval Air Navigator, gets ready to "shoot the stars" on a night flight over the ocean. Falls served as a air navigation instructor at Naval Auxiliary Air Station (NAAS) Camp Kearney, Ca.



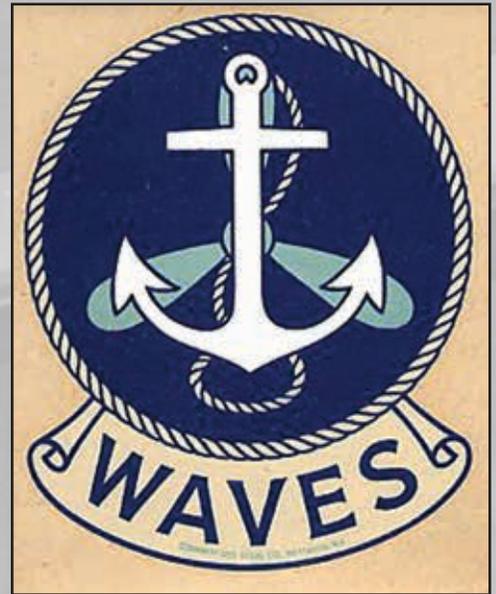
NAVAL HISTORY AND HERITAGE COMMAND ARCHIVES

1945 Lt.(jg) Kathleen K. Ballard, Naval Air Navigator, walks to her plane at NAS Alameda, Ca. Eighty WAVE officers were designated as air navigators during WWII. The women were trained to replace male navigators assigned to sea duty.



NAVAL HISTORY AND HERITAGE COMMAND ARCHIVES

1943 Ensign Florence S. Kimball and Storekeeper Third Class Jane Forunier pay enlisted men at NAS Pasco, Washington



NAVAL HISTORY AND HERITAGE COMMAND ARCHIVES

1944 Lt. (jg) Harriet Ida Pickens and Ensign Frances Wills were the first and only African-American women commissioned as WAVE line officers during WWII. Both were members of the final graduating class of the Naval Reserve Midshipmen's School (WR), Northampton Ma., December 1944.



NAVAL HISTORY AND HERITAGE COMMAND ARCHIVES

1943 Lt. Joy Bright Hancock W-V(S), USNR and Lt. (jg) Eunice White, W-V(S) were the only WAVES entitled to wear the Victory Medal from WWI. Both served during WWI.



NAVAL HISTORY AND HERITAGE COMMAND ARCHIVES

Women's Reserve District Directors conference representatives photographed at WAVE Quarters "K" Washington, DC, during the third annual conference on September 8, 1945. Commander Joy B. Hancock is front row, 4th from the left and Captain Mildred H. McAfee is front row, 6th from the left.

women officers. Only one woman could hold the rank of Lieutenant Commander and 34 could be Lieutenants. Of the remaining, 35 percent could be Lieutenant Junior Grade and the rest Ensigns. This cap severely limited promotion opportunities. An amendment to the law in 1943 authorized one woman to be a (temporary) Captain and removed the numerical restrictions on the lower ranks. Women only had military authority over other women. WAVES could only be stationed ashore within the contiguous United States. Eventually women did serve in Hawaii, Alaska, the Caribbean, and Panama.

### We Are Not Leaving

Considered "temporary help" it was assumed, by many, that all women would be released from active duty at war's end--similar to what happened after WWI. However, that didn't happen. WAVES remained on active duty after the war to help demobilize over 3,000,000 male Sailors. The Navy planned to keep 5,000 WAVES on active duty until 1947 and then release them all to inactive duty--that didn't happen either.

The Women's Armed Services Integration Act became law on June 12, 1948. The act abolished the

Women's Reserve as a separate entity and authorized the commissioning and enlistment of women in the regular Navy and the Naval Reserve. The total number of enlisted women in the Navy was capped at two percent of the total enlisted strength, with ten percent of that



NAVAL HISTORY AND HERITAGE COMMAND ARCHIVES

In 1949, Lt. Margaret E. Carver, USN was the first women officer stationed in Europe. Carver was assigned to a transport squadron in support of the Berlin Airlift.



NAVAL HISTORY AND HERITAGE COMMAND ARCHIVES

**1950 Yeoman First Class Joyce Fury, USNR, of Portland, Oregon was one of the first women to be involuntarily recalled to active duty during the Korean War.**

number being officers. Women officers still only had military authority over other women, and the highest permanent rank obtainable was Commander. Navy women, other than Nurses, generally served ashore and could not be assigned to combat duty. The Integration Act officially ended the role of WAVES as an auxiliary of the Navy.

The acronym “WAVES” became obsolete as a result of the 1948 law. However, the Assistant Chief of Naval Personnel for Women continued to be commonly known as the “Director of the WAVES.” For the next twenty-five years, Navy women continued to be referred to as WAVES--officially and unofficially. “WAVE” became a singular modifier form of WAVES. Official correspondence referencing women’s programs and policy routinely referred to them as WAVE programs or policy. A female chief petty officer was called a WAVE Chief and a women officer was a WAVE officer.

In 1948, women officers numbered 2,412 and accounted for five percent of the total number of naval officers. This figure included 322 female Unrestricted

Line (URL) officers--one percent of the total number of URLs.<sup>5</sup> Navy women began to be assigned to overseas shore billets in 1949, for the first time since WWII. Initially, three officers went to London, one to San Juan, PR and one to Germany to support the Berlin Airlift. Enlisted women followed, and also served as flight orderlies on military transport planes flying to Germany, Bermuda, the Caribbean, Hawaii, and Alaska.<sup>6</sup>

## 1950-66

### Korean War 1950-53

The outbreak of the Korean War in the summer of 1950 created the need to expand the fleet and the number of officers and enlisted men from 370,000 to nearly 580,000. The Navy activated many ships that had been mothballed after WWII. The urgent requirement for Sailors to man the expanding fleet resulted in the mobilization of the Naval Reserve. For the first time, the involuntarily mobilization of Naval Reserve women occurred. Navy women were needed to administer the expanding shore installations.

Initially, hospital corpsmen became the first women involuntarily recalled to active duty. Most of them were assigned to naval hospitals and large dispensaries within the United States. The Navy also solicited reserve WAVE officers and enlisted to volunteer for one year of active duty to replace men qualified for sea duty. The Navy also accepted applications from unmarried female high school graduates, between the ages of 20 and 26, for enlistment in the Regular Navy.<sup>7</sup>

By the end of 1950, the Navy began the involuntarily recall of reserve enlisted women in the ratings of Teleman, Communications Technician, Personnelman, Storekeeper, Disbursing Clerk, and Dental Technician.<sup>8</sup> WAVE officers did not begin to be involuntarily recalled until the spring of 1951. At the time, ensigns, lieutenants (jg), and lieutenants below the age of forty were needed as communication, administration, and personnel officers. No recalled female officers were being ordered to overseas assignments.<sup>9</sup>

# 1948 First Women Officers of the Regular Navy



NAVAL HISTORY AND HERITAGE COMMAND ARCHIVES

Secretary of the Navy John L. Sullivan stands by as the first reserve women officers are commissioned in the Regular Navy on October 15, 1948. The regular Navy commissions were made possible by the Women's Armed Services Integration Act of 1948. The oath of office was administered by Rear Admiral George L. Russell, USN, Judge Advocate of the Navy. The new Regular Navy women officers with their temporary rank listed first and their permanent rank in parenthesis are (l-r): Captain Joy B. Hancock, USN (Lieutenant Commander), Lieutenant Commander Winifred R. Quick, USN (Lieutenant), and Lieutenant, Junior Grade Betty Rae Tennant, USN, (Lieutenant, Junior Grade)

Over 3,200 Navy women were serving on active duty prior to the outbreak of war. Three years later, the number had increased to 8,300 as a result of reserve mobilizations and new active duty accessions.<sup>10</sup>

## **DACOWITS 1951**

The Defense Advisory Committee on Women in the Services (DACOWITS) was formally established in October 1951. Earlier in the year, Secretary of Defense, George C. Marshall, brought fifty civilian women to Washington, D.C., to provide advice on matters concerning women in the U.S. Military. The first objective of the committee was to assist the Department of Defense in an effort to recruit more women into the Armed Forces.

Over the following year, DACOWITS sponsored the creation and distribution of women's recruiting brochures. DACOWITS was also involved in the production of a recruiting film on women in the armed services. "The Real Miss America" was shown in movie theaters and on television. The recruiting campaign helped to increase the number of women in the military by 14 percent by the end of 1952.

In October of 1951, DACOWITS was officially established by the Department of Defense Directive No. 110.09-2 which also set forth the Committee's objectives:

- Inform the public of the need for women in the Services;
- Emphasize to parents the responsibilities assumed by the Military Departments to provide for welfare of women in the Services
- Accelerate the recruitment of women, stressing both quality and quantity.

DACOWITS has been a powerful force in the recruiting and retention of women, upgrading of housing and improvements in benefits to family members of women. DACOWITS has also had impacts in areas such as career advancement, pay and allowances and job opportunities. The committee has direct access to the Secretary of Defense and lobbies Congress on behalf of military members.



# Navy Women's Uniforms 1950



NAVAL HISTORY AND HERITAGE COMMAND ARCHIVES

1950 Women's uniforms were designed for duty ashore and were not intended for shipboard duty. Women's uniforms would basically remain the same for the next 25 years.



NAVAL HISTORY AND HERITAGE COMMAND ARCHIVES  
 Vice Admiral James L. Holloway, Jr., USN, Chief of Naval Personnel congratulates the first three WAVE Corpsman to go to sea on August 19, 1953. (l-r) HM2 Eileen Paluzzi, HM3 Marie A. Myers, and HM3 Mavia Cain. Looking on is Captain Louise K. Wilde, Assistant Chief of Naval Personnel for Women (ACNP)

### Women Go to Sea 1953

An opportunity for women to serve on sea duty occurred on July 29, 1953. The Navy solicited female enlisted Hospital Corpsmen to volunteer for duty aboard Military Sea Transport Ships (MSTS) that carried military dependents. Sixty-three women volunteered to be assigned to various transport ships including: USNS *George W. Goethals* (T-AP-182), USNS *General M. M. Patrick* (AP-150), and USNS *General Maurice Rose* (T-AP-126). Navy Regulations provided that a minimum of two enlisted women could be assigned to ships having at least one Nurse Corps Officer aboard. The tour of duty was 21 months on the transport ships operating in the Atlantic and Pacific Fleets. At the same time, the first woman officer of the Medical Services Corps reported aboard USS *Haven* AH-12.<sup>11</sup>

The first three enlisted volunteers, HM2 Eileen Paluzzi, HM3 Marie A. Myers, and HM3 Mavia Cain, witnessed Vice Admiral James L. Holloway, Jr., USN, Chief of Naval Personnel, sign their orders during a ceremony in Washington, DC on August 19, 1953.<sup>12</sup> HM2 Paluzzi and HM3 Myers were assigned to USNS *George W. Goethals* (T-AP-182) and HM3 Cain went to

USNS *General H. F. Hodges* (T-AP-144).

Lieutenant Charlene T. Suneson, USNR reported for duty aboard USS *General W. A. Mann* (T-AP-112) on December 9, 1961 becoming the first female line officer assigned to sea duty.<sup>13</sup> The MSTS mission lasted until the early 1960s when most of the MSTS ships had been decommissioned and military dependents began to be transported by air and commercial ships--like the SS United States.



NAVAL HISTORY AND HERITAGE COMMAND ARCHIVES  
 LT Charlene T. Suneson, USNR reporting for duty aboard USS *General W A Mann* (AP-T112) becoming the first woman line officer ordered to shipboard duty on December 10, 1961.

## Women's Mission Defined 1950s

The role of Women in the Navy was summarized in a "Memorandum for the Record" by Assistant Chief for Women Captain Winifred R. Quick, USN, on January 8, 1958.<sup>14</sup> The mission, defined by the Women's Armed Services Integration Act of 1948, was to maintain "a small nucleus of officer and enlisted women upon which to build in the event of a national emergency." Women naval officers' were to "provide the necessary leadership and experience to spearhead the rapid mobilization of large numbers of women in time of war." Female officers had to be the "experts in the operation of the shore establishment." In order to become shore

establishment experts, women rotated through a diversity of assignments to include work in fields such as administration, training, communications, personnel, intelligence, legal, aerology, and planning.

Navy women officers were generally expected to be "a jack of all trades but a master of none." The Bureau of Naval Personnel made a decision "not to restrict the assignment of women line officers" by assigning them special designators in the 1300, 1400 and 1600 groups. Instead, female officers on active duty would only be assigned 1100 and 11X5 URL designators. Reserve Women officers, many of them WWII veterans and specialists, could retain their previously assigned



NAVAL HISTORY AND HERITAGE COMMAND ARCHIVES  
**WAVE Reserve Officer Candidates visiting U.S. Naval Academy on July 29, 1953 have lunch aboard USS *Reina Mercedes*. The women were undergoing training at the Naval Training Center in Bainbridge, Md. Upon graduation they would be commissioned as Ensigns in the Naval Reserve (W).**



1960 ca. Reserve Officer Candidates (ROCS) line up for the final inspection before receiving commissions as Ensigns in the U. S. Naval Reserve at Naval Training Center, Bainbridge, Md.

designators--if they remained qualified.

In 1954, in order to insure the versatility of active duty women officers, the Chief of Naval Personnel stated, "with very few exceptions, they would not be assigned to consecutive tours of duty in the same general field." However, even though not designated, women officers were "not precluded from serving as non-pilot aviation officers or other specialist categories." Furthermore, he reiterated that, "In view of the fact that women are restricted by law from being ordered to duty involving flying on combat missions or to duty on vessels other than hospital ships or transports, no further restrictions are considered desirable."<sup>15</sup>

The escalation of U.S. involvement in South Vietnam in the early 1960s put a strain on male manpower resources of the Navy. Similar to the experience of the Korean War, Navy women were again needed to augment manpower in order to release men for overseas duty.

## 1966-1970

### Mission Changes

Administrative ceilings on the number of women in the Regular Navy and Naval Reserve allowed for 1,000 officers and 10,000 enlisted in January 1966. The actual on board personnel numbered only 508 officers (including 8 warrant officers) and 5,302 enlisted.<sup>16</sup>

The primary legal restraints on assignment of Navy women derived from the 1948 Women's Armed Forces Integration Act--Title 10 U.S. Code Section 6015. Section 6015 stated:

*Women may not be assigned to duty in aircraft that are engaged in combat missions nor may they be assigned to duty on vessels of the Navy other than hospital ships and transports.*

The 1948 two percent cap on the total female end strength along with other restrictions such as the highest permanent rank of Commander remained in effect.

In the fall of 1966, Captain Rita Lenihan, USN, Assistant Chief of Naval Personnel for Women (Pers-K), recommended an increase in the number of women naval URL officers from 500 to 600. The increase would be used to replace pilots in squadrons serving ashore in non-flying billets and to fill shore billets allowing male officers returning from Vietnam to be assigned to Postgraduate School. Additionally, numerous instructor billets existed in areas such as counter-insurgency that could be filled by qualified, well-educated female officers. These instructors would accommodate pre-deployment indoctrination of officers going to South Vietnam. However, the request for additional women officers was also an attempt to get the Assistant Secretary of the Navy (Manpower) to recognize that women officers and enlisted women could be utilized as an "effective adjunct to manpower."<sup>17</sup>

The Chief of Naval Personnel authorized a 20 percent "increase in the strength of the WAVES, to be programmed over a period of five years" on March 6, 1967. Recruiting quotas for women URL officers increased from 130 to 150 over the next five years. Enlisted quotas also rose by 200 per year to 2,400.<sup>18</sup>

### Vietnam--No Navy Women Allowed

The Officer Personnel Newsletter, Vol. 10-No. 4, April 1966 stated:

*Numerous inquiries have been received regarding the assignment of women officers to Vietnam. There are no current plans to send women officers with 1100/1105 designators to this area. If at a future date the Navy deems it necessary to make such assignments, voluntary requests will be solicited.*

The "present and foreseeable" accommodations in Vietnam were deemed as "not adequate for female military personnel" by the Chief of Naval Personnel in the winter of 1966. Commanders received direction to ensure that "no orders are issued on a Navy uniformed woman to an in-country assignment to Vietnam without specific approval of the Chief of Naval Personnel."<sup>19</sup> At



NAVAL HISTORY AND HERITAGE COMMAND ARCHIVES

**1967 A Navy Nurse in Vietnam aboard USS *Repose* AH-16 assists a patient who is ready for departure to the United States for further treatment. *Repose* was operating off the coast of South Vietnam.**

the time, only two women officers, both Navy Nurses, served in Vietnam.

However, in early January 1967, various newspapers reported on the Army's announcement that two female enlisted soldiers would soon be deploying to join a company of 90 Women's Army Corps (WAC) enlisted clerk typists in Southeast Asia. The company's primary mission, to handle administrative duties, was expected to eventually require 120 WACs.<sup>20</sup>

Undaunted, Navy women continued to volunteer for duty in Vietnam. Eventually, the Navy began to consider sending a few female officers to serve in logistical support roles in-country. The Public Affairs Office of Assistant Secretary of Defense released a statement on February 10, 1967 announcing Lieutenant Elizabeth Gordon Wylie, USN had received orders to report, in June, to the Staff, Commander Naval Forces, Saigon. Lieutenant Wylie was the daughter of Rear Admiral Joseph C. Wylie, Deputy Commander, U.S. Naval Forces Europe.

A year later, two more women officers received orders for duty in Vietnam. Lieutenant Sally L. Bostwick, USN, a Resource Management Analyst, and Lieutenant Susan F. Hamilton, USN, a historian, joined the staff of Commander Naval Forces Saigon for a year-long tour.<sup>21</sup> Eight female naval officers would eventually serve in Vietnam. Commander M. Elizabeth Barrett, USN became the first senior female officer to serve in Vietnam in a command billet--in a combat zone. In 1972, CDR Barrett became Commanding Officer, Enlisted Personnel of the U.S. Naval Advisory Group. The command consisted of approximately 450 personnel working in special services, clubs and messes, customs, and shore patrol.<sup>22</sup>



NAVAL HISTORY AND HERITAGE COMMAND ARCHIVES

**1972 CDR Elizabeth Barrett, USN was the first senior woman officer to serve in Vietnam in a command billet--in a combat zone.**

By the late 1960s, the role of Navy women began to change. In 1967, the Women's Armed Service Integration of 1948 was amended. Public Law 90-130 eliminated the two percent cap on women's end strength. The change also allowed women to be permanently promoted higher than Commander and to be appointed (vice selected) as flag officers. However,

the restrictions associated with Title 10 Section 6015, barring women from combat and sea duty remained in effect.



NAVAL HISTORY AND HERITAGE COMMAND ARCHIVES

**1972 Alene B Duerk, Director of the Navy Nurse Corps, was appointed as the Navy's first woman Rear Admiral**

## 1970-1974

### Change on the Horizon

The Navy of 1970 was in such a state of flux and social change that sometimes it seemed to border on chaos. The war in Vietnam continued to rage requiring long deployments for 7th Fleet assets in the Pacific. The U.S. military also began to prepare for the end of the draft and the start of an All-Volunteer Force (AVF).

For years, the Navy benefited from the draft, while not actually relying on it for new recruits. Many young men joined the Navy to avoid being drafted into the Army and going to Vietnam. With the end of the draft, the number of available 18-year old males, as potential Navy recruits, would drastically decline. However, new ships under construction would require new Sailors to man them.

The best option became to increase the number of women in the Navy, in order to release men for sea duty. This stopgap measure had been used during World War II and the Korean War, but only for the duration of the wars. However, this time, the need for more Navy women would become a long-term requirement with no projected end date.

### Surface Warfare Officer Designation Established

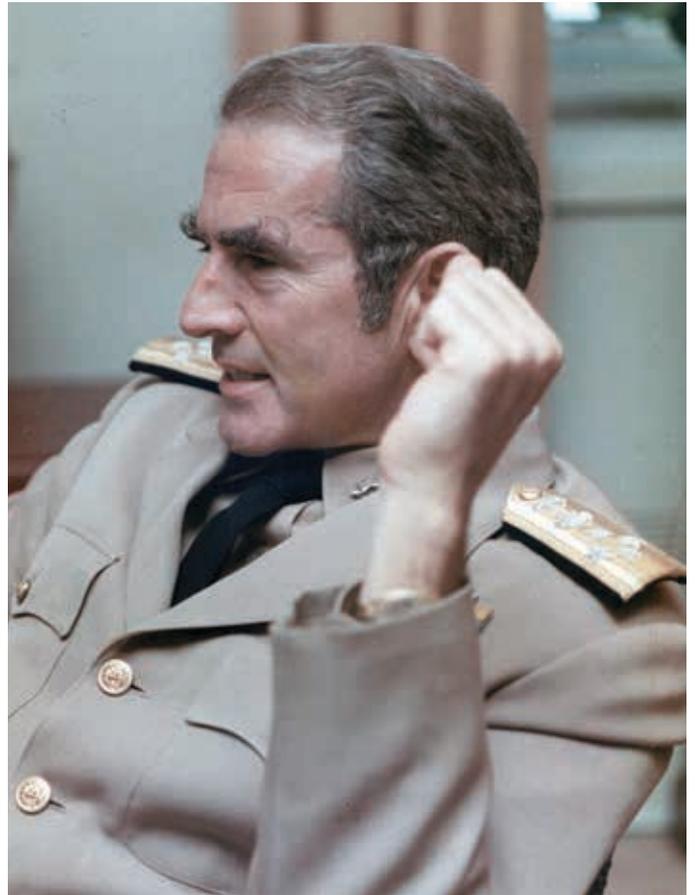
In April 1970, the Navy established a new category for Unrestricted Line Officers--Surface Warfare Officer (SWO). Commissioned and Warrant Officers became eligible to receive the designation after:

- Serving at least six months in an operational surface ship or embarked staff.
- Demonstrating proficiency as a watch officer to include taking charge of a major watch station required by the command's battle bill.
- Demonstrating professional ability as a naval officer, a leader, and a manager.

Officers considered qualified as SWOs at the time of designators inception had their eligibility determined on the basis of at least 18-months experience in a surface ship or embarked staff, and the fact they had been selected for promotion. All others had to be recommended for, or request, the designation in accordance with BuPers Notice 1210 series. Initially, there was no special insignia authorized to be worn on the uniform of SWOs.<sup>23</sup>

## 1970-74 Zumwalt Era

Admiral Elmo R. Zumwalt Jr., became the Chief of Naval Operations on July 1, 1970. At first glance, the Navy of 1970 looked very similar to the white male dominated Navy of WWII. However, after a closer look, the similarities began to disappear. Retention of Sailors was at an all-time low. Desertions and Unauthorized Absences were very common. Diversity didn't exist in many specialties and ratings. Few women or other minorities served in leadership positions. Alcohol abuse and tobacco use were considered part of being a Sailor. Illegal substance abuse and hard drug use was on the rise, and racial tensions would eventually lead to riots on ships in 1972. The surface fleet of 1970 hadn't changed much since WWII. Many of the ships had entered the fleet during the war or in the immediate post-war years and were approaching the end of their lifespan. Plans to expand the fleet over the coming decades were established and new construction had already begun. However, thousands of Sailors would have to be retained and recruited to populate the expanded fleet.



NAVAL HISTORY AND HERITAGE COMMAND ARCHIVES  
Admiral Elmo R. Zumwalt Jr., served as CNO from 1970 through 1974.



NAVAL HISTORY AND HERITAGE COMMAND ARCHIVES  
1971 A view of the Z-Grams Bulletin Board aboard the Antisubmarine Warfare Support Aircraft Carrier USS *Ticonderoga* CVS-14. Nearly 100 Z-Grams went out to the fleet during CNO Zumwalt's first year in office.

CNO Zumwalt immediately began to address retention and quality of life issues shortly after assuming command. During his tenure, changes in policy were often promulgated via naval messages commonly known as “Z-Grams.” During his first year as CNO, nearly 100 Z-Grams went out to the fleet. Many addressed quality of life issues which included: authorizing civilian clothes aboard ship and ashore (Z-5, 12, 68, and 92); meritorious advancements (Z-9); forces afloat liberty policy (Z-25), holiday routine at sea (Z-38); people programs (Z-48 and Z-93); equal opportunity (Z-66) and advances of pay (Z-88).

Many core Navy programs that exist today were established via Z-Grams. They include: Navy (Command) Sponsor, Wives Ombudsman, CPO Advisory Board to CNO, Master Chief Petty Officer of the Command, and Sailor of the Year programs.

### **NROTC For Women**

On February 8, 1972, the Secretary of the Navy announced that beginning in the fall women would be eligible for the Naval Reserve Officer Training Corps Scholarship Program. The initial plan limited the participation of women to 1 percent of the total number of scholarships which equated to 16 for the fall of 1972.

A quota of a maximum of 60 women in the program at any time was implemented. Married women were eligible for NROTC participation as long as they did not have dependent children. The desired curriculum disciplines for women included science, engineering, mathematics, data processing. Upon graduation, women were expected to fill technical billets in the Restricted Line and Staff categories or as subspecialists in the Unrestricted Line (designator 1100).

Women would also be required to complete the same naval science courses as men to become familiar with all facets of naval warfare, management, and operations. Additionally, women were required to take all other courses required of men by the university—including calculus and physics. Summer cruises for

women would be limited to naval shore commands and facilities where billets existed in areas that women would potentially be assigned upon graduation and commissioning. Women would be required to serve four years on active duty after commissioning.

### **No More WAVES**

On June 26 1972, the Chief of Naval Personnel announced:

*...with the intent of offering equal opportunity and uniformity within the Navy, a maximum age of 31 for both men and women for first enlistment is established*

Captain Robin L. Quigley, USN, Assistant Chief of Naval Personnel for Women, personally did not agree with the change. Her opinion, based on conclusions drawn by the “experiences of persons involved in the training of enlisted women” who observed that “women in their middle twenties seem to experience far more difficulty in adjustment...than do their 18-22-year-old counterparts.” However, Quigley offered no official objection to the new policy.<sup>24</sup>

BuPers Note 1300 dated February 16, 1972 announced the suspension of the billets of Assistant for Women at Naval District Headquarters staffs and the Women’s Representative for local commands. A retention study group recommended eliminating the offices which perpetuated an “artificial grouping of Navy women as a separate entity.”<sup>25</sup> The elimination of these billets would require Navy women to utilize communications and advisory channels already in place such as: Division Officer, Senior Enlisted Advisor, and Master Chief Petty Officer of the Command.

A week later, Captain Quigley, penned her fifth, and “final”, memorandum to Navy women on February 23, 1972. This memo was different from her previous four that began with “Memorandum from the Director ...” This time it simply read “Memorandum #5.” Her explicit message stated “...there is no such organization as “The WAVES” and “I do not direct it or anything

else!”<sup>26</sup> Quigley’s point was that she was not the female captain for navy women. Her office, PERS-K, was not an alternate chain of command or an organization to establish and approve policy for navy women. She was, in fact, simply an advisor to the Chief of Naval Personnel on women’s issues.

Most Navy women who served prior to 1973 were, and still are, proud to be called WAVES. However, by the early 1970s, the adjectives “WAVES” and “WAVE” denoted separate and often unequal policies, practices, attitudes, and regulations based on gender. Worst yet, it implied, to some, that Navy women were members of “...the ladies auxiliary of the U.S. Navy.”<sup>27</sup> Captain Quigley’s memorandum was intended to encourage professionalism in Navy women to “...accept the responsibilities of and be treated as a full status member...” of the Navy. In her view, the use of the modifier WAVE to describe a female officer implied that a woman officer was not a “real” naval officer.



1971-73 Captain Robin L. Quigley, USN, Assistant Chief of Naval Personnel for Women.

NAVAL HISTORY AND HERITAGE COMMAND ARCHIVES

Quigley ended Memorandum #5 by stating that future communication concerning female officer policies and programs would be included in already “established professional channels of communication” such as the BuPers Officers Newsletter. Furthermore,

***“...there is no such organization as “The WAVES” and “I do not direct it or anything else!”***

she announced that the Enlisted Distribution Division had been reorganized and the separate WAVE detailer position had been eliminated. Career planning options for enlisted women, along with men, would be included in a new publication *Link...Enlisted Personnel Distribution Bulletin*.

Quigley encouraged women to use the Navy’s chain of command to address future issues and problems in order to have “full status as respected professionals.” If not, “then you must accept the more comfortable but subordinate status...” of being a member of “the ladies auxiliary.”

Captain Quigley transferred on March 20, 1973 to assume duties as Commanding Officer, Service School Command San Diego, CA. Her departure marked the disestablishment of the 1942 ANCP (W) billet and PERS-K, both cornerstones of separate management programs for Navy women. The functional responsibilities of PERS-K now shifted to various sections within the Bureau of Naval Personnel. All future women’s issues would be handled within the Navy’s Ombudsman program under the Assistant Chief of Naval Personnel for Human Goals.<sup>28</sup>

After 1973, the use of WAVES in the Navy vocabulary began to fade, in part because of Quigley’s and other Navy women’s, and men’s, leadership. However, another reason may have been the retirement of women and men, along with their mindset, who entered the Navy in the 1940s and 50s. In the summer of 1976, CNO James L. Holloway III, officially set policy on the use of WAVES. In a message to Flag Officers, Holloway stated:

*Navy women have been integrated into the Regular Navy since 1948. They are not a separate corps and in this regard the acronym, Women Accepted for Volunteer Emergency Service (WAVES) is not appropriate official terminology in reference to female naval personnel.*<sup>29</sup>

## **Courts, Dependents, Pregnancy, and Promiscuity**

Navy women the early 1970s still remained, in many ways, a separate entity within the Navy. Navy regulations often had different standards and requirements based on gender. These regulations often put women at a disadvantage. For example, Navy women had to meet higher mental standards than men in order to join the Navy. Female enlisted recruits could not be married--female officers could. In both cases, neither could have a dependent child under the age of 18. Navy regulations restricted the recruitment and retention of women with dependents, and even those who had ever been pregnant to:

*...preclude the retention on active duty or entrance into the Navy of women who were pregnant or had dependents under 18 years of age...prior pregnancies which have not resulted in the acquisition of dependents--either because the pregnancy had been terminated or the woman surrendered custody of the resulting child through formal adoption would bar a women's entry into the Navy*

*...Instructions are included in recruiting regulations--officer and enlisted-- which instruct recruiters, with regard to prospective female members, to ensure that no pattern of promiscuous or indiscrete sexual morality is evidenced in a woman applicant's background.*<sup>30</sup>

No similar check on "promiscuous and indiscrete morality" existed for male recruits.

Prior to 1971, a gender-based provision defined a dependent husband of a female service member. Title 37 U.S.C. 401 provided that "...a person is not a

dependent of a female service member unless he is in fact dependent on her for over one-half of his support." An additional stipulation required that for a husband to be considered a dependent, he must also be physically or mentally incapable of working. Civilian husbands were not entitled to any base privileges if they didn't "qualify" as a dependent. However, marriage served as the only requirement for a spouse of a male service member to be considered a dependent.

In the fall of 1971, civilian husbands were finally authorized to obtain ID cards entitling them to commissary, exchange, and base theater privileges even though they didn't qualify as dependents. However, husbands were still only entitled to medical care if they were "in fact" dependents and their Navy wives provided more than one-half of their support.<sup>31</sup>

Military women could not remain on active duty or in the reserves if they had dependents under the age of 18. In the summer of 1970, Air Force Captain Tommie Sue Smith filed a lawsuit challenging a regulation requiring her to give up custody of her eight-year-old son in order to remain in the Air Force. The Air Force authorized a change in regulations allowing her to regain custody of her son and remain on active duty. In return, Captain Smith withdrew the lawsuit. Her case prompted a similar change in policy across the other services.<sup>32</sup>

BUPERSNOTE 1900 dated January 27, 1971 announced a suspension of the policy requiring the separation of women officer and enlisted personnel by reason of pregnancy. Sandra Almeida, a 28-year-old divorcee, with two children was allowed to rejoin the Navy. Almeida served for 2-years on active duty before leaving to get married. She became the first woman with dependent children to rejoin the Navy. The decision to allow Almeida to return followed a lengthy dispute over her charge of discrimination. Her case never went to court. Instead, on August 8, 1971, the Chief of Naval Personnel authorized her enlistment in the Naval Reserve.<sup>33</sup>

BUPERSNOTE 1900 dated February 10, 1972

announced that “in the interest of maintaining the Navy’s essential posture of readiness and mobility... women with dependency or pregnancy status shall not be generally be allowed to enter or remain in the naval service.” However, “The Chief of Naval Personnel will consider on a case by case basis requests for exceptions to the policy...”<sup>34</sup>

The U.S. District Court for the Middle District of Alabama upheld a challenge to the constitutionality of a married female service member not being eligible for Basic Allowance for Quarters (BAQ). Relief was denied in the case of Sharron A. Frontiero (an Air Force officer) and Joseph Frontiero v Melvin R. Laird on April 5, 1972. The court found that the husband was not receiving half of his support from his wife.<sup>35</sup> However, the court did not consider whether the husband was capable of working as a factor in the decision. After the ruling, the ability of a husband’s mental or physical capability to support himself was no longer considered in determining dependency. However, the “over one-half of his support” rule remained in effect.

The Frontiero case was appealed to the U.S. Supreme Court.

### Z-116 Equal Opportunity for Women

Article 1383 United States Navy Regulations, 1948 contained a provision precluding women officers from assuming command ashore. Regulations also put numerous restrictions on women because of gender. During the Zumwalt years, some of the inequalities in Navy Regulations resulted in civil actions--others resolved with Z-Grams.

Z-Gram 116, Equal Rights and Opportunities for Women, dated August 7, 1972 announced changes to policy to allow “...women equal opportunity to contribute their extensive talents and to achieve full professional status.” Z-116 announced:

- Limited entry of enlisted women into all enlisted ratings.

- A pilot program of assigning women to sea aboard USS *Sanctuary*.
- Suspension of restrictions on women succeeding to Command Ashore.
- Opening all of the Staff Corps to women, including Chaplain and Civil Engineering Corps.
- Allow Unrestricted Line Officer women to serve in Restricted Line (RL) billets.
- Allow paths of progression to Flag Rank by women the same as for male officers.
- Opening of all NROTC campuses to women

Future flag officer Carol Pottenger graduated from high school in the summer of 1973. She entered Purdue University later that fall since the NROTC program was now open to women--although only at four universities nationwide. Scholarships for women in those early years were scarce and it would be the following year before she received one.



Pottenger Collection  
**Class of 1977 Midshipman Carol Pottenger (r)**  
 attended Purdue University

### The Threat of Equal Rights 1972

In his 1972 homecoming address to U.S. Naval Academy alumni, Superintendent Vice Admiral William P. Mack expressed his views, and supposedly that of the alumni, concerning women aboard ships, when he stated: “...there has been a great deal of irresponsible talk from responsible people about putting women

February 8, 1972

Immediate Release

## **NAVY SECRETARY CHAFEE ANNOUNCES PROCEDURES FOR WOMEN APPLYING FOR NROTC**

Secretary of the Navy John H. Chafee announced today that the Navy is now accepting applications from female high school seniors for the Naval Reserve Officer Training Corps (NROTC) scholarship program. Secretary Chafee previously announced on February 8th that he had decided to open the NROTC Program to females for the first time in Navy history. In making that announcement Mr. Chafee said, 'It seems only fair that women coming to us should have the advantages of a college scholarship just like our men do.'

This scholarship provides tuition, fees, books and a \$100 per month subsistence allowance for a period of 40 months. Successful completion of this program will lead to a commission as a Regular or Reserve officer in the grade of Ensign in the Navy or Second Lieutenant in the Marine Corps.

The NROTC scholarship program for women initially will be conducted at Jacksonville University, Jacksonville, Florida; Purdue University, West Lafayette, Indiana; Southern University and A&M College, Baton Rouge, Louisiana, and the University of Washington, Seattle, Washington.

In his announcement today, Mr. Chafee outlined procedures to be followed in applying for the new program.

These include a letter to the Commander, Navy Recruiting Command (Code 314), Department of the Navy, Washington, DC. 20370. The letter should include reasons for desiring an NROTC scholarship and a naval career. Scholastic Aptitude Test (SAT) scores or American College Test (ACT) scores and a letter, of acceptance to one of the four universities listed above must be included, together with written parental consent. The deadline date for receipt of this letter is 1 June 1972.

Applicants must be American citizens and have reached their 18th birthday but not their 21st by 1 September 1972. Finalists selected will be required to appear at a Navy Recruiting Station for interview and processing during the month of June 1972. Applicants will be notified of selection by 1 July 1972.

on board combat ships in the United States Navy... We, speaking as individuals of course, are unalterably opposed...not because we discriminate against girls, but because we respect them..."

Based on an old Navy tradition of "women and children first, protect our wives and children," Vice Admiral Mack presumably felt that a tremendous place existed for "girls" in the Navy, just not aboard ships.<sup>36</sup> Mack's personal opinion was not an uncommon view among many senior Navy leaders of the day. Many senior officers opposed the notion of women in combat and or serving aboard any Navy ships.

***"...there has been a great deal of irresponsible talk from responsible people about putting women on board combat ships in the United States Navy...We, speaking as individuals of course, are unalterably opposed...not because we discriminate against girls, but because we respect them..."***

The Equal Rights Amendment (ERA) was passed by the U.S. Congress on March 22, 1972 and sent to the states for ratification. Within a year, 22 state legislatures of the 38 needed had voted to ratify the ERA. In anticipation of the ERA ratification, the Navy began to prepare for the inevitability that Navy women could soon be serving on all types of ships--including combatants. A proactive approach of proposing an amendment to Title 10 U.S.C. 6015 to allow women to serve on non-combatants seemed a better option than reacting to the potential full integration of women aboard all Navy ships.

There were other factors involved with proposing changes to U.S.C. 6015 to allow women to serve aboard non-combatants. They included the pending implementation of an All-Volunteer Force, the projected decline in the 18-year-old male population, and the planned expansion of the fleet. To meet these realities, more Navy women would be required along with their efficient utilization in non-traditional jobs.

## Officer Candidate School for Women

Prior to 1973, women officers were commissioned upon graduation from U. S. Naval Women Officer School (WOS) at Newport, Rhode Island. WOS, a subordinate activity to the male Officer Candidate School (OCS), had a different staff and curriculum. Women officer candidates attended a 16-week indoctrination course. Subjects covered history, management, personnel administration, correspondence, ships, aircraft and weapons, the Uniform Code of Military Justice, and leadership responsibilities of junior officers.

A qualified college undergraduate could apply for the officer program during her junior year. After completion of the first eight weeks of officer candidate indoctrination and receipt of a baccalaureate degree, she could be considered for the officer candidate program. If selected, she would complete the final eight weeks of officer candidate indoctrination and receive a commission.<sup>37</sup>



NAVAL HISTORY AND HERITAGE COMMAND ARCHIVES

**Officer candidates on a Yard Patrol (YP) boat in Newport, RI. Women and men began attending OCS in the summer of 1973 after the separate Women's OCS was disestablished.**

In 1972, to become an officer, a women had to be:

- A citizen of the United States.
- A graduate of an accredited college. College juniors could take a basic orientation during the summer between their junior and senior years and, upon receipt of baccalaureate degree, become eligible for a commission.
- At least 20 and under 27 1/2 years of age at time of commissioning. (At least 18 at the time of submission of the application.)
- Of good character and background.
- Able to meet Navy physical, moral, and

mental standards.

- Single or married, but with no dependents under 18 years of age.

The Women's Officer Candidate School was disestablished in June 1973 and all officer candidates began attending OCS.<sup>38</sup>



1972 Division Officer conducting personnel inspection. Women Naval officers began to assume more diverse and challenging assignments in the early 1970s. The number of women URL officers increased from 600 in 1971 to nearly 1,200 by 1976.

NAVAL HISTORY AND HERITAGE COMMAND ARCHIVES



Lieutenant Commander Arnold D. Marsh, prospective Executive Officer of the personnel support ship *USS Sanctuary*, returns the salute of Personnelman Third Class Peggy Sue Griffith of Canton, North Carolina. Griffith was the first of over 50 Navy women to report for duty aboard the converted hospital ship berthed at Hunters Point Naval Shipyard in San Francisco, CA in September 1972.

### **USS *Sanctuary* AH-17**

In September 1972, Personnelman Third Class Peggy Sue Griffith, USN reported aboard *USS Sanctuary* AH-17 for duty. Griffith became the first of over 60 single Navy women assigned to *Sanctuary* in a pilot program to evaluate Navy Women in Ships. At the time, *Sanctuary* was berthed at Hunter's Point Naval Shipyard San Francisco, California undergoing conversion to a dependent's support ship. Plans called for *Sanctuary* to be forward home-ported in Greece to provide medical, dental, commissary, and exchange services to over 15,000 dependents. While *Sanctuary* would spend more time in port than underway, it was seen as a source of valuable planning information and data for the future implementation of women at sea.

Modifications to *Sanctuary* were not as numerous as what would later be experienced on other non-combatant ships since women, Navy Nurses, were already aboard. Additional berthing and "sanitary spaces" (heads) were converted for use by women. Mirrors and hair dryer outlets were also installed. Three self-service washer-dryers were installed to clean delicate fabrics, but they would eventually be used for all clothing--by-passing the ship's laundry.

A female's lounge, located adjacent to women's berthing, was used for "watching TV, ironing, drying hair, polishing shoes, conversation, and playing games such as Monopoly and cards."<sup>39</sup> The main area for interaction with male crew members was on the mess decks.

*Sanctuary* had a crew of more than 400. The ship had seven departments: Hospital, Resale, Supply, Deck, Engineering, Operations, and Administration. By the end of 1973, there were 53 enlisted women assigned. There were also 14 female officers, which included one Line officer, LTJG Ann Kerr, and one Supply Corps officer, ENS Rosemary Nelson, along with 12 Nurse Corps officers.

LTJG Kerr was assigned the primary duty as Administrative Assistant. Her collateral duties included: X-Division Officer, Personnel Officer, Legal Officer, and Postal Officer. She also stood Officer of the Deck (OOD) watches in port and Junior Officer of the Deck watches underway. ENS Nelson's primary duty was Disbursing Officer. Her collateral duties included: S-2 Division Officer and Wardroom Caterer. She also stood OOD watches in port.

The hospital department, a tenant command,

had its own administrative structure which included 21 enlisted women--mostly hospital corpsmen. The hospital department had 14 female petty officers, mainly E-5 and below. The senior enlisted woman was an E-6--there were no female chief petty officers assigned to the ship.

The remaining enlisted women, mainly non-rated E-3 and below, were assigned to all other departments, except Engineering. They worked in repair parties, CIC, Navigation, as phone talkers, and in other areas. Enlisted women stood watches and performed military duties generally on an equal basis with the male crew members.

Some unanticipated issues surfaced during the *Sanctuary* experiment. For the first year, female officers could not stand OOD watches underway due to perceived legal constraints relating to Title 10. In a memorandum dated January 25, 1974, Captain G.T. Hill, Director of the Equal Opportunity Division (Pers-61), requested that the Assistant for Legal Support (Pers-14) provide a legal opinion on whether female officers could stand underway OOD watches. A month later, on February 27, 1974, a response from Pers-14 indicated there were "no statutory or regulatory provisions which would prohibit a female URL officer from standing underway Officer of the Deck watches aboard USS *Sanctuary*."<sup>40</sup>

The majority of non-rated enlisted women were volunteers, single, and on the first assignment of their first enlistment. This homogeneous group resulted in essentially no senior female enlisted leadership aboard *Sanctuary*. A report from CINCLANTFLT to the Chief of Naval Personnel dated February 27, 1974 stated:

*...assigning experienced females to supervisory positions would solve a large number of the problems encountered in SANCTUARY, including, specifically, good order in berthing compartments, handling of complaints of menstrual discomfort, and others...*<sup>41</sup>

In February 1973, an enlisted man was assigned

to *Sanctuary* who was married to an enlisted woman already assigned to the ship. The Secretary of the Navy determined that a husband and wife would not be allowed to serve on the same ship. As a result, all enlisted women assigned to USS *Sanctuary* were required to sign a document that was placed in their service record stating:

*I hereby acknowledge my assignment to an afloat/isolated activity and that marriage to any member assigned to the same afloat/isolated activity will result in a new assignment for either myself or my future husband. I also understand that the Commanding Officer of the command must be notified as early as possible concerning any such marriage.*

The statement was not required to be signed by male crewmembers.<sup>42</sup>

LT Susan B. Canfield became the first woman to graduate from Surface Warfare Officer School (SWOS) in December 1973. She completed the six-week course in the practical aspects of shipboard personnel management and responsibilities of watch standing. Canfield was the senior officer and the only woman in her class of 47. Canfield reported to USS *Sanctuary* early in 1974 to serve as the Operations Officer and Navigator.<sup>43</sup>

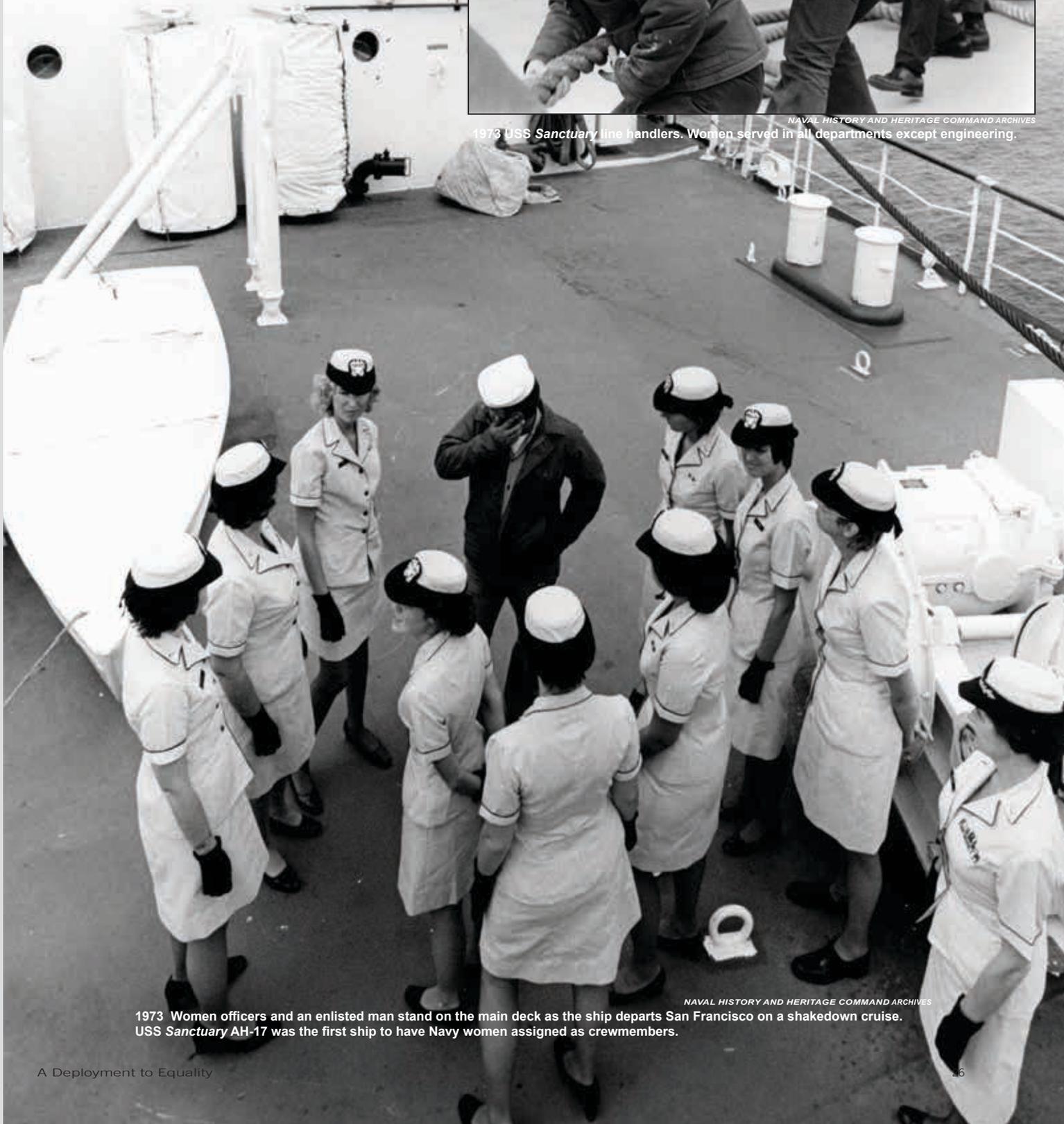
In April 1974, three women officers, excluding nurses, served aboard USS *Sanctuary*. LTJG Kerr was later relieved by LTJG Margaret A. Harlow, and LTJG Bonnie C. Latsch reported aboard as the Communications Officer. The women officers were no longer prohibited from standing watch as the OOD underway. However, Article 0902 U.S. Navy Regulations 1973 denied women the eligibility to command at sea. Therefore, it was interpreted that female officers were not eligible to serve as Command Duty Officer since they were not being eligible to succeed to command.<sup>44</sup>

USS *Sanctuary* was decommissioned on January 31, 1975. During the previous two years, 23 female officers (5 Unrestricted Line/Supply Corps, 18 Nurse

USS SANCTUARY AH-17  
1972-1975



NAVAL HISTORY AND HERITAGE COMMAND ARCHIVES  
1973 USS Sanctuary line handlers. Women served in all departments except engineering.



NAVAL HISTORY AND HERITAGE COMMAND ARCHIVES  
1973 Women officers and an enlisted man stand on the main deck as the ship departs San Francisco on a shakedown cruise. USS Sanctuary AH-17 was the first ship to have Navy women assigned as crewmembers.



NAVAL HISTORY AND HERITAGE COMMAND ARCHIVES

1972-1975 Navy women served aboard USS *Sanctuary* as crew members. During that time 23 female officers (5 Unrestricted Line/Supply Corps, 18 Nurse Corps) and 97 enlisted women were assigned to the ship.



NAVAL HISTORY AND HERITAGE COMMAND ARCHIVES

1972 Naval Station, Treasure Island, San Francisco CA Fire Fighting School. L-R (foreground) HM2 Deana M. Trexler, ENS Rosemary E Nelson, and HN Elena J. Peckenpough were the first women to train at the school prior to reporting aboard USS *Sanctuary*.

Corps) and 97 enlisted women were assigned to the ship. During 1973, the longest underway period was 12 days. The plan to forward deploy the ship to Greece was canceled. *Sanctuary* participated in Operation Handclasp in Columbia and Haiti before changing homeport to Naval Station Mayport, FL. *Sanctuary* remained in port for most of the year prior to its decommissioning.

The *Sanctuary* pilot program was considered a success demonstrating that “women can perform

shipboard functions with equal ease, expertise, and dedication as their male counterparts...”<sup>45</sup>

In order to insure the shipboard experience of the female officers was not lost, follow-on assignments were made based on their qualifications. LCDR (select) Canfield received orders to the U.S. Naval Academy as a navigation instructor. LTJG Harlow and LTJG Latsch transferred to the staff of OCS in Newport. Harlow became an OCS company officer and Latsch served as an instructor of yard patrol ship handling.<sup>46</sup>



1972-1975 Women officers and enlisted personnel served aboard USS *Sanctuary*.

NATIONAL ARCHIVES



NAVAL HISTORY AND HERITAGE COMMAND ARCHIVES

1973 Four of the first six women selected for pilot training: l-r LTJG Barbara Allen, Ensign Jane M. Skiles, LTJG Judith A. Neuffer, and Ensign Kathleen L. McNary.

## Women Naval Aviators 1973



NAVAL HISTORY AND HERITAGE COMMAND ARCHIVES

LTJG Joellen Drag was one of the first six women selected for flight training in 1973.

## Women in the Air and in Court

In the spring of 1973, eight women officers were selected for flight training. Six successfully completed the training, becoming the first female Naval Aviators.

Four became fixed-wing aircraft pilots and the other two became helicopter pilots.

Title 10 U.S.C. Section 6015 also had a negative effect on female aviators and their ability to perform the job for which they had been trained.

Ensign Joellen Drag became one of the first two female helicopter pilots. Section 6015 restrictions barred her from landing on or even hovering over the flight deck of a Navy ship to simply deliver mail. Drag was unable to deploy with her squadron, resulting in a reduced opportunity to acquire flight hours at the same rate as her male counterparts. Drag's prospects for promotion were thus hindered.

On May 14, 1973, the Supreme Court ruled, on the *Frontiero* Case, stating that the provision of Title 37 United States Code Section 401 which provided that "...a person is not a dependent of a female service member unless he is in fact dependent on her for over one-half of his support" was in violation of the Constitution. As a result, a change to the Defense Military Pay and Allowances Entitlement Manual was promulgated in ALNAV 53 dated June 12, 1973. The change allowed female service members to claim their civilian husbands as dependents for BAQ without regard to the "in fact" dependency previously required. The ruling also allowed entitlement to male dependents for transportation allowances and eligibility for dependent medical care.<sup>47</sup>

## Women on Tugs and Service Craft

In November 1974 Navy women became eligible for assignment as crew members of tugboats and other service vessels. This action followed a Judge Advocate General (JAG) opinion that Section 6015 restrictions

did not generally apply to the mission assignment of such vessels. It was the conclusion of the JAG that in the context of Title 10 U.S.C. Section 6015, the term "vessels of the Navy" refers to vessels which "go to sea." The phrase "go to sea" ordinarily means a deployment to the high seas for extended periods of time. The phrase "go to sea," therefore, did not include the operation of small craft attached to, and serving in support, of Navy shore installations. These vessels did not deploy to the high seas for extended periods.<sup>48</sup>

## A SWO Pin

The status of Surface Warfare Officers (SWO) was elevated in the fall of 1974 with the introduction of the of the SWO breast insignia. In November, CNO James L. Holloway III authorized the device, now commonly known as the SWO pin. Line officers who had qualified as surface warfare officers since April 9, 1970 became entitled to wear the SWO insignia as did unrestricted line officers, limited duty officers of the line, and warrant officers classified in the line.<sup>49</sup> Simultaneously, the SWOS curriculum which had been established as a pilot program in Newport, RI in 1970 was updated and extended from a five to a fifteen week course. The course was extended from a five-week course to a 15-week course. Additionally, a second SWO schoolhouse opened in San Diego at Naval Amphibious Base, Coronado.<sup>50</sup>



LEUCI ARCHIVES  
The Surface Warfare Officer (SWO) insignia/pin was authorized in the fall of 1974.



1976 Female tugboat crewmembers in Groton, Ct.

NAVAL HISTORY AND HERITAGE COMMAND ARCHIVES



Female Tugboat Sailor Seaman Debra Jones

NAVAL HISTORY AND HERITAGE COMMAND ARCHIVES

## Navy Women on the Waterfront



1976 SN "Mary T." Malloy hauls in a line from a ship docking at the Washington Navy Yard, Washington, DC.

NAVAL HISTORY AND HERITAGE COMMAND ARCHIVES



1975 Naval Station Subic Bay. BMC Joseph Prokopetz, skipper of YTP 798 oversees work on his vessel.

NAVAL HISTORY AND HERITAGE COMMAND ARCHIVES

## 1975

### Role of Women Officers

In a personal memorandum for all unit commanders, commanding officers, and officers-in-charge Chief of Naval Personnel Admiral David H. Bagley highlighted his concern about the expanding role of women line officers and the limitations placed on their careers due to legal constraints. Bagley recognized that Navy women were hampered in their professional development by restraints "...which are a carry-over from another day of far less liberal attitudes toward women. Without question public laws as they affect women in the naval service should be changed."<sup>51</sup>

In the memorandum, dated April 10, 1975, he discussed corrective legislation that had been submitted to Congress to revise the entire officer personnel management system for all the armed forces. However, he indicated that it was unlikely it would be enacted in the near future. If Congress didn't act on the corrective legislation, then the Navy planned to propose specific legislation to address "four significant areas of inequality in the career development of women officers" which included:

- Remove the legal constraints against women competing for promotion with male restricted line officers.
- Open appointment to the limited duty officer program to enlisted women.
- Authorize the transfer of women officers between the unrestricted line and restricted line/staff corps.
- Authorize the inclusion of all eligible women Captains in the promotion board process for selection to flag rank.

However, he reiterated the official view of the Navy that "since the Congress and the American public have not yet expressed support for the assignment of women to combatant ships and aircraft, this will not be included as part of our proposal."

Bagley noted that a review of fitness reports indicated that 110X women officers consistently ranked lower compared to other URL communities. He stated that women should not be given special considerations in fitness reports. Rather, they should be evaluated and ranked equally with the male URL officers. He stressed that it was a mistake to assume that women who were not warfare specialists would be automatically rank below male officers with whom they were compared.

He closed his memo stating

*I urge your cooperation not only in the letter but more importantly in the spirit and intent of this program. We can no longer afford the luxury of wasting human resources by limiting individual opportunity on the basis of sex.*

### Waste of Talent and Skills

In May 1975, Interior Communications Electrician Third Class (IC3) Yona R. Owens sent a letter to the



YONA OWENS COLLECTION  
1973 Yona R. Owens, USN

*Navy Times*. Yona wanted to contact Navy women who, like herself, had been trained in shipboard ratings but assigned to vaguely related billets. Owens was one of a few women in the IC rating which contained nearly 2,000 men. Yona enlisted in the Navy in May 1973 and after Basic Training was sent to the Service School Command

at San Diego for Basic Electricity and Electronics (BEEP) School, and IC 'A' school. The IC Rating, a sea duty intensive rating, had been opened to women as a result of Z-Gram 116 but women couldn't serve at sea. Only a few shore duty billets existed for junior IC personnel to learn about and or work in their rating. In early 1974, after graduating from IC 'A' school, Owens went from San Diego to Great Lakes for an IC "C" school to qualify as an automatic electric telephone repairman--ship

to shore communications included. After graduating, some six months later, Owens received orders to Japan and, with barely a year on active duty, was assigned to the Negishi Microwave Site outside of Yokohama.

During 1973-1975, Navy women were serving aboard USS *Sanctuary* and the possibility of assigning

***“...I have, like many women in other rates, been denied the right to pursue a career that was chosen, in a rating that was assigned to me by the Navy...”***

women to ships was permeated television news. In order to acquire the necessary IC skills for advancement, it was necessary to have experience working on shipboard systems. Owens knew former classmates who were serving aboard ships. Some served aboard ships that rotated into the Yokosuka Naval Base dry dock for repairs and maintenance. Occasionally, in her off-duty time, she was invited to work with the “IC gang” on some of those ships. At her own expense and leave time, Owens even went TAD aboard USS *White Plains* AFS-4 during a week-long dependent’s cruise from Sasebo, Japan to Keelung, Taiwan and worked on shipboard IC systems. By the spring of 1975, she was ready to take the IC2 advancement exam and couldn’t help but wonder how many other Navy women were experiencing similar circumstances and obstacles to advancement. That’s when she wrote to the *Navy Times*.

Owens received over 300 letters in response to her *Navy Times* letter. Over 100 Navy women replied agreeing with Owens who felt “...I have, like many women in other rates, been denied the right to pursue a career that was chosen, in a rating that was assigned to me by the Navy...”<sup>52</sup>

### **Cracks in the Glass**

The Assistant Secretary of the Navy received a letter from Patricia Fagan of the California National Organization for Women dated July 24, 1975. The letter

stated that the organization had “received complaints from women of discrimination in the Armed Services.” Ms. Fagan requested information relating to the “titles of positions that are open to both men and women, and those that are closed to women.”<sup>53</sup> Captain R. B. Olds, USN, Director of the Navy Equal Opportunity Division (Pers-613), replied on August 15 stating:

*The Navy has divided all enlisted ratings occupations into three categories: closed to women, controlled entry of women, open to women without restriction...for the officer community, women officers cannot qualify as warfare specialists based on Section 6015 10, U. S. Code. Other restrictions found in Title 10, U. S. Code have restricted the promotion of women in the restricted line and have prohibited women from becoming Limited Duty Officers...It is the policy of the Navy to insure equality of treatment for all service personnel. Navy women are integrated into the Navy personnel structure. All Navy policies and directives apply equally to them unless specified otherwise due to existing law.*<sup>54</sup>

### **CNO and the Navy Bicentennial**

On the Navy’s 200th Birthday, October 13, 1975, Admiral James L. Holloway III, Chief of Naval Operations, appeared on the *Today Show*. During the television show, the CNO was asked, “What is the role of the women in the United States Navy now, and what will it be in the future?” Holloway answered the question by first praising Navy wives saying “one of the principal roles is to be the wife of those of us who go to sea and the mother of our children when we’re gone but I know you are talking about the women in uniform.”

He went on to convey the admiration he had for the women officers and enlisted persons in the Navy. He emphasized the important role and expanding opportunities for Navy women at that time and in the future. However, his remarks about the role of Navy wives generated controversy, particularly among those who heard his comments out of context.

Letters complaining about his remarks were mailed to Navy and government officials, including President Gerald Ford. Admiral Holloway personally replied to some of the letters, including those of Dr. Josette L. Maxwell and Personnelman Third Class Donna-Grace Schwenter, USN. The CNO explained the intent of his remarks, while assuring his continued support for equal opportunity for Navy women.<sup>55</sup>

in curriculum or facilities. The admission of women to the U.S. Naval Academy would begin in the summer of 1976.

In 1972, Z-Gram 116 opened all NROTC units across the country to women. However, three years later, women only received one percent of the scholarships. Increasing the number of scholarships was seen as a way to increase opportunities for women to become career



1976 U.S. Naval Academy women plebes Class of 1980. Women were admitted to the U.S. Naval Academy in the summer of 1976.

NAVAL HISTORY AND HERITAGE COMMAND ARCHIVES

## Women at Annapolis and in NROTC

President Gerald Ford signed a bill into law on October 8, 1975, to admit women to the three military service academies. The new law provided in principle that admission, training, graduation, and commissioning of all students should essentially be equal. The Congressional mandate would be carried out promptly with a minimum of changes or adjustments

officers. Title 10 Section 6015 restrictions remained an issue. Female midshipmen were prevented from participating in the summer training cruises aboard Navy ships, like their male counterparts creating inequality in training

Midshipmen Carol Pottenger was entering her third year at Purdue when women became eligible for admission to the Naval Academy. Pottenger and some other Purdue female midshipmen were solicited

to attend to the Naval Academy. The only catch was that they would have to enter the Naval Academy as freshmen--plebes. Pottenger decided to remain as an upperclassman at Purdue and graduate in 1977. Her desire was to begin serving in the Navy as soon as possible.

### **More Women Fewer Billets**

The number of women officers in the Navy increased from 2,888 (591 URL) in 1970 to 3,676 (1,158 URL) in 1975. The number of enlisted women rose from 5,795 to 17,498. The doubling of female URL officers and tripling of enlisted women created a negative impact on sea/shore rotations of men. The career path for female URL officers was not well defined. Enlisted women in non-traditional ratings were often assigned to shore billets that did not provide additional training or practical experience in their ratings.

By 1975, the Navy began to seriously consider the need to amend Title 10 U.S.C. Section 6015 which had served as the cornerstone reason for not assigning women to sea duty. Long-held interpretations of Section 6015 were being successfully challenged which included allowing women to serve on tugboats and harbor craft. Many of the situations in 1975, could not have been foreseen by Congress in 1948 when the law was enacted. The assignment of women was reviewed by BuPers in the fall of 1975. It was noted by Captain R. B. Olds that:

*Various situations were undoubtedly not addressed by Congress because so little contemplation was given at the time to the notion that the Navy would want to assign women to ships or that women would want to be so assigned. As is evident from the numerous questions directed to the Judge Advocate General by Congressional, civilian and Navy sources in the past three years concerning interpretations of Section 6015, the statute which for so long appeared reasonable, (to senior Navy leadership) may now be viewed in quite a different light.<sup>56</sup>*

*Modification or repeal of Section 6015 is necessary to give the Navy maximum utilization and flexibility of female personnel...Until legal restrictions on the types of duties women may perform are removed, women desiring to enter the Navy will not have the same career opportunities as men.<sup>57</sup>*

Section 6015 affected other programs such as female assignments to enlisted ratings. Men qualified for assignment into all Navy ratings, along with being eligible for all sea or shore duty billets. Women remained barred from some ratings and only had limited access to others. Women only served ashore, primarily within the contiguous United States. Many men had the perception that Navy women unfairly filled "choice" shore duty assignments that should be available to men rotating ashore from sea duty.

### **More Policy Decisions**

CNO Holloway made a policy decision to permanently open the Restricted Line officer community to women. The decision was announced in June 1975, with implementation in the spring of 1976. Technical career fields previously closed to women opened, such as: engineering, public affairs, intelligence, meteorology, and oceanography. The policy change came with the intention of providing women officers a more diverse field of career opportunities.

BuPers Notice 1900, dated August 1, 1975 announced a new Navy ruling stating "pregnant Navy women can remain in the service unless they ask to resign, be discharged, or be released to inactive duty." The new policy replaced the temporary pregnancy policy of 1972, which allowed the Chief of Naval Personnel to review, on a case by case basis, requests of pregnant women to remain on active duty.

Progress in equality took a back step with the Fleet Readiness Improvement Program that was announced in August 1975. The plan called for 100% manning at sea by transferring 6,000 male petty officer to sea billets by mid-1976. Officially, the program proposed to

improve manning and readiness in the fleet. However, it also precluded the justification of the need for Navy women to fill vacant billets afloat.<sup>58</sup>

In November 1975, the Judge Advocate General (JAG) advised the CNO that there was no legal objection to amend Articles 0837 and 0860 of U.S. Navy Regulations, 1973. The articles required “command as sea” to be a prerequisite for “command of a naval base” and “succession to command of a naval base”. The JAG concluded that the requirement for command at sea created “an indirect blanket prohibition upon assignment of women” officers that would be difficult to defend in court.<sup>59</sup>

### Push Comes to Shove

IC2 Yona R. Owens transferred from Japan to the Visual Recording Facility of the National Military Command Center for the Joint Chiefs of Staff located in the Pentagon. She arrived on December 7, 1975. Owen’s choice of her new duty station was partially driven by her intention to challenge the Constitutionality of Section 6015 in Federal Court.

Prior to receiving orders to the Pentagon, Owens had been delighted to receive orders to USNS *Michelson* (T-AG-23). *Michelson* was a non-combatant, oceanographic survey ship. However, before she could report, her orders were canceled.

Earlier in 1975, when she wrote to the Navy Times, while still stationed in Japan, Owens was mainly interested in hearing from other Navy women also unable to work in their ratings. However, during a meeting with the Navy Judge Advocate General, that Owens requested when he visited Yokohama, who adamantly expressed his opposition to amending Section 6015, she began to think about litigation.

Still in Japan, she discussed her next duty station assignment options with her detailers--who were forbidden to assign women to shipboard billets. Owens concluded that there was no choice but to sue the Navy. The IC detailers learned that in order to file suit, a plaintiff had to be physically located in the United States, hence, the transfer to Washington, DC.

Yona contacted the Women’s Right Project (WRP) of the American Civil Liberties Union (ACLU). A few years earlier, WRP had been set up by future U.S. Supreme Court Justice Ruth Bader Ginsburg. Coincidentally, Ginsburg had been the attorney who successfully argued Sharron A. Frontiero and Joseph Frontiero v. Melvin R. Laird before the U.S. Supreme Court.

Shortly after her arrival in Washington, Owens visited the WRP in New York and they agreed to support her case.



U.S. NAVY PHOTO  
USNS *Michelson* (T-AG-23) in Yokosuka, Japan. IC2 Yona Owens received orders to *Michelson* in 1974. However, the orders were canceled before she could report. Prior to 1978, women could only serve on hospital ships or transport ships.

## New Qualifications for Command of Surface Ships

In December 1975 new qualifications were established for command of surface ships stating:

*Surface Warfare officers hoping to achieve “Qualified for Command of surface ships” designation must meet new qualifications recently set forth in OpNav Instruction 1412.3.*

*In order to qualify, 111X officers must now:*

- Be designated as a Surface Warfare Officer;
- Have 48 months in a ship or staff afloat command;
- Have 12 months in the ship from which the application is made as a lieutenant (department head or XO);
- Be a lieutenant commander or commander;
- Satisfactorily complete a written professional examination;

- Demonstrate ship-handling;
- Qualify as EOOW, in addition to OOD and CICWO;
- Possess “command qualities,” including professional competence, leadership, endurance, and personal and ethical character.

*Beginning in FY78, surface warfare officers formally screened by the Commander Command Selection Board will be ordered to command only if the designation “qualified for command” has been achieved. An exception will be made for those officers (O-3 and above) who have not served at least 18 months aboard a surface ship subsequent to October 1975.<sup>60</sup>*

The new requirements effectively eliminated Navy women officers from being able to qualify to command a ship as long as Section 6015 remained intact.



USS *Nimitz* CVAN-68 was commissioned on May 4, 1975. It would take twenty years before Navy women were permanently assigned to aircraft carriers. Department of Defense image

## 1976

### A Woman of the Year



NAVAL HISTORY AND HERITAGE COMMAND ARCHIVES

1976 LCDR Kathleen Byerly Time Woman of the Year

The cover of the January 1976 issue of Time magazine depicting twelve Women of the Year for 1975 included “one of the fast-rising women in the armed forces.” Lieutenant Commander Kathleen Byerly was “...overwhelmed to be included with such famous personalities” as Betty Ford and Billie Jean King. LCDR Byerly was assigned as flag secretary and aide to Rear Admiral Allen E. Hill, Commander Training Command Pacific (COMTRAPAC).

When interviewed by *All Hands* magazine Byerly speculated the reason she was “chosen was because of the type of job I have at COMTRAPAC.” She also theorized saying, “There will be a seagoing woman admiral in the U.S. Navy in the not-too-distant future. It’s something to look forward to.”<sup>62</sup> Byerly would actually have some impact on that matter in the not too distant future.

***“There will be a seagoing woman admiral in the U.S. Navy in the not-too-distant future. It’s something to look forward to.”***

### An Air Force Loss

Deborah Loewer wanted to join the Air Force after graduating from Wright State University in Dayton, Ohio in 1976. However, even though she was a theoretical mathematician, and a computer science graduate, she was out of luck. The Air Force had filled their quotas and told her, “We don’t need you.” So she went next door to the Navy recruiter. He signed her up almost immediately. Loewer’s plan was to stay in the Navy for four years, see the world and then get out, return to Springfield, Missouri and become a math teacher. It didn’t quite work out that way.

### Enlisted Women Coordinator Pers-5K Established

An enlisted women coordinator office (Pers-5K) was established in the enlisted rating coordination section of BuPers late in 1975. Pers-5K functioned to “monitor and coordinate policies concerning enlisted women strength levels, utilization of women in nontraditional roles, sea/shore rotation and career patterns, pregnancy and assignment with spouse.”<sup>63</sup>

The number of enlisted women had tripled since 1973 to nearly 19,000 by late 1975. The enlisted women coordinator, as part of the development and distribution system of BuPers, would “help ensure that equal opportunity and the needs of the service are combined to provide maximum utilization of women in the Navy.”<sup>64</sup>

## Better to Lead than Follow

In the year of the U.S. Bicentennial, ratification of the ERA had received 34 the 38, states votes needed for ratification. The adoption of the ERA had the potential to invalidate many laws and Navy regulations based on gender. The Navy faced the prospect of women actually having equal rights, entitling them to be assigned to Navy combatant ships and aircraft. Repeal of Title 10 USC 6015 became a real possibility if the ERA was ratified.

In a memo to the Secretary of the Navy J. William Middendorf in the summer of 1976, CNO Holloway reiterated that “the policy of the Navy should continue to be that women would not be assigned to combat duty or to positions wherein their involvement in combat could reasonably be expected.” However, he was concerned that the language of Title 10 USC 6015 denied the Navy the “assignment flexibility to fully utilize female service members within Navy policy.”

Navy women were effectively barred from sea duty since no hospital or transport ships remained in commission after USS *Sanctuary* left the fleet. The current law barred even the temporary assignment of women on all other sea-going ships, regardless of their mission, and the unlikelihood of combat involvement.

Holloway was concerned with several proposals to amend Section 6015, which had been submitted by members of Congress. While none were expected to become law, it became important for the Navy to develop and submit a reasonable proposal to amend Section 6015. A proactive approach was a better option than possibly being forced to accept a “...fait accompli less to our liking.” Additionally, Holloway proposed a formal policy statement that would support the expanded utilization of Navy women, while retaining the combat exclusion.<sup>65</sup>

## UTILIZATION OF WOMEN IN THE DEPARTMENT OF THE NAVY

*Integral to our nation's fundamental policy of preparedness must be the application of all of its known strengths and resources. Since women constitute one of our basic strengths, the Department of the Navy would be remiss if it did not provide for their availability and plan for their effective utilization. Women members of the Navy and Marine Corps have proven to be a valuable personnel resource and have contributed significantly to the attainment of the Services' missions. The Department of the Navy should take full advantage of the talents and the dedication of its women by expanding their opportunities to the maximum feasible in its Sea Services.*

*It is, therefore, the policy of the Department of the Navy that its women members, officer and enlisted, will be assigned and utilized in any billet commensurate with their capabilities in any unit wherein their participation is not precluded by law or special service requirements. However, until such time as there is a specific legal requirement that women be utilized in combat, the Department of the Navy, as a matter of policy, will not assign women to combat duty or to any positions wherein their involvement in combat could reasonably be expected.*

## The Writing is on the Wall

Positive changes towards equal opportunity and equality occurred for Navy women during 1976. In the spring, the Unrestricted Line opened to women. That summer, female midshipmen entered the Naval Academy with plans to graduate in the class of 1980. On June 1, the first female flag line officer had been promoted. Captain Fran McKee became a Rear Admiral (lower half) while serving as Commanding Officer Naval Security Group, Fort Meade, Maryland.



NAVAL HISTORY AND HERITAGE COMMAND ARCHIVES  
Fran McKee became the first women line officer appointed to flag rank on June 1, 1976.

Since 1971, the number of women URL officers had nearly doubled from 646 to 1,147. The number of enlisted women jumped from 6,000 to over 19,000. Women were now Naval Aviators. However, Title 10 USC Section 6015 remained the same.

On March 4, 1976, LTJG Joellen M. Drag, USN sent a 5-page letter to the Secretary of the Navy requesting “duty in a flying status aboard United States Naval Vessel(s)” with which her squadron operated. Drag was

assigned to Helicopter Combat Support Squadron Three at NAS North Island, San Diego, California. Restraints of Title 10 Section 6015 prevented women Naval Aviators from landing on or hovering over a Navy vessel.

In her letter Drag stated that:

*...I am making this request so my development and career as a naval officer might keep pace with that of my contemporaries in this squadron. I am evaluated against them in my fitness reports, and accordingly feel that I must be allowed to compete with them in all areas on an equal basis.<sup>66</sup>*

Drag had several issues with Section 6015. She pointed out that while the statute restricted Navy and Marine Corps women, it did not restrict women from other military services or Navy Civil Service female employees from serving aboard Military Sealift Command, scientific research, and other non-combatant ships.

LTJG Drag’s request was endorsed by her commanding officer and forwarded up through the chain of command. On June 9, 1976, the Commander in Chief U. S. Pacific Fleet endorsed her request, forwarding it “for consideration”, to Secretary of the Navy Middendorf via CNP and the CNO.<sup>67</sup> The request was not approved.

### ***Owens v Brown--the End is Near***

IC2 Yona Owens and YN2 Suzanne Holtman (now Stout) met an ACLU attorney on November 10, 1976 at the Federal District Court House in Washington, DC to file *Owens v Brown*. They wanted to file on Veterans Day but, of course, the courthouse was closed for the federal holiday.

Suzanne Holtman was assigned to the BuPers Enlisted Women Coordinator Office Pers-5K. One day in December 1974 she answered the phone and spoke with Yona who was calling from Japan, seeking information about Navy women’s rights. Holtman and Owens became friends, sharing similar views about the legal restrictions imposed on Navy women with regard

to sea duty.

In 1976, after Owens transferred to Washington, the ACLU began preparing the case. The organization's legal team felt the case would be stronger if other women in similar situations would join, and a file class action suit. Owens asked Holtman who didn't hesitate to participate. They were joined by two other enlisted Navy women: Natoka Peden and Valerie Sites. Peden, a Photographer's Mate Seaman was also trained as a Navy Diver. Peden could not work as a support diver when her diving unit deployed aboard a ship. Holtman and Sites were both in the Yeoman rating and both barred from sea duty because of their gender. Sites later backed out of the class action for personal reasons.

The lawsuit, a civil rights action, challenged the constitutionality of Title 10, U.S.C. Section 6015 because it barred Navy women from serving on any seagoing Navy ship currently in the fleet. The statute, essentially a blanket prohibition in place since 1948, prevented the Secretary of the Navy from assigning women to sea duty. The lawsuit contended that this restraint violated the "equal protection guarantee embodied in the due process clause of the Fifth Amendment."<sup>68</sup>

In early 1977, three more plaintiffs joined the case--all Naval officers: Lieutenant Commander Kathleen Byerly, LTJG Joellen Drag, and LTJG Susanne Rhiddlehoover. The class of plaintiffs was now broadened by the inclusion of naval officers.

LCDR Byerly joined the suit because Navy Regulations required that she be eligible for "command at sea" in order to become a commanding officer of a shore establishment such as a Naval Station. In fact, Z-gram 116 suspended the Navy Regulation that prevented women from commanding ashore. However the regulation still remained "on the books." LTJG Drag had made an unsuccessful appeal to the Secretary of the Navy concerning her request to be assigned flight status when her squadron deployed. LTJG Rhiddlehoover assigned as Legal Officer to Antisubmarine Warfare School in San Diego, California saw shipboard duty as

a necessity for promotion. Her future assignments to important billets depended on it.

Now it was just a matter of time.

Deborah Loewer attended OCS in Newport, Rhode Island from August through December 1976. OCS was integrated--somewhat. Men and women were in separated battalions but they attended classes and other training together. Loewer graduated number two in her class of about 110. Upon graduation, Ensign Loewer received orders to BuPers to work in financial management. It was not her first choice of duty.

## 1977

### Get Ready It's Coming

Jimmy Carter became President in January 1977. Title 10, Section 6015 still restricted women from sea duty. The threat of the ERA still loomed and Owens v Brown was in the judicial system. Congress showed no urgency in modifying Section 6015. However, Navy leadership saw the writing on the wall.

### Shipboard Assignments Proposed for Navy Women

The Navy announced, in April 1977, that a legislative proposal had been developed to amend Section 6015 of Title 10, U. S. Code. The proposed change would permit the Secretary of the Navy to prescribe a greater variety of shipboard duty to which women could be assigned. The modification would permit the assignment of women to temporary duty on any vessels not engaged in combat missions. Women would also be eligible for permanent duty on vessels similar to hospital ships and transport ships, which would not be expected to be assigned combat missions. The proposed policy, under review by the other Armed Services branches, would eventually be forwarded to the Department of Defense for consideration.<sup>69</sup>

The proposed amendment to Title 10, USC 6015 would modify the current version that read:

*...However, women may not be assigned to*

*duty in aircraft that are engaged in combat missions nor may they be assigned to duty on vessels of the Navy other than hospital ships and transports.*

The proposed amendment would change Title 10 USC 6015 to read:

*...However, women may not be assigned to duty in vessels or aircraft that are engaged in combat missions nor may they be assigned to other than temporary duty on vessels of the Navy except for hospital ships, transports, and vessels of similar classification not expected to be assigned combat missions.*

An instruction titled “Utilization of Women in the Department of the Navy”<sup>70</sup> was drafted by PERS-21 on May 21, 1977. The instruction provided advance staffing to implement policy changes embodied in the Navy’s proposal to amend Section 6015. The instruction listed auxiliary ships designated for potential permanent assignment of Navy women. The plan anticipated that by FY83, 120 women officers and 3,000 enlisted women would be serving aboard ships.

### **Still Need Some Fixing**

In 1977, more than 3,700 women officers, including 1,200 URL, and over 19,000 enlisted women served in the Navy. The goal was to increase the number of line officers to 2,000 and the number of enlisted women to 30,600 by FY83.<sup>71</sup> The number of enlisted women had already tripled over the previous five years. However, URL women officer numbers had not increased proportionally, since many officer billets ashore required warfare specialties that women could not obtain due to restrictions by Section 6015.<sup>72</sup> The repeal or amendment to Section 6015 would expand the assignment opportunities and more efficient utilization of women officers. Until that happened, 2,000 women URL officers would be the maximum number on active duty.

Thirteen women had become Naval Aviators: three

in helicopters and ten in fixed-wing aircraft. Another eight women were in flight training. All the female Naval Aviators were serving in flying billets. However, restrictions relating the Section 6015 prevented them from operating with the fleet.

Promotion procedures for women officers varied. Women officers of the Line, Supply Corps, Chaplain Corps, and Civil Engineers, by law, only competed with other women for promotion. All other women officers competed with male officers. Title 10, Section 5767 permitted the Secretary of the Navy to appoint a woman as a rear admiral or a brigadier general. With the exception of the Medical and Dental Corps, Navy women were excluded by law from the normal flag selection process. In 1977, there were two female rear admirals, one in the Line and the other in the Nurse Corps.

### **Summer Hearings**

Hearings were held in the Senate, during the summer of 1977, on the role of women in the military. Vice Admiral James Watkins, Chief of Naval Personnel, testified stating:

*The Navy is planning a 63% increase in women by FY83. This objective is in close agreement with Brookings estimates of the potential utilization of women in the Navy, under both current statutory restrictions as well as in recognition of the necessity for providing shore billets for males rotating from sea duty...However, Congressional approval of the Navy proposal to amend Title 10, United States Code, Section 6015, permitting the permanent assignment of women to auxiliary and service craft and temporary assignment of women to all Navy ships, would allow the Navy to more properly utilize the women planned through FY83 and to permit an additional increase of 6K women while reducing the demand for male personnel.<sup>73</sup>*

## Maternity Uniform for Officer and Enlisted Women

In November 1977, two years after allowing pregnant women to remain in the Navy, maternity uniforms were finally introduced. The uniforms were developed to provide an “attractive and practical uniform” allowing women to maintain a professional appearance while performing military duty during pregnancy. The new uniforms became available for purchase early in 1978 at a cost of around \$40. Prior to the introduction of maternity uniforms, pregnant women wore civilian maternity clothing when their uniforms no longer fit.

The uniform ensemble consisted of a long or short-sleeved shirt, dark blue slacks and skirt, and dark blue overblouse, which could be mixed to form appropriate uniforms for all seasons and duty requirements.<sup>74</sup>



NAVAL HISTORY AND HERITAGE COMMAND  
Maternity uniforms were introduced for officers and enlisted in 1978.

## Another Ensign

Carol Pottenger graduated from Purdue in May 1977 and was commissioned. She reported to Naval Communication Station Camp Smith, Hawaii for duty as a watch officer. She would transfer the following year after volunteering for sea duty.



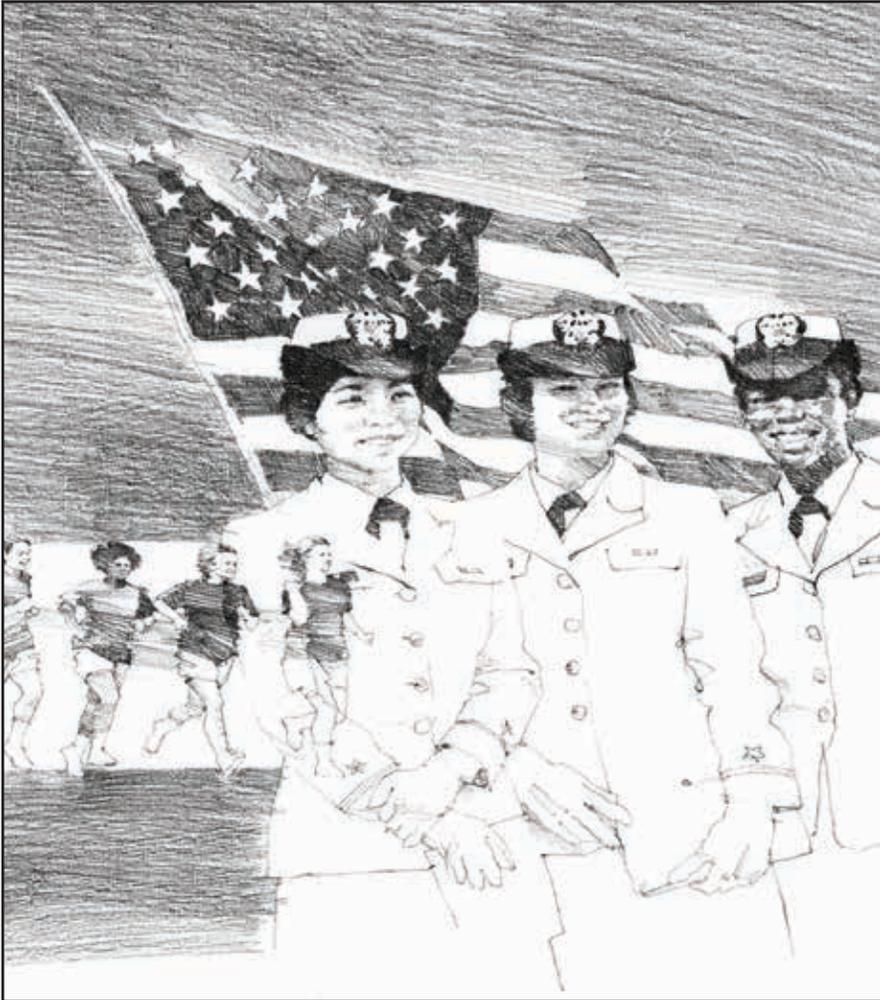
**1978**

## A Year of Change--Finally

Captain Alice C. Marshall, USN joined the Navy in 1953, when there was only one female Captain in the Navy--“the Director of the Waves” as she put it. She noted that “Today (1978) there are at least 10 women line Captains and even an admiral.”<sup>75</sup> In 1978, Captain Marshall assumed duties as the director of the Fleet Home Town News Center in Norfolk, Virginia. The center produced over 100,000 press and radio releases every month covering individual Navy, Marine Corps, and Coast Guard personnel.

Captain Marshall thought that women should be allowed to go to sea and female aviators be allowed to fly all types of Navy aircraft. She looked back on her career with satisfaction, in spite of the various restrictions on women. “When I came in, Commander was the highest permanent rank a woman could attain. I set out to be advanced as far as I thought my talents would take me; now I have a command--that was one of the things I wanted.”

While it was too late for senior women officers to consider the possibility of someday commanding a ship, it would become the future for junior female officers.



### FY-77 TOTAL OFFICERS (FEMALE)

White	3,365	92.73%
Black	135	3.72%
Other	129	3.55%
Total	3,629	100%

### WOMAN LINE OFFICER

The Navy women officer community was not diverse in 1978. African-American and other minority groups accounted for only 7 percent of the total number of women officers (including nurses). In the mid-1970s, the Navy began to focus on encouraging all young women to consider a career as a Navy line officer.



## **We're Ready**

The Bureau of Naval Personnel announced a plan to assign women to sea duty contingent upon Congressional approval of a Navy proposed amendment to the federal law. Under the plan, women would be assigned permanently to designated non-combatant surface ships. Temporary assignments would be authorized to surface combatant ships not expected to be engaged in combat.

The long-range outlook projected that women would fill a minimum of 25 to 50 percent of the billets on the non-combatant ships designated for permanent assignment. Initially, female manning percentages would be lower due to a shortage of women with "non-traditional" shipboard skills.

The type of ships designated for permanent assignment of officer and enlisted women included: destroyer tenders, submarine tenders, the training aircraft carrier, oceanographic vessels, fleet tugs and rescue ships. All other types of surface ships would be available for temporary additional duty assignments.<sup>76</sup>

## **More Female Naval Aviators**

The Navy announced in March 1978 that an additional 15 women would be enrolled in the flight training program during FY79.<sup>77</sup> The women would be selected by a board in July 1978. To be considered for flight training, women officers had to meet the same requirements as men contained in BuPers Manual 6610360.

## **New SWOS Department Head Curriculum**

A new curriculum with increased emphasis on fundamental technical subjects was announced in the spring of 1978. The revised curriculum began with the class of the 59th Surface Warfare Officer School Department Head course which convened May 26, 1978 in Newport, Rhode Island.<sup>78</sup> The revised 32-week curriculum presented a common core of instruction for all prospective department heads in engineering

fundamentals, combat systems fundamentals, tactical action officer training and shipboard management. Following completion of the common core, prospective:

- Engineer officers would receive specialty training followed by three weeks at the 1200 PSI hot plant at Great Lakes, Illinois.
- Combat systems, operations and weapons officers would receive combat systems specialty training including three weeks of Engineer Officer of the Watch (EOOW) training at the 1200 PSI propulsion plant at the Surface Warfare Officer School at Newport, Rhode Island.

## **New Uniforms Needed for Women**

One of the lessons learned from the USS *Sanctuary* pilot program demonstrated that women's uniforms, officer and enlisted, were not suited for shipboard duty. Working uniforms for enlisted women were not durable. Many women elected to wear men's dungarees as an authorized option. Khaki uniforms for women officers and chief petty officers did not exist. Service Dress Blue was the primary working uniform for women officers and chiefs.

Women's dress white and summer light-blue uniforms did not have slacks as an option. As a result, by 1976 the summer light-blue uniform was being phased out and slacks were being considered as an option for the dress white uniform.

Wear testing of the women's new winter blue, summer blue, and summer white uniforms was completed in mid-1978. Testing of a khaki uniform for female officers and CPOs, as well as coveralls for all women finished in the fall of 1978. Khaki uniforms were became available through the Navy Exchange in the spring of 1979.<sup>79</sup> The introduction of the coveralls would be announced at a later date.

## **NAVOP 074/78**

NAVOP 074/78, subject "Potential Assignment of Navy Women to Duty at Sea," went to the fleet via naval message on June 29, 1978. The message notified

Navy service members of the expected amendment of Section 6015 that would allow the assignment of women to sea duty. The amendment, part of the FY79 Defense Budget Authorization, was expected to be passed by both houses of Congress.

During the first year after enactment, 55 female officers (35 URL and 20 RL/Staff Corps) and 375 enlisted women would be assigned to sea duty. Women would initially be assigned to five ships homeported in Norfolk, San Diego, Charleston, and Port Hueneme. Female officers assigned during the first year would be lieutenant commander and below with 110X, 116X, 180X, 210x, 220X, 310X, 410X, or 7XXX designators. URL women officers were sent to sea via SWOS, if not already a graduate. Enlisted women in 33 ratings would be needed along with non-designated Seamen and Firemen to fill 375 billets spread across five ships on the east and west coasts .

Due to the limited number of billets, volunteers were requested. However, if there were not enough volunteers to fill the billets, then women would be assigned in the same manner as men--involuntarily. Volunteer requests had to be submitted to the Chief of Naval Personnel (CHNAVPERS) no later than July 15, 1978.

### **Another Air Force Loss**

Roberta "Bobbi" McIntyre wanted to join the military since she was 12. Her father had served in the Army Air Corps and her grandmother was a WAC during WWII. After graduating from Guilford College in 1977, she went to see the Air Force recruiter. However, the Air Force recruiter was "unenthusiastic" about signing her up, so she went to the Navy instead. Two weeks later, she was in OCS in Newport, RI.

Bobbi did well in OCS, excelling in Operations and Navigation. Unknown to her, the Navy was looking for women junior officers who had the potential to make it through Surface Warfare Officer School (SWOS) and be assigned to a ship upon graduation. She was nominated by the OCS Operations Officer for SWOS

and was accepted. Within a few weeks, she was in San Diego attending SWOS. When about halfway through the course, McIntyre was notified that she had not signed a statement indicating that she had volunteered for SWOS. Bobbi signed the statement even though it was unclear why she had to volunteer to attend SWOS. She would find out soon enough.

Upon graduation, Ensign McIntyre received orders to USS *Dixon* AS-37, homeported in San Diego.

### **Future Flags**

Ensign Pottenger, selected as one of the first women for assignment to sea duty, reported to Surface Warfare Officer School, in Newport during the summer of 1978. Upon graduation, she received orders to USS *Yosemite* AD-19 as the first women officer.

Her reporting date was delayed. Navy Regulations required a minimum of two women to be assigned to a ship. Pottenger had to wait until at least one other female officer received orders to *Yosemite*. So she remained at Newport for another several months, attending additional schools, before she detached in the spring of 1979.

The second female officer, LTJG Loewer, transferred from BuPers in January 1979. She reported to Surface Warfare Officer School, at Newport, and graduated first in her class. Loewer also received orders to *Yosemite*.

### **Sirica Rules**

On July 27 1978, Judge John Sirica ruled in the *Owens v Brown* case. His decision, in favor of the plaintiff's, struck down Title 10, U.S.C. Section 6015 as unconstitutional. The ruling allowed the Secretary of the Navy the discretion "to determine how and under what circumstances women will serve at sea."<sup>80</sup> The government had 60 days to appeal the decision. However, the Navy recommended to the U.S. Justice Department not to appeal the decision. Instead, the Navy went ahead with the plan to assign women to sea duty once Congress amended Section 6015.

In mid-August 1978, President Carter vetoed the FY79 Defense Authorization in a dispute with Congress over an authorization in the bill to construct a fifth *Nimitz* class aircraft carrier. Congress dropped the construction of the carrier and President signed the revised bill on October 20, 1978 opening the “brow” for women to serve at sea.

The amended version of Section 6015 stated:

*Women may not be assigned to duty in vessels or aircraft that are engaged in combat missions nor may they be assigned to other than temporary duty on vessels of the Navy except for hospital ships, transports, and vessels of a similar classification not expected to be assigned combat missions.* <sup>81</sup>

### Amendment Passed--Now What

A Navy Women at Sea Orientation Program was developed in the summer of 1978 in anticipation of the amendment to Section 6015. The program provided for “intensive briefings to COs, XO’s, and MCPOCs (CMCs today) of lead ships” to receive women. The CNO, now Admiral Thomas B. Hayward, in a message to fleet flag officers stressed that the education of “ship’s company personnel and their dependents (along with) the individual women being assigned to sea duty is absolutely essential...” <sup>82</sup>

In a memo to the Chief of Naval Personnel, dated September 22, 1978, PERS-9-MR recommended that the following be promulgated to ships designated for women to:

*...actualize the highest potential of women, at-sea commands must emphasize to the entire ship’s company:*

- Women are welcome assets, not liabilities
- Women are different, despite propaganda to the contrary, and must be treated differently, not paternalistically or as inferiors, or with favoritism. They differ both physically and emotionally. Further, they are in a totally new environment at

sea and will need help in adjusting.

- Every person, man and woman, requires and deserves respect as a person, with whatever privacy and dignity shipboard circumstances can permit.

*...To reduce potential problems, commands must emphasize:*

- Destructive tendency of some women to try and prove themselves by appearing tougher than men in language, etc.
- Importance of common sense dress codes.
- Inexperience of officers and petty officers in disciplining women.
- Sensitivity of wives to issue of women at sea.
- Potential help by ombudswomen
- Reasonable efforts, especially by officers and supervisory petty officers, to avoid compromising situations.
- Avoidance of encouraging excessive drinking, particularly at ship’s company parties.
- Reasonable care in selecting movies for showing when actually at sea
- Importance of professionalism in all relationships at sea
- Effort to maintain a generally high moral tone.<sup>83</sup>

The number of enlisted women volunteering for sea duty was less than expected. CINCPACFLT in a message DTG 230440Z SEP 78 to the CNO stated:

*...Preparations for the introduction of women aboard ship which included discussions with enlisted women have led to the conclusion that Navy enlisted women are not sufficiently knowledgeable about life aboard ships to make an informed decision regarding volunteering for sea duty. Accordingly, to bridge this information gap, COMNAVSURFPAC has scheduled shipboard*

## **WOMEN OFFICERS AT SEA**

September 1978

With enactment of the FY-79 Authorization Bill amending Section 6015 of Title 10 U. S. Code, the Navy will commence assignment of female officer and enlisted personnel to shipboard duty. First introduced in the House of Representatives in May 1977, this legislation will permit Navy women to serve as members of ship's company on hospital ships, transports and certain other auxiliaries which do not normally perform a combat mission. Woman officer and enlisted personnel will also be eligible for temporary additional duty assignment (less than 180 days) to any ship for which a combat mission is not envisioned during the TAD period.

With respect to career development, this legislative change opens the surface warfare (111X/116X) and new special operations (114X/119X) communities to women officers. Female aviators may also, for the first time, perform non-combatant flight duties involving the landing of aircraft aboard ships at sea. Non-warfare (110X), restricted line, and staff corps women will no longer be constrained from assignment to various seagoing jobs or the performance of TAD afloat. As a result, they will have broader opportunities for training, and will be able to fill a greater variety of shore billets which normally involve periodic TAD afloat.

During the first year following enactment of the amendment to 6015, the Navy will detail about 55 Women officers to ships on PCS orders. Of this number, some 35 will be unrestricted line officers, while 20 will be restricted line (180X- geophysics), staff corps (210X- medical, 220X dental, 310X- supply) or warrant (7XXX) officers. Initially, women officers will be assigned to about 20 ships including destroyer and submarine tenders, repair ships and research vessels. In following years, the assignment of women will be expanded to additional ships including salvage and rescue vessels, as indicated in NAVOP 074/78. Unrestricted line women ordered to shipboard billets will go via the basic course the Surface Warfare Officer School if they are not already graduates.

In the future, URL women can be expected to enter the aviation, surface or special operations warfare communities directly from the various officer accession programs (OCS, NROTC, USNA) just as do male officers. Due to the limited number of non-combat related sea billets available, however, only a limited number of URL women will be able to elect warfare careers. About 80-85% of the URL women entering the Navy each year will continue to follow the 110X non-warfare career progress outlined

in the URL Career Planning Guidebook (NAVPERS 15197). Although constrained by the continuing combat restriction, warfare career paths for women will generally parallel those currently applicable for men, and will include the potential for command at sea as well as ashore.

Until passage of the Defense Officer Personnel Management Act (DOPMA), which among other things will integrate male and female promotion boards, URL and restricted line women will continue to be screened by separate women's boards. Officers will be evaluated in comparison with their peers on the basis of job performance and the attainment of those qualifications established for their particular designator communities.

Until the Navy has developed adequate numbers of female warfare officers in the grades of LTJG through LCDR, a limited number of 110X women will have the opportunity to change career paths in order to pursue a warfare specialty. Women interested in a specific warfare career path should note this fact on their duty preference cards. Subsequent warfare training and sea assignment will be dependent on billet availability and demonstrated performance. A possibility, however minimal, does exist for involuntary assignment of women officers (URL, RL staff and warrant) against valid shipboard written billet requirements.

Further information concerning the impact of this legislation on individual officers or designator communities can be obtained from detailers or LCDR Susan Canfield, Woman Officer Policy Coordinator, Pers-401d, Bureau of Naval Personnel, Washington, DC 20370; auto von 224-8601/5052 or commercial (202) 694-8601/5052.

Proposed sea duty assignments of the first women officers for FY79.

(Revised 23 October 1978)

ENS Charlene Albright	1165	USS Norton Sound AVM-1	01NOV78
ENS Elizabeth Bres	1160	USS Puget Sound AD-38	01NOV78
ENS JoAnn Carlton	1165	USS Vulcan AR-5	01NOV78
ENS Mary Carroll	1165	USS Vulcan AR-5	01NOV78
ENS Linda Crockett	1165	USS L.Y. Spear AS-36	01NOV78
ENS Linda Day	1160	USS L.Y. Spear AS-36	01NOV78
ENS Jane Gilliland	1165	USS Puget Sound AD-38	01NOV78
ENS Macushla McCormick	1160	USS Dixon AS-37	01NOV78
ENS Roberta McIntyre	1165	USS Dixon AS-37	01NOV78
ENS Lisa Mills	1165	USS Samuel Gompers AD-37	20NOV78
ENS Linda Cobb	3105	USS Norton Sound AVM-1	DEC78
ENS Cindra Brown	3105	USS Samuel Gompers AD-37	DEC78
LT Bonnie Latsch	1160	USS Norton Sound AVM-1	JAN79
LT Deborah Gernes	1100	USS Proteus AS-19	APR 79
ENS Carol Pottenger	1100	USS Shenandoah AD-26*	APR 79
LTJG Billie Crawford	1100	USS Ajax AR-6**	APR 79
ENS Cheryl Hill	1100	USS Hector AR-7	APR 79
ENS Deborah Stiltner	1105	USS Norton Sound AVM-1	APR 79
ENS Susan Wolfe	1105	USS Piedmont AD-17	APR 79
ENS Valery Ferguson	1105	Contingency Backup	
ENS Nan (Beryll) Dupuy	1105	Contingency Backup	

\* Actually went to USS *Yosemite* AD-19

\*\* Actually went to USS *Jason* AR-8

*orientation tours/briefings in San Diego for enlisted women assigned to commands in the Eleventh Naval District...*<sup>84</sup>

NAVOP 130/78, dated October 23, announced the implementation of the Navy plan to assign women to shipboard duty. During FY79, 55 officers and 375 enlisted women would report for sea duty. The first five ships identified to receive women included; USS *Vulcan* AR-5; USS *L.Y. Spear* AS-36; USS *Norton Sound* AVM-1; USS *Dixon* AS-37; and USS *Puget Sound* AD-38.<sup>85</sup>

The number of women officers volunteering for sea duty far exceeded the number of billets available. Two-hundred-thirteen officers volunteered to fill 55 billets. On the enlisted side, only 284 of the 375 needed volunteered as of October 1, 1978. Of that number, only 20 first class petty officers and 4 chief petty officers volunteered.<sup>86</sup>

Nine women officers would report on November 1-2, 1978. During FY79, 375 enlisted women would be assigned to five ships, *Vulcan* (62), *L. Y. Spear* (102), *Samuel Gompers* (102), *Norton Sound* (70) and a Ship to be named (39), after completion of shipboard alterations to accommodate female enlisted Sailors. The first enlisted women would report to *Vulcan* in December 1978, with the rest reporting over the following months.<sup>87</sup>

## **November 1, 1978**

The first eight women officers reported for sea duty on five ships on November 1, 1978. Three of the ships, USS *Vulcan*, USS *L.Y. Spear*, and USS *Puget Sound* were homeported in Norfolk. USS *Dixon* was homeported in San Diego and USS *Norton Sound* in Port Hueneme.

In Norfolk, a robust media event was planned by CINCLANTFLT aboard USS *Vulcan*. The participants included the five women officers selected for sea duty and their commanding officers. Ensigns Linda Crockett, Mary Carrol, Elizabeth Bres, Jo Anne Carlton and Linda Day were aboard USS *Vulcan* for the event. Carroll and Carlton were assigned to *Vulcan*; Crockett and Day went

to *L.Y. Spear*; and Bres to *Puget Sound*. Ensign Jane Gilliland arrived the following day for duty aboard *Puget Sound*.

The news media was invited and the participants made prepared statements and then answered questions--utilizing BuPers/CHINFO public affairs guidance. Following the press conference, media tours of the three ships were offered. Follow-on interviews were conducted through "appropriate existing channels" Embarked interviews were discouraged until the women had the opportunity for thorough indoctrination, in order to avoid potential embarrassment to themselves and the Navy.

None of the Norfolk ships would get underway during the remainder of the quarter. *Vulcan* would be entering the shipyard for an overhaul beginning in December.

On the west coast, Ensign Bobbi McIntyre and Ensign Macushla McCormick reported aboard the submarine tender USS *Dixon* and Ensign Charlene Albright reported to USS *Norton Sound*.

## **Women Officers at Sea**

With the enactment of the FY79 Defense Authorization Bill that amended Title 10, U.S.C. Section 6015 the Navy began permanent assignment of female officers and enlisted personnel to sea duty as ship's company aboard non-combatant ships. Women were also authorized for temporary assignment, of 179 days or less, to any ship not expected to be engaged in a combat mission.

The legislation opened new career development opportunities for women officers in the surface warfare and special operations communities. Female aviators were now able to operate with their deployed squadrons and land on the decks of Navy ships. Non-warfare, staff corps, and restricted line women officers could now fill seagoing billets, allowing them to qualify for shore duty billets that required prerequisites for duty afloat.



NAVAL HISTORY AND HERITAGE COMMAND ARCHIVES

November 1, 1978, First Women on Ships. (l-r) Ensigns Linda Crockett, Mary Carrol, Elizabeth Bres, Jo Anne Carlton and Linda Day aboard USS *Vulcan* for a media event. Carroll and Carlton were assigned to *Vulcan*; Crockett and Day went to *L. Y. Spear*; and Bres to *Puget Sound*.

## EAST COAST

*USS Vulcan*, *USS L. Y. Spear*, *USS Puget Sound*



NAVAL HISTORY AND HERITAGE COMMAND ARCHIVES

Ensign Elizabeth Bres tours the destroyer tender *USS Puget Sound* in November 1, 1978. Bres was one of the first group of women officers to be assigned duty on Navy ships.



NAVAL HISTORY AND HERITAGE COMMAND ARCHIVES

The first five women officers arrive aboard *USS Vulcan* on November 1, 1978.



NAVAL HISTORY AND HERITAGE COMMAND ARCHIVES

Ensign Bres answers a question from the media aboard *USS Vulcan*. Bres was on of the first five women officers on the East Coast to be assigned to sea duty.



NAVAL HISTORY AND HERITAGE COMMAND ARCHIVES

Ensigns Bobbi McIntyre and Macushla McCormick report aboard the submarine tender USS *Dixon* AS-37 at San Diego on November 1, 1978.



NAVAL HISTORY AND HERITAGE COMMAND ARCHIVES

1978 Ensigns McIntyre and McCormick aboard USS *Dixon* AS-37.

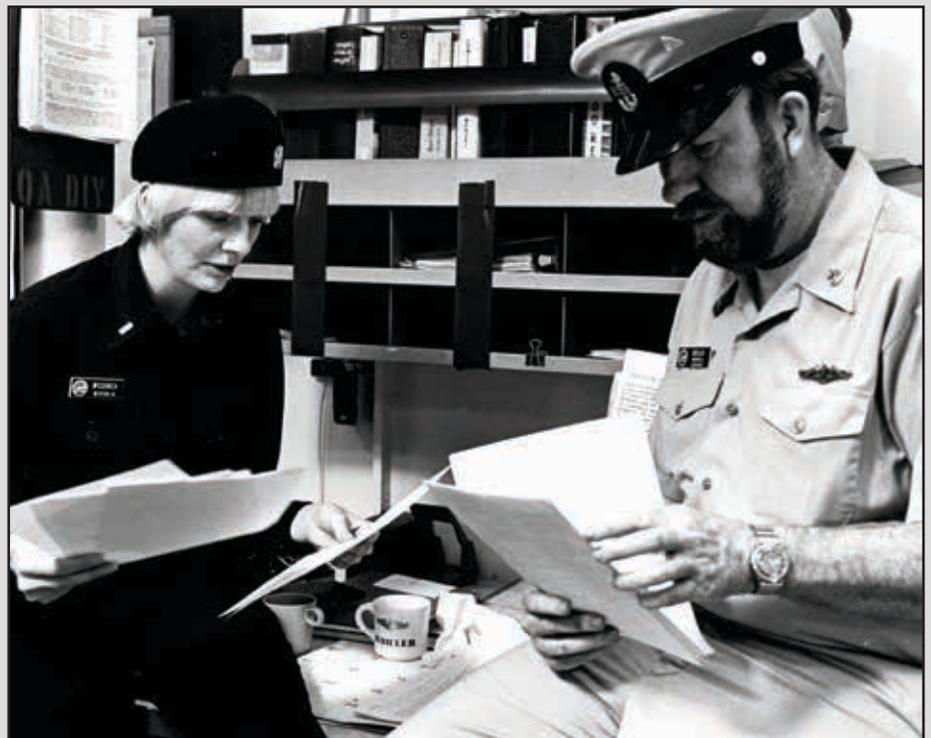
## WEST COAST

USS *Dixon*, USS *Norton Sound*



NAVAL HISTORY AND HERITAGE COMMAND ARCHIVES

Ensign Charlene Albright reported to USS *Norton Sound* AVM-1 in Port Hueneme.



NAVAL HISTORY AND HERITAGE COMMAND ARCHIVES

1978 Ensign Macushla McCormick and a Chief Petty Officer review work documents aboard USS *Dixon*.

Women Unrestricted Line officers eventually entered aviation, surface warfare and special operations communities in the same manner as men, from normal officer accession programs such as the Naval Academy, OCS, and NROTC. However, due to the limited number of non-combatant sea billets in the fleet, only about 15 percent of URL women were able to pursue warfare specialties.

URL and RL women officers continued to compete only with other women officers for promotion selected by separate women's boards. However, it was anticipated upon passage of the Defense Officer Personnel Management Act (DOPMA) that, among other things, the promotion process for male and female officers would be integrated. DOPMA had been languishing in Congress for a few years but eventually became law.

Women officers seeking information concerning legislation and the impact on their careers were encouraged to contact their detailers or LCDR Susan B. Canfield, now assigned as Woman Officer Policy Coordinator Pers-4001d at BuPers.

## 1979

### Temporary Duty Authorized

The amendment to Section 6015 authorized the

temporary assignment (TAD) of women to ships not expected to be involved in a combat mission. This included both non-combatant and combatant ships. Women could be aboard for less than 180 days for training and orientation.

***"...I want to make sure my philosophy is clear on this point...Since my previous guidance may have been interpreted as suggesting restraint, as a policy, the following guidance is provided for clarification..."--CNO Hayward***

CINCLANTFLT issued guidance in an ALLANTFLT message on April 12, 1979<sup>89</sup> to "...provide assistance

to unit commanders in determining if appropriate shipboard accommodations are available" to meet "...standards of privacy, security, and habitability" of female personnel.

"Appropriate accommodations" were to be no different from the accommodations for males--no segregated messing or recreation areas. However, berthing areas and private "head" facilities were required. Separate sleeping quarters required a rigid bulkhead to ensure privacy.

In all cases "at least two women would be assigned and in the case of enlisted personnel one must be a petty officer." Requests for assignment of women TAD to ships required approval by the TYCOM or Fleet Commander. Commanding Officers of ships to receive TAD women would be consulted, prior to assignment, to ensure the need and the appropriate accommodations were available. Some of the TAD requirements to



USS Lexington AVT-16 was a training carrier and not considered a combatant allowing the permanent assignment of women beginning in FY80. Department of Defense image

embark women, were viewed by some commanders and commanding officers as restraints, or even loopholes, that could delay or avoid women boarding certain ships or squadrons. The CNO issued guidance to CINCPACFLT and CINCLANTFLT in a "Personal For" message in August 1979 stating:

*...I want to make sure my philosophy is clear on this point...Since my previous guidance may have been interpreted as suggesting restraint, as a policy, the following guidance is provided for clarification:*

*Assignment of women to ships for temporary duty is authorized whenever required in the performance of military duties or in support of required training. Such circumstances will include, but are not limited to: Surface Warfare Qualification training, carrier qualification, warfare orientation, assignment to auxiliaries as members of HC detachments, assist teams, inspection, repair teams Planning conferences, etc....In summary, I would like to see professional utilization and individual development be the criteria for TAD assignment of male and female personnel alike. Facilitation of such assignments for women is supported with the parameters imposed by 10 USC 6015 and availability of appropriate accommodations...*<sup>90</sup>

## Women Aviators

SECNAVINST 1300.12, dated April 18, 1979, defined the role of women aviators as a result of the amendment to Section 6015 in October 1978. The instruction stated:

*Women in the Department of the Navy will be authorized to participate...including landing on shipboard flight decks under conditions permitting temporary duty on naval vessels... as crewmembers of passengers in aircraft engaged in training or support not expected to be assigned combat missions during the period of assignment. Women may be assigned to permanent duty in squadrons containing*

*such aircraft and also be assigned to support billets in shore based combatant aircraft squadrons where such assignment would not require them to participate as crewmembers in combatant aircraft missions.*<sup>91</sup>

The instruction authorized women permanent duty assignments to squadrons flying support aircraft, and to shore duty combat aircraft squadrons in billets not requiring women assigned to fly combat missions.

Additionally, NAVOP 120/79 provided that female personnel could be assigned to force support and training squadrons (i.e., HC, VQ-3, VQ-4, FRS, VC, VAQ-33, VR, VRC, VRF, VX, VXE, VXN, VT and VFP shore component). Non-flying support billets were available in shore-based combatant aircraft squadrons (i.e., VP, VQ-1, and VQ-2).

Navy women could also fly carrier on board delivery (COD) flights, carrier qualifications, deploy to auxiliaries as members of HC detachments, and perform TAD assignments for training or other professional development aboard any ship not expected to be assigned a combat mission.

By 1979, 30 women officers had been designated as Naval Aviators. Twenty-three qualified in propeller driven fixed wing aircraft (12 later transitioned to jets) and 7 became helicopter pilots. Twenty-eight remained on active duty (2 resigned) and an additional 16 were undergoing flight training.

LT Oslund (Drag) resigned in November 1979 and



1980 SH-3 helicopter carrying mail approaches USS Texas CGN-39 .

later became a Naval Reserve aviator.

## Shipboard Uniforms for Women 1979

In the spring of 1979, NAVOP 63/79 announced new uniforms for Navy women reflecting the need for suitable uniforms for women to wear on sea duty.<sup>92</sup> The new uniforms included working khaki, summer white, summer blue, winter blue and winter working blue.

The working khaki uniform for officers and chiefs became optional on May 15 and mandatory after September 1, 1979. The working khaki uniform articles included shirt, slacks, windbreaker jacket, skirt, garrison cap, combination cap cover and a belt. Ribbons were not worn with the working khaki uniform.

The summer white uniform consisted of a short sleeve open-collar white shirt, white skirt, and white shoes for officers and chiefs. E-6 and below wore black shoes. White slacks were not initially authorized. Rank insignia for officers was soft shoulder boards. Chief petty officers would wear collar devices, and E-6 and below would wear rating badges. The summer white uniform was authorized on August 1, 1979.

The summer blue uniform consisted of a short sleeve white shirt with an open collar. Summer blue was worn with the blue skirt or blue slacks. The slacks were authorized on August 1, 1979 and the skirt was authorized later, on October 1, after it became available in Navy exchanges. Insignia worn was the same as with summer white.

The winter blue and winter working blue uniforms came with a long sleeve blue shirt and blue skirt (Blue A) and with slacks (Blue B). Winter blue was worn with the women's tie and ribbons. Winter working blue was open collar without a tie. Ribbons were not worn. Insignia consisted of collar devices for officers and chiefs, and rating badges for E-6 and below. The blue uniforms became mandatory on October 1, 1979.

Enlisted women were also authorized to wear dungaree uniforms consisting of short and long sleeve

chambray shirts and denim dungaree trousers, all sized to fit women. Women's dungarees would be available in the Navy exchange system after August 1, 1979.

The new uniforms for women were introduced to conform to similar uniforms worn by men. They were also designed, with the exception of the summer white uniform, for wear aboard ship, by including slacks as a uniform article. The khaki uniform for female officers and chiefs improved their morale by putting them in a uniform worn by male leadership within the Navy.

Slacks were eventually authorized for wear with the summer white uniform.



Department of Defense image

**Dungarees designed for women were introduced in 1979. Prior to 1979, enlisted women were authorized to wear men's dungaree uniforms which generally did not fit most women.**



Working Khaki 'B'



Working Blue



Summer White 'A'

# Working Uniforms authorized for women in 1979



DUNNE, M.

Midshipman M. Dunne gains experience aboard the frigate USS *Vreeland* in the Atlantic during an NROTC training cruise in July 1979.



NAVAL HISTORY AND HERITAGE COMMAND ARCHIVES

1979 Naval Reserve Officers Training Corps (NROTC) midshipmen line the rail of the frigate USS *Vreeland* FF-1068 as the ship gets underway for a training cruise. The summer 1979 was the first time women midshipmen either enrolled in NROTC or attending the U.S. Naval Academy completed the same shipboard training cruises as their male classmates.

## Female Midshipmen at Sea

In the summer of 1979, female midshipmen participated in summer training duties aboard ships in the Atlantic and Pacific fleets. More than 7,000 men and women midshipmen from the U. S. Naval Academy and the Naval Reserve Officer Training Corps served on ships and shore activities around the world.<sup>93</sup>

More than 50 female first class midshipmen from the U. S. Naval Academy trained in junior officer positions at sea during the Academy's summer cruise program. Twenty women midshipmen reported to West Coast ports for sea duty aboard USS *Norton Sound* (AVM 1), USS

*Jason* (AR 8), and various combatant ships. Another 19 went aboard board USS *Lexington* (ACT 16), and nine others trained with the Atlantic Fleet aboard USS *Emory S. Land* (AS 39) and other combatant ships. The remainder worked on oceanographic ships operating out of Atlantic and Pacific ports.

For the first time, women midshipmen completed the same shipboard duty with the same training opportunities as their male classmates.



DEPARTMENT OF DEFENSE IMAGERY

A group of midshipmen enrolled in the Naval Reserve Officers Training Corps (NROTC) wait to take off for a demonstration flight in a CH-46 Sea King helicopter. The midshipmen are participating in a one-week aviation training program designed to familiarize them with the work of the naval aviators.

## Women in NROTC 1979 and Beyond



DEPARTMENT OF DEFENSE IMAGERY

A female midshipman tightens the torso harness on an ejection seat trainer during a one-week aviation training program for students enrolled in the Naval Reserve Officers Training Corps (NROTC).



DEPARTMENT OF DEFENSE IMAGERY

A female member of the Naval Reserve Officers Training Corps, Duke University, is shown how to load into a 155mm howitzer by a member of the 1st Reconnaissance Battalion.

## Round 2 Underway

LTJG Carol Pottenger and LTJG Loewer, along with two other officers, reported aboard USS *Yosemite* in June 1979. The four officers were the first women assigned to the ship. The reaction of the crew and the wardroom ranged from forced acceptance to a warm welcome. In the wardroom, the new officers received the most positive support from the warrant officers and limited duty officers. The other officers were initially not overly enthusiastic about having women in their wardroom. *Yosemite* deployed to the Mediterranean later that year.

## Getting SWO Qualified

Assignment to an auxiliary vessel “welded to the pier” would not have been the ideal first duty assignment for a new junior URL officer, male or female, who needed to become Surface Warfare qualified. However, in the 1979, women officers had no choice since auxiliary ships were primarily the only ships designated for women to serve aboard.

While some ships did deploy, others spent a lot of time in home port, tied up to the pier. In order to qualify as a SWO, an officer had to get underway. If you were on a submarine tender, the best way to get underway was to go TAD on another ship--preferably a combatant.

During the first year of women in ships, 26 officers, 2 enlisted and 43 midshipmen went TAD to PACFLT ships of which 75% were combatants. Eleven junior officers (JOs), with 1160 and 110X designators spent 3 days to 1 month at sea working on SWO qualifications. LANTFLT had similar numbers with fewer officers (15), more enlisted (19), and more midshipmen (86). Thirteen junior officers (1160 and 110X) spent 2-5 days at sea for SWO qualifications on LANTFLT ships, 85% of them were combatant vessels.<sup>94</sup>

Both fleets experienced a sharp increase in the number of TAD requests after the release of the CNO's message in August 1979, providing “guidance...for clarification.”

## A SWO First

Ensigns Bobbi McIntyre and Macushla McCormick reported aboard USS *Dixon* on October 31, 1978. They arrived with little fanfare and stowed their gear. The following day was media day. Navy photographers arrived to take pictures, and the new media came aboard to cover the first “women in ships.” The arrival of the Ensigns, the previous day, was re-staged for the photographers. Later, at the media news conference there were a lot of “bed and bathroom” questions--where will you sleep and where is the “head.”



**Ensign Bobbi McIntyre became the first woman surface warfare officer in January 1980 aboard USS *Dixon* AS-37.**

Later that day, Commanding Officer Captain David G. Harscheid, USN, met with the Ensigns in his cabin. He had two jobs that needed to be filled--Operations/Navigation (OPS/NAV) officer and Training officer. Since he didn't know either officer, Captain Harscheid flipped a coin. McIntyre called “heads” and won--becoming the OPS/NAV officer.

The reaction of the crew towards women aboard ship varied. There were many senior Petty Officers on *Dixon* that had difficulty in accepting women on their ship. The opposite was often true for younger, more junior, Sailors, who welcomed the idea. Bobbi remembers the chiefs being helpful but often guilty of voicing “a lot of sexual innuendo” disguised as jokes that were “biting if you were female.”

However, one of her mentors, QMCM Thomas, taught her navigation. He helped her “become the

officer I eventually became...he taught me everything I needed to know about being an Ensign, about being an officer, and being a leader.”

During the first year on *Dixon*, McIntyre learned from the Sailors she led. She recalled that “I was a junior officer and I looked to them for instruction and support to help me become a better officer. I was aware of being in a fishbowl and I was aware of my responsibility that the program succeed.”

McIntyre and McCormick were accepted and supported by the Commanding Officer and the *Dixon* wardroom, with only a few exceptions. Since they were URL officers on a submarine tender that had mainly warrant officers and LDOs, they were not competing with them for promotion or to qualify as Surface Warfare Officers.

The two Ensigns took advantage of the amended Section 6015, which allowed women to go TAD on other Navy ships in order to work on SWO qualifications. During 1979, they did a lot of TAD aboard frigates, destroyers, cruisers, and aircraft carriers. Generally, they were well received and supported by the Commanding Officers and wardrooms on the ships. Sometimes there was friction with other male junior officers, who resented the notion that the women were being “fast-tracked,” with more opportunity to qualify quicker since they were TAD and had no collateral duties. There may have been some truth to that insinuation, but as McIntyre put it “we were there to get qualified.”

After being OPS/NAV officer for about a year, McIntyre became Acting Engineer Officer for 7 months, filling a billet that was unexpectedly vacated. It was an opportunity to get her SWO engineering qualifications signed off--which she did.

McIntyre completed her SWO qualifications in December, 1979. She went on leave for the holidays to study for her SWO board. The board was held in January, 1980; she passed and was designated as a Surface Warfare Officer. An announcement was made

of her accomplishment over the ship’s 1MC and then it was back to work.

However, that wasn’t the end of it. The following day, while in a meeting with the ship’s engineer, she was summoned to answer a phone call. Chief of Naval Operations Admiral Hayward called to congratulate her on becoming the first female SWO. He asked if he could do anything for her. She replied, “more pay and less hours.” He said he’d see what he could do.

In 1981, USS *Dixon* completed its first WESTPAC deployment with McIntyre standing OOD watches underway. Ensign McIntyre served aboard *Dixon* for three years, transferring in October, 1981 as a Lieutenant. Her next assignment was at Fleet Training Group in San Diego as the Navigation Training Officer. She led a group of Sailors who embarked on Navy ships, providing team training for ship’s company. It was a billet that required a SWO with underway experience--a billet a women could not have filled three years earlier.



MCINTYRE COLLECTION PHOTOGRAPH  
**Lieutenant Bobbi McIntyre (shown here as a Lieutenant Commander) transferred to Fleet Training Group, San Diego after serving three years aboard USS *Dixon* AS-37.**

## Time to Repeal

There was support in the Department of the Navy to repeal Section 6015 in May 1978--months before it was amended. In May 1978, Secretary of the Navy (SECNAV) W. Graham Claytor, Jr. commented on a legislative proposal by the Office of the Secretary of Defense to repeal Section 6015. SECNAV “concurred with the long-term benefit of repeal but recommended proceeding first with the amendment.” Earlier in March, 1978, while testifying before the House Armed Service Committee Claytor advocated a repeal, but indicated he had no intent to assign women to combatant Navy ships.<sup>95</sup>

In October 1979, Chairman of the Joint Chiefs of Staff General David C. Jones, USAF, met with the Congresswoman’s caucus. He stated his support of repealing the restrictions on women in combat but did not support a change in policy. He preferred to allow the Service Secretaries the discretion to assign women as needed.

Commander Roberta L. Hazard, USN, OP-136E, prepared a paper on the “Impact of Repeal of Section 6015”<sup>96</sup> for the CNO on November 4, 1979 containing background, discussion and recommendations with pros and cons.

The pros included:

- Limiting future civil action lawsuits seeking total integration of the Navy.
- Improving utilization of women while providing more duty assignments for women officers and enlisted personnel.
- The ability to manage the entire force to enhance career opportunities for all.
- Removing numerical ceiling on the number of women due to restricted billets the women currently could not fill due to 6015 restrictions.

The cons included:

- Unknown impact on retention and recruiting.

This included males with negative views on women at sea and views of Navy women, with no desire to serve aboard ships.

- Unknown perception of allies and adversaries with different cultural values.
- The cost to modify most ships to accommodate women.

CDR Hazard’s recommendation for the CNO was to “support the OSD, SECNAV and CJCS position favoring repeal...indicate, however, that the Navy recognizes that repeal centers on the issue of women in combat which is appropriately a matter for the Congress and the American people to determine.”

The discussion on the effects repealing Section 6015 to allow women to be assigned to combatant ships would go on for another 15 years.



DEPARTMENT OF DEFENSE IMAGE

**RADM Roberta Hazard was the third women line flag officer in the Navy Hazard was selected in 1984.**

## WOMEN OFFICERS IN COMMAND

November 1979

Commander, Navy Recruiting Area FIVE  
CO, Manpower and Material Analysis Center, Pacific  
CO, Recruit Training Center, Orlando  
CO, Personnel Support Activity, San Diego  
CO, Navy Recruiting District, Peoria, Illinois  
CO, Navy Recruiting District, Richmond, Virginia  
CO, Naval Technical Training Center, Treasure Island  
**CO, Military Sealift Command Office, Seattle**  
CO, Military Sealift Command Office, Port Canaveral  
**CO, Naval Facility, Antigua**

CAPT Julia DiLorenzo  
CAPT Sarah Watlington  
CAPT Lucille Kuhn  
CDR Elizabeth Coye  
CDR Linda Lee  
CAPT(S) Barbara Suse  
CDR Barbara Nyce  
**CDR Elizabeth Wylie**  
CDR Katherine Laughton  
**LCDR Susan Canfield**

## WOMEN OFFICERS IN EXECUTIVE OFFICER BILLETS

XO, Human Resources Management Center, London  
XO, Navy Recruiting District, San Francisco  
XO, Navy Recruiting District, New Orleans  
XO, Naval Communication Station, Keflavik  
XO, Service Schools Command, Great Lakes  
XO, Navy Recruiting District, Montgomery  
XO, Pacific Fleet, Headquarters Support Activity, Makalapa  
**XO, Navy Recruiting District, New York**  
XO, Navy Recruiting District, Raleigh  
XO, Navy Recruiting District, Albany  
XO, Fleet Activity Control System Facility, Oceana  
XO, Naval Communication Unit, Cutler  
XO, Naval Communication Station, Balboa  
XO, Naval Recruiting District, Little Rock  
XO, Naval Recruiting District, Newark  
XO, Naval Recruiting District, Columbus  
XO, Naval Recruiting District, Bellevue  
XO, Human Resources Management School, Millington  
XO, Military Sealift Command Office, Okinawa  
XO, Military Sealift Command Office, Anchorage  
XO, Military Sealift Command Office, Pusan

CDR Mary Akter  
CDR Dixie Cook  
CDR Sandra Francis  
CDR Bonny Hurlbut  
CDR Joanne Mearls  
CDR Louise Wilmont  
LCDR Willine Brisbois  
**LCDR Kathleen Byerly**  
LCDR Barbara Coker  
LCDR Mary Franzia  
LCDR Susan Hill  
LCDR Joyce Kilmer  
LCDR Lorraine Hanning  
LCDR Mary McBride  
LCDR Marie McElliott  
LCDR Dorothy Prose  
LCDR Jeannie Todaro  
LCDR Paula Tyler  
LT Margrette Carr  
LT Marolie Grabiell  
LTJG Jill Donah

## WOMEN OFFICER INVENTORY BY DESIGNATOR AND PAYGRADE

as of September 1979

DESIGNATOR	RADM	CAPT	CDR	LCDR	LT	LTJG	ENS	TOTAL	
<b>Unrestricted Line (URL)</b>									
110X Line (General)	1	14	53	146	465	318	536	1607	
116X SWO Trainee	0	0	0	0	7	9	21	37	
119X Spec Ops (Trainee)	0	0	0	0	0	1	4	5	
131X Pilot	0	0	0	1	12	11	4	28	
139X Pilot Trainee	0	0	0	0	1	4	13	16	
<b>URL Total</b>								<b>1,688</b>	
<b>Restricted Line (RL)</b>									
14XX Engineering Duty	0	0	0	0	0	4	5	9	
151X Aviation Engineering	0	1	0	0	0	0	1	2	
152X Aviation Maintenance	0	0	0	0	4	1	2	7	
161X Cryptology	0	0	0	6	2	12	20		
163X Intelligence	0	0	0	3	13	4	9	29	
165X Public Affairs	0	0	0	0	7	1	0	8	
180X Geophysics	0	0	0	1	1	1	5	8	
<b>RL Total</b>								<b>83</b>	
						<b>Line Total</b>		<b>1,791</b>	
<b>Staff Corps (Healing Arts)</b>									
19XX Prospective Staff Corps (Healing Arts)	0	0	0	0	0	1	23	24	
210x Medical Corps	0	1	9	86	135	0	0	231	
220X Dental Corps	0	0	0	1	49	0	0	50	
230X Medical Service Corps	0	3	6	16	56	29	20	130	
290X Nurse Corps	1	55	154	299	732	557	171	1,969	
<b>Subtotal</b>								<b>2,404</b>	
<b>Staff Corps (Less Healing Arts)</b>									
195X Law Trainee	0	0	0	0	0	1	3	4	
250X Judge Advocate General's Corps	0	0	0	1	0	36	40	41	
310X Supply Corps	0	2	1	5	22	30	45	105	
410X Chaplain Corps	0	0	0	0	4	0	0	4	
510X Civil Engineer Corps	0	0	0	0	3	5	7	15	
<b>Subtotal</b>								<b>169</b>	
						<b>Staff Corps Total</b>		<b>2,573</b>	
<b>Warrant Officers</b>					<b>CW04</b>	<b>CW03</b>	<b>CW02</b>	<b>W01</b>	<b>TOTAL</b>
712X Ops Tech (Surf)					0	0	1	0	1
718X Electronics Tech					0	1	1	0	2
741X Ship's Clerk					1	1	3	1	6
747X Photographer					0	0	1	0	1
751X Supply					0	1	0	0	1
754X Physician's Assistant					0	0	3	0	3
							<b>CW0 Total</b>		<b>14</b>
<b>Total Women Officer Inventory</b>	<b>4,358</b>								

Source: NHHC Pers-00W Files DVD0002 NHH-Pers\_00W-00015 00000001.PDF pages 46-47/153

## WOMAN AVIATOR ASSIGNMENT CHRONOLOGY

as of October 1979

NAME	AIRCRAFT	SQDN	STATION	PRD	REMARKS
LCDR Bruner (Neufer)			NMPC	12/79	First tour in VW-4; 2nd tour in VXN-8
LT Conatser*	A-4/A-7/ QF-86/QT-33	VX-5	China Lake	01/82	First tour in VC-2; 2nd tour at NAF China Lake
LT Oslund (Drag)	H-46			12/80	First tour in HC-3; Resigned 0979
LT Giza*	CT-39/C-9	VR-58	Jacksonville	10/81	First Tour in VR-1
LT Jorgensen*	A-4	VC-7	Miramar	02/80	
LT Mills (Gehri)	SH-3	NAS	Rota Spain	02/82	First tour in HSL-3
LT Odea	T-28	VT-2	Whiting	10/80	First tour in VR-24; 2nd tour NAVSTA Rota
LT Rainey (Allen)	CT-39	VR-30	Alameda		Resigned 11/77
LT Scott (Fuqua)	H-3	HS-10	North Island	08/80	First tour in HC-6; Resignation in process
LT Blaha	SH3-G	VC-8	Roos. Roads.	09/81	
LT Krueger	C-130	VC-3	North Island	10/80	
LT Rollings*	A-4	VC-2	Norfolk	05/81	
LT Rummel*	CT-39	VR-55	North Island	11/81	First tour in VR-30
LT Spruill	C-130	VRC-40	Norfolk	11/81	First tour in VR-21; second tour in VRC-40
LT Vaught	RP-3	VXN-8	Patuxent	03/80	8 months in VQ-2
LTJG Young*	A-4	VC-1	Barbers Pt.	05/81	
LTJG Habedank*	CT-3	VRC-40	Norfolk	10/81	
LTJG Mason*	A-4	VAQ-33	Norfolk	09/81	
LTJG Rice*	A-4	VC-1	Barbers Pt.	06/81	
LTJG Welling	RP-3	VXN-8	Patuxent	08/81	
LTJG Thornton	H-46	HC-6	Norfolk	05/82	
LTJG Nevius	H-46	HC-6	Norfolk	06/82	
LTJG Beener*	T-39	VRC-30	North Island	08/82	
LTJG Parker (Hutchison)	C-130	VC-3	San Diego	07/82	
LTJG Branson (Frump)	H-3	HC-1	North Island	11/82	
LTJG Bennett	C-2	VR-24	Sigonella	11/82	
ENS Sandusky*	T-39	VRC-40	Norfolk	08/82	
ENS Hubert*	A-4	VC- 2	Norfolk	10/82	
ENS Bryan	T-44	VT-31	Corpus Christi	11/80	
ENS Denkler	T-34	VT-6	NAS Whiting	12/80	

\* JET TRANSITION

SOURCE: NMPC 432N, Oct 79 Source: NHHC Pers-00W Files DVD0002 NHH-Pers\_00W-00015 00000002.PDF page 32/153

## 1980-1982

### East Coast SWOs

In September 1980, LTJG Carol Pottenger received a letter from the Chief Of Naval Personnel confirming her designation as a Surface Warfare Officer on 8 July, 1980 while assigned to USS *Yosemite*. Pottenger was one of three female officers aboard *Yosemite* who qualified as Surface Warfare Officers that summer.

### Limited Duty Officer Program Opened for Women

Early in 1980, the Navy has announced plans to open the active limited duty officer (LDO) program to women. The program opened for female applicants starting with the FY 81 procurement cycle. For the first time since the LDO program was established in 1948, female Commissioned Warrant Officers (CWOs) and senior petty officers were able to compete for LDO appointments. All enlisted applicants had to meet the minimum requirements of eight years naval service and be serving in paygrades E-6 through E-8.

For FY 81, the Chief of Naval Personnel approved a one-time waiver of the maximum paygrade and time-in-service requirements for female applicants so that women who were E-9s or those with more than 16 years of service would be afforded the opportunity to compete for an LDO appointment.

### Two Years After

By December 1980, More than 1,000 women were serving at sea, representing 4.3 % of the total number of women in the Navy. Enlisted women were primarily stationed within the continental United States (CONUS) and secondly outside the continental United States (OCONUS) as follows:<sup>97</sup>

Women officer end strength rose to 4,877 during FY80 to 7.7% of the total number of naval officers. In FY81, end strength increased to 5,345, accounting for 8.1% of the total for all officers.<sup>98</sup>

During FY82, the number of women officers grew

by 395 to 5,740, equaling 8.5% of all officers. The number of officers increased in all communities, except the Nurse Corps. The largest community increase, of 211, occurred in General Unrestricted Line (GURL). The Surface and Aviation Warfare communities also grew. Surface Warfare officers grew by 15, and Aviation Warfare added 23 pilots and 15 naval flight officers.

### Assignment of Enlisted Women by Type Duty (December 1980)

Type	Total	%*
CONUS	15,891	65.4
OCONUS	7,349	30.3
Sea	1,045	4.3

*\*of female inventory*

The number of women officers in ships increased from 55 in FY79 to 187 in FY82. This number included 98 unrestricted line and special operations (diving and salvage) officers, along with 89 restricted line/staff officers. Women officers were serving on 30 ships. During the same period, the number of enlisted women on sea duty soared from 375 to 2,294. Altogether enlisted women served on 22 ships.

### Women in the Naval Reserve

The number of reserve women officers and enlisted serving in Training and Administration of Reserves (TAR) billets and Selected Reserve (SELRES) billets grew in parallel with the increase in women on active duty. During FY83, 22 women officers and 587 enlisted women served on active duty in the TAR billets. All worked in CONUS shore billets in support of mobilization readiness. Women in the TAR community could not serve at sea since all of the Naval Reserve Force ships were combatants.

SELRES Women would grow to 1,161 officers and 6,733 enlisted women during FY83. They also served ashore in reserve units in support of mobilization readiness.<sup>99</sup>

## FY-80 Officer Manning Plan Women at Sea

(Summary) 29 October 1979

	<b>AD</b>	<b>AR</b>	<b>AS</b>	<b>AVT</b>	<b>TAGS</b>	<b>Total</b>
Chaplain Corps (410X)	0	0	1	0	0	1
Surface Warfare (116X)	15	4	16	5	0	40
Special Operations (119X)	1	0	2	0	0	3
Engineering Duty (14XX)	0	0	2	0	0	2
Geophysics (18XX)	0	0	0	0	2	2
Medical Corps (210X)	1	0	0	1	0	2
Dental Corps (220X)	0	0	0	1	0	1
Supply Corps (310X)	4	0	4	1	0	9
<b>Total</b>	<b>21</b>	<b>4</b>	<b>25</b>	<b>8</b>	<b>2</b>	<b>60</b>
Ensign	13	2	13	3	0	31
Lieutenant (JG)	5	1	5	2	2	15
Lieutenant	3	1	7	3	0	14
<b>Total</b>	<b>21</b>	<b>4</b>	<b>25</b>	<b>8</b>	<b>2</b>	<b>60</b>
East Coast	2	0	4	1	0	7
West Coast	3	1	0	0	1	5
OUTUS	0	0	2	0	0	2
<b>Total</b>	<b>5</b>	<b>1</b>	<b>6</b>	<b>1</b>	<b>1</b>	<b>14</b>

SOURCE: NHHC PERS-00W FILES DVD0002 NHH-PERS\_00W-00015 00000001.PDF PAGES 46-47/153



DEPARTMENT OF THE NAVY  
NAVAL MILITARY PERSONNEL COMMAND  
WASHINGTON, D.C. 20370

IN REPLY REFER TO  
NMPC-412E1:DAS:mam  
10 JUL 1980

From: Commander, Naval Military Personnel Command  
To: LTJG Carol M. POTTENGER, USN, /1110  
Via: Commanding Officer, USS YOSEMITE (AD 19)

Subj: Designation as a Surface Warfare Officer

Ref: (a) CO, USS YOSEMITE ltr AD19/00:sh 1400 Ser: 901  
dtd 3 JUL 80  
(b) BUPERSMAN 1410270

1. It is a pleasure to advise you that your designation as a Surface Warfare Officer, approved in reference (a), is confirmed in accordance with the provisions of reference (b).
2. This designation is a mark of professional achievement and identifies you as an officer who has demonstrated significant proficiency in the art of surface warfare. Your accomplishments in the demanding environment of a sea going officer are recognized and your efforts in attaining the Surface Warfare Officer designation are noted with pleasure.
3. The Surface Warfare designation will become part of your official record and included on your Officer Data Card.
4. Congratulations!



*Mack C. Gaston*  
MACK C. GASTON  
By direction

In 1980, LTJG Carol M. Pottenger qualified as one of first, if not the first, women surface warfare officers on the East Coast. Pottenger would serve another 33 years in the Navy and retire as a Vice Admiral.

## DOPMA is Law

The Defense Officer Personnel Management Act (DOPMA) was signed by President Carter on December 12, 1980. DOPMA replaced the Officer Personnel Act (OPA) of 1947 and would go into effect on September 15, 1981. The primary impact of DOPMA on women officers was “equalization of treatment of female officers as regards to promotion.”<sup>100</sup> Women could now compete directly with their male counterparts for promotion.

The promotion of women to flag officer ranks was also integrated. Navy and Marine Corps, women would no longer be “appointed” to Rear Admiral or Brigadier General. Being appointed vice selected required women to revert back to O6 at the end of their tour unless assigned to another O7 billet. Women would now be selected for promotion to O7 and above in the same manner as men.

The bill equalized the treatment of men and women officers, except for the combat exclusion feature which still prohibited the assignment of Navy and Marine Corps women to vessels and aircraft engaged in combat missions. The new law also imposed moderate grade ceilings on the services for the numbers of O-4s, O-5s and O-6s.

DOPMA provided a single, permanent promotion system for officers of all services. Under OPA, the Navy had a “running mate” system; the Army and Air Force had dual temporary and permanent promotion systems. The Secretary of the Navy could now designate whatever competitive categories are deemed appropriate for promotions.

DOPMA provided specifically for the medical, dental, judge advocate general and chaplain corps. The Secretary of the Navy was permitted to establish any other staff corps as deemed necessary.

Officers selected for promotion after Sept. 15, 1981, were now required to serve three years in grade to be eligible for retirement in that grade. Those officers promoted or selected before that date were only

required by policy to serve two years in grade. DOPMA authorized the Navy to establish the one-star rank of Commodore Admiral.

DOPMA maintained temporary and permanent appointments for limited duty officers. LDO tenure was revised to allow 24 years of commissioned service for lieutenant commanders and 28 years for commanders. It also permitted LDOs to count enlisted service toward voluntary retirement. The legislation doubled the maximum amount of separation pay from \$15,000 to \$30,000.



DEPARTMENT OF DEFENSE IMAGERY

**President Reagan congratulates Grace Hopper on her promotion to Commodore Admiral. The rank of Commodore Admiral was established by DOPMA in 1981. Commodore Admiral Hopper was a Restricted Line officer.**



DEPARTMENT OF DEFENSE IMAGERY

**USS Hopper DDG-70 was named after Grace Hopper.**



1980 USS Jason AR-8 Underway

NAVAL HISTORY AND HERITAGE COMMAND ARCHIVES



NAVAL HISTORY AND HERITAGE COMMAND ARCHIVES

1982 LT Billie Elizabeth Crawford, a Navy planning officer, became the first woman both on board the USS JASON (AR-8) and in Pearl Harbor to become surface warfare qualified. Crawford qualified to be officer-of-the-deck (OOD) underway and command duty officer (CDO) in port.

## Surface Warfare Officers post-1980



NAVAL HISTORY AND HERITAGE COMMAND ARCHIVES

1989 Commander Deborah S. Gernes, shown while XO of USS Cape Cod AD-43, first went aboard USS Proteus AS-19 in 1979. Gernes later became Commanding Officer of USS Cimarron AO-177 on November 22, 1991.



Department of Defense image

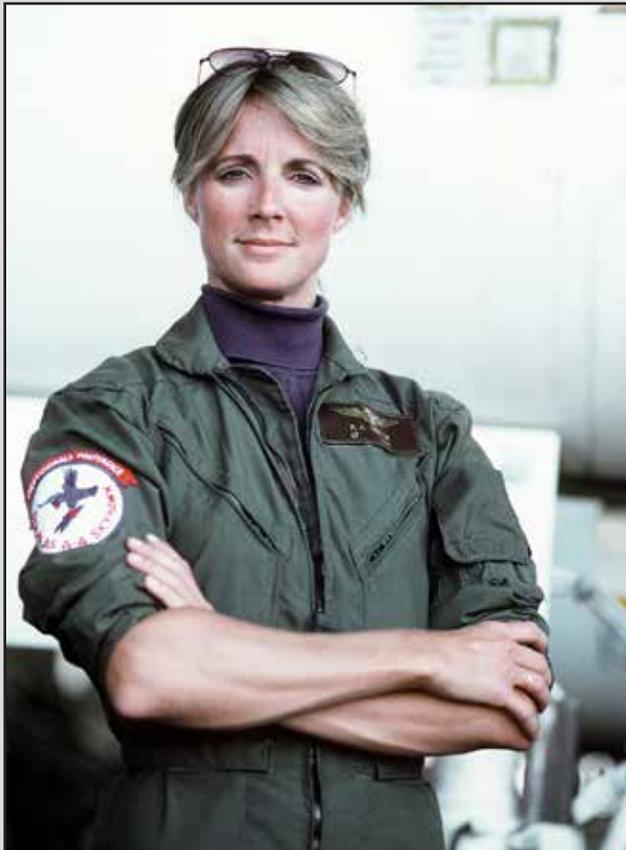
USS Jarrett FFG-30 became the first U.S. Navy combatant ship commanded by a woman when CDR Kathleen McGrath assumed command in 1998.



NAVAL HISTORY AND HERITAGE COMMAND ARCHIVES

LT Lynn Spruill was one of the early women Naval Aviators. In 1981 she became the first woman Naval Aviator to carrier qualify in fixed wing aircraft.

## Naval Aviators post-1980



DEPARTMENT OF DEFENSE IMAGE

LT Patricia A. Denkler became the first Navy woman to be carrier qualified in a jet aircraft when she landed aboard the aircraft carrier USS *Lexington* (AVT-16) in September 1982.



DEPARTMENT OF DEFENSE IMAGE

1980 Midshipman Cindy Mason, in the rear, and Lt. Mary Jorgenson, a pilot with Fighter Squadron 126 (VF-126), gives the thumbs-up signal prior to taking off on a familiarization flight in a TA-4 Skyhawk aircraft. Mason was participating in a one-week aviation training program for students enrolled in the Naval Reserve Officers Training Corps (NROTC).

## 1983 and Beyond

During the Reagan Administration, plans were underway to increase the size of the fleet to 600 ships. Nearly 8,000 women officers and 45,000 enlisted women would be needed by FY86. However, only 200 officers and 6,200 enlisted women would be on sea duty, due to the limited number of noncombatant shipboard billets. The number of ships authorized for permanent assignment of women continued to expand. SECNAVINST 1300.12 CH-1, Enclosure 1, dated March 28, 1983 listed 73 noncombatant ships on which women could potentially be assigned.<sup>101</sup>

The rapid increase in the number of women in the Navy had created a “junior” force. Seventy-seven percent of women officers were Lieutenant or below, with most concentrated in the General Unrestricted Line and Medical communities. Of the 40,000 enlisted women, 93% were E5 and below with 25% serving in non-traditional ratings. It took five to ten years for the force to mature, before women assumed senior leadership positions.

Women began going overseas to serve in more diverse assignments. The types and locations of ships authorized for women expanded. USS *Puget Sound* AD-38, the Sixth Fleet Flagship, homeported in Gaeta, Italy opened to women. Women now served on ships and maritime patrol squadrons which deployed overseas. However, Section 6015 restrictions severely limited the number of permanent afloat billets for women officers and kept 15 ratings closed to enlisted women.

Another decade passed before Title 10, U.S.C Section 6015 was repealed, allowing women to be permanently assigned to any ship or squadron in the fleet. During the last half of the 1980s through the early 1990s, women continued on their “deployment to equality.” As the force matured, women undertook more responsibility and senior leadership roles becoming department heads and executive officers afloat.

In December 1990, Lieutenant Commander

Darlene M, Iskra, who first went to sea aboard USS *Hector* AR-7 in December 1980, assumed command of USS *Opportune* ARS-41, becoming the first women to command a Navy ship. A year later, Commander Deborah S. Gernes, who first went aboard USS *Proteus* AS-19 in 1979, became Commanding Officer of USS *Cimarron* AO-177 on November 22, 1991.

In 1994, Congress repealed Section 0615 ending the combat restrictions that prevented women from being permanently assigned to combatant ships. In December 1998, Commander Kathleen McGrath became the first woman to command a warship when she took command of USS *Jarrett* FFG-33.



DEPARTMENT OF DEFENSE IMAGE  
**LCDR Darlene Iskra assumed command of USS *Opportune* ARS-41, in December 1990, becoming the first woman to command a U. S. Navy ship.**

## The End of the Beginning

The Navy women who influenced the deployment to equality had diverse careers in the years following the first women in ships. Some left the Navy, some became Navy Reserve Sailors, and many that remained on active duty assumed positions that were unheard of for women, a few decades earlier. Some of the women officers were too senior in 1978, to benefit from amendment to Section 6015 allowing women to serve on non-combatant ships. However, many of them were able to assume command ashore. For Ensigns a career path to Admiral, as a Surface Warfare Officer or a Naval Aviator, was established. However, the fight for full equality would go on for years.

- Yona Owens left active duty in 1977 before her lawsuit was resolved. She went on to pursue a successful civilian career and is still an advocate for women's rights.
- JoAnn Carlton, who went aboard USS *Vulcan* in 1978, served in the Navy for 26 years and retired as a Captain in 2004. Her final position was a Commodore of Military Sealift Command, Atlantic.
- Bobbi McIntyre and JoEllen Drag (Oslund) left active duty and became Navy Reserve officers. Both retired as Captains.
- Susan Canfield and Kathleen Byerly remained on active duty and both retired as Captains.
- Fran McKee and Roberta Hazard both retired as Rear Admiral (upper half).
- Deborah Loewer remained on active duty becoming the first women Surface Warfare Officer promoted to Rear Admiral in 2003. RDML Loewer retired in 2007.
- Carol Pottenger served on active duty for most of her career. She briefly left active duty in the 1980s and became a Navy Reserve officer. She returned to active duty and followed a career path that included positions as Commanding Officer of USS *Shasta* (AE 33) and USS *Bridge* AOE 10), Strike Group Commander Amphibious Force 7th Fleet (ESG 7), Deputy Chief of Naval

Reserve and Commander Expeditionary Combat Command. Carol Pottenger served in the Navy until 2013 and retired as a Vice Admiral.



DEPARTMENT OF DEFENSE IMAGE  
ANNAPOLIS, Md. (Jan. 28, 2016) Midshipman 1st Class Samantha Robbins holds up her ship choice during the U.S. Naval Academy's Ship Selection Ceremony. Ship Selection is the culmination of the service assignment process for academy midshipmen assigned to serve as surface warfare officers (SWO).

Navy women stand on a more equal footing with Navy men than ever before. Women now serve on submarines; they are no longer barred from serving in Special Operations to include Navy SEAL Teams. However, there are still some future female firsts to be had, which include: the first Commanding Officer of a submarine, the first Master Chief Petty Officer of the Navy, and the first Chief of Naval Operations. Don't blink--you might miss it. 🇺🇸

## Notes:

The majority of the references cited are located at the Washington Navy Yard in the Naval History and Heritage Command Operational Archives Pers-00W files. Most of the information about Carol Pottenger, Yona Owens, and Roberta McIntyre was obtained through interviews and correspondence that occurred in the fall of 2015 and winter 2016. Information on Deborah Loewer was obtained in transcripts from the 2003 Surface Navy Symposium that were provided by the Naval Historical Foundation. I am thankful for the generous support provided by the staffs of Naval History and Heritage Command Operational Archives, the Hampton Roads Naval Museum, the Naval Historical Foundation, Commander Navy Reserve Forces Command and the Chief of Navy Reserve.

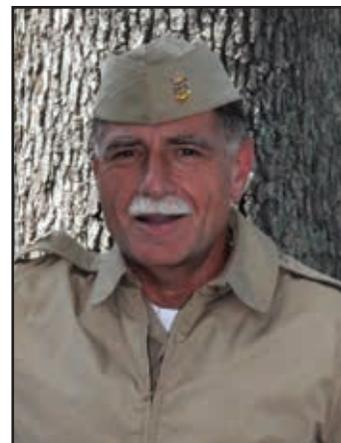
1 ALL Hands Magazine 197009 pages 33 and 35  
2 Women Wear the Blue Navy Film 1973 comment by Captain Joy Bright Hancock  
3 19420803 CNP Memo LCDR Mildred E McAfee appointed copy 2  
4 Memorandum - Bureau Organization Series - #4 quoted in WAVES Newsletter April 1943 page 2  
5 NHHHC Pers-00W Files DVD0001 NHC-Pers\_00W-0004 00000011.PDF page 70/148  
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7 TNR 195011  
8 TNR 195012  
9 TNR 195104  
10 NHHHC Pers-00W Files DVD0001 NHC-Pers\_00W-0008 0000003.PDF page 26/231  
11 NHHHC Pers-00W Files DVD0001 NHC-Pers\_00W-0008 0000003.PDF page 27/231  
12 Names text from photo of first three enlisted women to sea in 1953  
13 NHHHC text from Photo of LT Suneson  
14 NHHHC Pers-00W Files DVD0000 NHC-Pers\_00W-001 00000012.PDF 16/75  
15 NHHHC Pers-00W Files DVD0000 NHC-Pers\_00W-001 00000012.PDF 16/75  
16 NHHHC Pers-00W Files DVD0002 NHC-Pers\_00W-011 00000003.PDF 1/69  
17 NHHHC Pers-00W Files DVD0002 NHC-Pers\_00W-011 00000003.PDF 6/69  
18 NHHHC Pers-00W Files DVD0002 NHC-Pers\_00W-011 00000003.PDF 6/69  
19 NHHHC Pers-00W Files DVD0002 NHC-Pers\_00W-011 00000006.PDF 3/46  
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## The Author

Master Chief James L. Leuci has served in the Navy for forty two years--first enlisting on 16 May 1974. Over the years, he has written several articles on naval history that have appeared in *All Hands Magazine*, *The Navy Reservist Magazine*, and *the Chief Petty Officer 365 Development Guide*. He was the lead contributor for *Ready Then Ready Now Ready Always* a book on the history of the Navy Reserve as well as another book from the U. S. Navy Memorial titled *History of the Chief: Legacy of Excellence*.

In 2015, he completed a history of chief petty officer traditions titled *A Tradition of Change CPO Initiations to CPO 365*. He is currently assigned to Commander Navy Reserve Forces Command and attached to the Hampton Roads Naval Museum Annex at Naval Station Norfolk.



## APPENDIX A 1958 Designators for Women Officers

Pers-Ka-emg 8 Jan 1958

Memorandum for the Record

Subject: Designators for women officers

### I. Women in the Navy - Concept

The basic philosophy underlying the Navy's endorsement and subsequent implementation of the Women's Armed Services Integration Act of 1948 (Public Law 625) is summarized as follows:

a. The basic purpose of the law is to include in the permanent naval establishment a small nucleus of officer and enlisted women upon which to build in the event of any national emergency.

b. Women officers in the Regular Navy will be expected to provide the necessary leadership and experience to spearhead the rapid mobilization of large numbers of women in time of war. Therefore, it is essential that this small nucleus of career officers be a well trained adaptable group. Through careful detailing and continuing opportunities for in-service training on the job or at various advanced schools, officers become "experts in the operation of the Shore Establishment." Rotation of duty assignments gives women line officers experience in such fields as administration, personnel, training, communications, public information, intelligence, aerology, planning, legal, etc. that is, in any number of the diversified job areas that make up our complex shore organization. Only by actual work experience in several types of billets can a woman officer acquire the knowledge and skills and the broad understanding of the Navy so necessary for effective leadership. The Navy bases its continued efficiency upon the constant and balanced development of its personnel through a pattern of "jobs" that prepare its officers for increasingly heavy responsibilities.

### II. Code Categories and/or Designators

a. General. In line with the basic concept stated above, and since by law and by sex women are more limited than men insofar as duty assignments are concerned, it has been the policy not to further restrict the assignments of women line officers of the Regular Navy by giving them special designators in the 1300, 1400, and 1600 groups.

The policy in regard to women naval Reserve line officers has not been as clearcut. The majority of World War II group hold 1105 designators but a few specialists were given designators in the 1300 and 160 groups. Women Reserve officers normally serve on active duty in time of war or a period of partial mobilization. Their skills, experience and training supplement the work of the regulars and they can be utilized as specialists or as general duty officers, depending on the needs of the service and their training and experience.

#### b. Background

(1) In February 1954, the Assistant Chief for Women suggested to Pers-B that junior women Reserve line officers be given 1105 designators only, but that WWII women Reservists who have already met the qualifications for specialist designators be allowed to retain those designators. The suggestion assumed the continuation of the concept of a small, versatile group of women line officers in the Regular Navy and the future utilization on active duty of substantial members of women Reserve specialists only in time of mobilization.

The Assistant Chief for Personnel Control thoroughly concurred with the suggestion made by Pers-K. He further stated, "I am still of the opinion that the number of designators and the people carrying designators should be reduced and the tendency to create new designators be discouraged."

(2) In March 1954, The Chief of Naval Personnel signed a letter to Senator Saltonstall, Chairman of Committee on Armed Forces in which he stated, "The basic concept of women officers in the Navy is that they will be retained in small numbers in peacetime and will be the core for rapid expansion in time of national emergency. In order to carry out this concept, women officers must be versatile; the specialist has little place in the over-all plan. To insure that women officers will be versatile, they are not assigned, with very few exceptions, to consecutive tours of duty in the same general field." He further stated, "In view of the fact that women are restricted by law from being ordered to duty involving flying on combat missions or to duty on vessels other than hospital ships and transports, no further restrictions are considered desirable."

(3) In February 1956, the Assistant Chief for Women in commenting on the Category Structure of the Officer Corps stated, "to date, we have resisted any attempts to splinter our career women line officers into 13xx and 16xx categories in order to keep them primarily generalists who educate themselves into one of more specialties." However, in this connection she pointed out that some women officers have completed postgraduate courses in specialists fields and have worked extensively in those areas, i.e., aerology, communications and law.

### III. Summary

In reviewing the facts stated above the Assistant Chief for Women believes the basic concept of women in the peacetime Navy to be sound and workable and recommends that:

(1) Women officers in the Regular Navy and Reserve officers on active duty continue to be assigned on 1100 and 11x5 designators.

(2) Women Reserve officers on inactive duty be assigned specialist designators if in a respects qualified in accordance with existing directives.

W. R. QUICK

Captain, U. S. Navy

## APPENDIX B 1979 Ships Authorized for Assignment of Women

SECNAVINST 1300.12 18 April 1979

### SHIPS AUTHORIZED FOR PERMANENT ASSIGNMENT OF WOMEN

Ships or ship-types listed below are considered by the Department of the Navy to be eligible under the provisions of 10 USC 6015, as amended, for permanent assignment of women. This list will be subject to modification as appropriate to ensure that it reflects current Navy requirements and permits maximum assignment of women. Inappropriate facilities might limit or prohibit assignment of women to some ships listed below:

#### AUXILIARIES

##### AD--Destroyer Tender

USS DIXIE (AD-14)  
USS PRAIRIE (AD-15)  
USS PIEDMONT (AD-17)

USS SIERRA (AD-18)  
USS YOSEMITE (AD-19)  
USS SHENANDOAH (AD-26)

USS BRYCE CANYON (AD-36)  
USS SAMUEL GOMPERS (AD-37)  
USS PUGET SOUND (AD-38)

##### AG--Miscellaneous

USS COMPASS ISLAND (AG-153)

##### AGDS-Deep Submergence Support Ship

USS POINT LOMA (AGDS-2)

##### AGFF-Frigate Research Ship

USS CLOVER (AGFF-i)

##### AR-Repair Ship

USS VULCAN (AR-5)  
USS AJAX (AR-6)

USS HECTOR (AR-7)  
USS JASON (AR-8)

##### ARS-Salvage Ship

USS PRESERVER (ARS-8)  
USS BOLSTER (ARS-38)  
USS CONSERVER (ARS-39)

USS HOIST (ARS-40)  
USS OPPORTUNE (ARS-41)  
USS RECLAIMER (ARS-42)

USS RECOVERY (ARS-43)

##### AS-Submarine Tender

USS FULTON (AS-II)  
USS SPERRY (AS-12)  
USS GILMORE (AS-6)  
USS ORION (AS-18)

USS PROTEUS (AS-19)  
USS HUNLEY (AS-31)  
USS HOLLAND (AS-32)  
USS SIMON LAKE (AS-33)

USS CANOPUS (AS-34)  
USS L. Y. SPEAR (AS-36)  
USS DIXON (AS-37)  
USS EMORY S. LAND (AS-39)

##### ASR-Submarine Rescue Ship

USS FLORIKAN (ASR-9)  
USS KITTIWAKE (ASR-13)

USS SUNBIRD (ASR-15)  
USS PIGEON (ASR-21)

USS PETREL (ASR-14)  
USS ORTOLAN (ASR-22)

## APPENDIX B

### ATF--Fleet Ocean Tug

USS MOCTOBI (ATF-105)

USS QUAPAW (ATF-10)

USS TAKELMA (ATF-113)

USS PAIUTE (ATF-159)

USS PAPAGO (ATF-160)

USS SHAKORI (ATF-162)

### ATS-Salvage and Rescue Ship

USS EDENTON (ATS-1)

USS BEAUFORT (ATS-2)

USS BRUNSWICK (ATS-3)

### AVM--Guided Missile Ship

USS NORTON SOUND (AVM-1)

### AVT-Training Carrier

USS LEXINGTON (AVT-16)

### TAF--Store Ship

USS RIGEL (TAF-58)

### TAGS--Surveying Ship

USNS BOWDITCH (TAGS-21)

USNS DUTTON (TAGS-22)

USNS SILAS BENT (TAGS-26)

USNS KANE (TAGS-27)

USNS CHAUVENET (TAGS-29)

USNS HARKNESS (TAGS-32)

USNS WILKES (TAGS-33)

US WYMAN (TAGS-34)

US HESS (TAGS-38)

### TATF-Fleet Ocean Tug

USNS UTE (TATF-76)

USNS LIPAN (TATF-85)

USNS ATAKAPA (TATF-149)

USNS HOSOPELEA (TATF-158)

USNS POWHATAN (TATF-166)

USNS NARRAGANSETT (TATF-167)

USNS CATAWBA (TATF-168)

### Service Craft

AFDB--Large Auxiliary Floating Dry Dock

AFDM--Medium Auxiliary Floating Dry Dock

ARD--Auxiliary Repair Dry Dock

ARDM--Medium Auxiliary Repair Dry Dock

Yard and Harbor Craft

## APPENDIX C 1976 Letter from LTJG Drag to SECNAV

4 March 1976

From: LTJG Joellen M. DRAG, USN, 547-86-5470/1310, Helicopter Combat Support Squadron THREE, NAS North Island, San Diego, CA 92135

To: Secretary of the Navy

Via: (1) Commanding Officer, Helicopter Combat Support Squadron THREE  
(2) Commander Anti-Submarine Warfare Wing, U. S. Pacific Fleet  
(3) Commander Naval Air Force, U. S. Pacific Fleet  
(4) Chief of Naval Personnel  
(5) Chief of Naval Operations

Subj: Request for duty in a flying status aboard United States Naval Vessel(s)

Ref: (a) 10 USC 6015  
(b) 10 USC 5590  
(c) 10 USC 5573  
(d) OPNAV P09B3 SNDL  
(e) NWP 10-3(d) Navy terminology  
(f) OPNAVINST 5720.2A

Encl: (1) COMSC Itr Ser 20M 35 of 9 May 1975  
(2) Navy Times clipping of Dec 1975  
(3) CINCPACFLTINST 5720.2H  
(4) COMNAVAIRPACNOTE 5720 of 29 Dec 1975

1. I wish to request duty in a flying status aboard U. S. Naval vessels, primarily those with which my squadron now operates in the SOCAL area and in the Western Pacific. I am making this request so that my development and career as a Naval officer might keep pace with that of my contemporaries in this squadron. I am evaluated against them in my fitness reports, and accordingly feel that I must be allowed to compete with them in all areas on an equal basis.

2. This request includes many questions pertaining to the applicability, scope and validity of 10 USC 6015, reference (a). After twenty-eight years of virtually unchallenged existence, the time has come to cast some doubt on the continued viability of this law which is being used to prevent me and virtually every other woman in the Navy from realizing our potential. This statute precludes the assignment of certain classes of U. S. Navy and U. S. Marine Corps women to duty in combat aircraft on combat missions and U. S. Naval vessels other than hospital ships and transports. It clearly does not apply to all military women and a literal reading casts doubt as to whether it even applies to all Navy women. In light of these doubts, I am requesting a re-evaluation of the legality and practicality of reference (a) when its only effect will be confusion at best and blatant discrimination at worst. If the statute is found to be still partially applicable to female Naval personnel, it must be specifically clarified as to which women it does apply and justification made as to why it should apply only to some Navy women and not all Navy women or even all military

women. Finally, even remaining within the strictest possible interpretation of reference (a) as it now stands, I am requesting permission to land aboard those vessels referred to as “transports” in references (a) and (d). HC-3, the squadron to which I am attached, routinely conducts training operations with these vessels and shipboard landing qualifications are required by this squadron in order for me to become Helicopter Aircraft Commander. Aircraft Commander qualification is the logical and necessary career step upwards for every Naval pilot, a step which will be delayed or even denied to me without shipboard landing qualifications.

3. In its entirety, reference (a) reads as follows:

*“6015. Women members: duty; qualifications; restrictions The Secretary of the Navy may prescribe the manner in which women officers appointed under section 5590 of this title, omen warrant officers, and enlisted women members of the Regular Navy and the Regular Marine Corps shall be trained and qualified for military duty. The Secretary may prescribe the kind of military duty to which such women may be assigned and the military authority which they may exercise. However, women may not be assigned to duty in aircraft that are engaged in combat missions nor may they be assigned to duty on vessels of the Navy other than hospital ships and transports. Aug. 10, 1956, c. 1041, 70A Stat. 375.”*

The last sentence is usually the line quoted to justify the exclusion of women from-shipboard duty. However, the first sentence of the article obviously indicates that some women were intended to be exempt from the combat aircraft and sea duty restrictions. As set out in a note to the text, the limitation to “women officers appointed under section 5590” was originally inserted to avoid application of the 6015 to women officers in the Nurse Corps, Medical Corps, Dental Corps and Medical Service Corps. Today, however, it would also presumably preclude application of 6015 to women officers of the Judge Advocate General’s Corps since they are also not appointed under article 5590. Yet, all these women officers have been denied duty aboard ships on the basis of article 6015 restrictions. In addition, reference (b) refers only to women officers appointed to the Regular Navy and Regular Marine Corps and as such, article 6015 should logically not apply to women officers like myself who were originally appointed as members of the Naval Reserve or Marine Corps Reserve. The problem is whether “women or in the third sentence means all women in the Navy only those women specified in the first sentence. If it does refer only to those women in the first sentence, then the scope of the law is considerably narrower than is presently interpreted. Until last year, all women officers were commissioned as Reserves. They are, therefore, not appointed under reference (b), 10 USC 5590. The future graduates of the Naval Academy will be appointed under 10 USC 5573, reference (c), and as such, the sea duty limitations should not apply to them either.

4. Records of Congressional hearings used extensively in formulating the current interpretations of reference (a) imply that the drafters were attempting to keep all women off all ship<sup>6</sup>. Specifically, Congressman Vinson stated: “I would not want to restrict (the prohibition) to combatant vessels. Put down serve in sea duty .... Just fix it so they cannot go to sea at all.” (Hearings on S1641 before Subcommittee #3 of the House Armed Services Committee. 80th Congress, 2nd session 5711 (1948)). Despite Congressman Vinson’s strong personal bias and his success at turning that bias into law, reference (a) does not quite “fix it” so that women cannot go to sea. Women enlisted under U. S. Air Force, U. S. Army and Coast Guard statutes and regulations are not restricted from serving on vessels at sea. Reference (a) does not apply to

the women of other services and there are no comparable statutes for the other services. Even the Army Regulation that specifically deals with a separate women's Army Corps does not mention any restriction against women serving in combat. Women members of an Air Force instrumentation team attached to the Patrick Air Force Base Eastern Test Range are already serving aboard Military Sealift Command vessels, as shown by enclosures (1) and (2). The Commandant of the Coast Guard has stated that Coast Guard women will serve at sea. It seems absurd to think that ultimate effect of 6015 will be to deny sea duty only to women in the sea-going military services.

5. The continued existence and current interpretation of 6015 is even more unreasonable in light of the fact that the Navy itself is already struggling with methods to work around the restrictions imposed by the statute. My squadron, HC-3, regularly airlifts female members of the Fleet Training Group, Pacific to aircraft carriers engaged in readiness exercises off the coast of California. The rationale for allowing these women to serve at sea aboard the largest combatant vessels in the Navy during combat-ready exercises is exceedingly tortuous to say the least. Reference (f) allows female military members to go aboard Navy vessels as "guests" of military members. CINCPACFLTINST 5720.2H, enclosure (3), and COMNAVAIRPACNOTE 5720 of 29 December 1975, enclosure (4), euphemistically refers to the periods at sea with women FLETRAGRUPAC members aboard as "orientation cruises". The notice specifies that their "guest" status is dependent, among other things upon providing their own transportation to and from the "point of embarkation". Even with a considerable stretch of one's imagination, it is difficult to classify the working women members of the FLETRAGRUPAC as guests. Their transportation to the HC-3 line, the "point of embarkation", is provided in the form of a Navy launch. They are in military uniform and perform in a duty status while aboard the ships. The final absurdity is that while OPNAVINST 5720.2G apparently creates a needed loophole for FLETRAGRU women personnel to serve aboard ship it does not do the same for me. They are flown to the carriers at sea in HC-3 helicopters but I cannot fly them out there as a pilot. They remain aboard the ship for 8-10 hours a day but I cannot spend 15 minutes on the ship to land and disembark them as passengers.

6. In addition to the loophole just mentioned, there are several other categories of women not covered by OPNAVINST 5720.2G. These include Department of the Navy civilian women and U. S. Navy civilian technicians and as such, there are no restrictions against women in these categories to prevent them from going to sea on Naval vessels. Other civilian women such as DOD employees not in the Department of the Navy and non-civil service personnel (e.g.: contract employees, Technical Representatives) are not even considered by these regulations. Women employees of the Customs Division of the Department of the Treasury sail with the USS ORISKANY. Again, reference (a) appears to preclude sea duty only to those women who most logically should be assigned to such duty. The great lengths to which a command will go to be able to work around 6015 in order to utilize needed trained personnel who happen to be women indicates that the useful life of 10 USC 6015, if it ever had one, is past.

7. 10 USC 6015 does allow for the assignment of women to sea duty aboard hospital ships and transports of the U. S. Navy. The decommissioning of the SANCTUARY marked the passing of the Navy's last hospital ship but there are still a number of Navy ships classed as transports. The NWP 10-3(D) Navy

Terminology, reference (e), and OPNAV P09B3-107, The Standard Navy Distribution List, reference (d), list amphibious transports (LPA's) and Amphibious Transport Docks (LPD's), an Amphibious Transport Submarine (LPSS 574). All Hands of January 1976 lists two ships as just plain transports of the Barrett class; the Barrett (T-AP196) and the UPSHUR (T-AP198). An obvious reading-of 6015 would allow any and all women naval personnel to deploy aboard these vessels, one of which is a submarine. If these vessels are not the transports referred to in reference (a), then the definition of transport is so vague-as to be utterly meaningless. If its interpretation can be changed by a stroke of the pen, then it is subject to abuse by those who would deny, either intentionally or unintentionally, the advance of equal opportunity and equal treatment in the Navy.

8. The Navy is justifiably proud of its image as a leader among the services in the areas of equal opportunity and utilization of female personnel. Unfortunately, many of the steps already taken towards equality for women in the military will lead nowhere as long as 10 USC 6015 remains on the books and is strictly interpreted. All the advances made so far have greatly increased the servicewoman's benefits to equal those of men, but women's responsibilities, training, advancement opportunities and career patterns remain at a level far below that of their male counterparts. The gap is considerably beyond what might be justified by readiness and operational requirements. The Navy has critical "manpower" shortages in many ratings but ironically, many of these rates are the very ones closed to women because of reference (a) combat and sea duty restrictions. This situation becomes even more ironic when one considers the number of women leaving the Navy as unrated seamen and airmen because they cannot get training or schools in the ratings that are open to them. It is reasonable to say that part of the Navy's "manning" problems could be solved with women if the combat mission and sea duty restrictions would be lifted. The Department of Defense should see fit to resolve the inequities inherent in 10 USC 6015. It is as discriminatory on its face as the statute regarding women members' dependents which was found by the Supreme Court to be unconstitutional. Unfortunately, if the Department of Defense fails to act, the only remaining course of action for dedicated women is a judicial appeal.

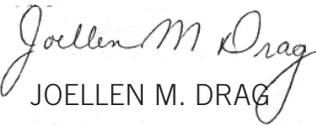
9. The previous arguments illustrate the following very real points of confusion regarding the scope, applicability and validity of 10 USC 6015:

a. First, 10 USC 6015 does not apply to all Navy women. Even using the narrow construction employed by the Judge Advocate General in past interpretations and the fact that some women were intended to be excluded from its provisions, it is clear that the restrictions of reference (a) should not be applied to all Navy women. Specifically, its language excludes all women Reserve officers and Staff Corps officers presently serving in the Navy. It will exclude Naval Academy graduates. What is the purpose of reference (a), if it excludes some U. S. Navy and U. S. Marine Corps women but not others?

b. 10 USC 6015 obviously does not apply to all servicewomen. What is the purpose of a law which excludes only women of the Navy and Marine Corps from duty aboard the ships of their own service but allows women from other services to be assigned?

c. There is no purpose to a law which has already failed of its initial intent. Women are already serving in limited areas aboard some U. S. Navy and Military Sealift Command vessels and there is an increasing need for their assignments at sea and in potential combat situations. Navy units are finding-it necessary to invent intricate-word-games to work around the restrictions of the statute. Why should fleet units be forced to operate at manning levels considerably below minimum effectiveness while the Navy continues to recruit and train increasing numbers of women which article 6015 restricts from full utilization in critical job ratings? Either the Navy must stop recruiting women (which is no longer a very feasible alternative) or it must eliminate all artificial restrictions.

10. In concluding, I will reiterate my request for sea duty. If article 6015 restrictions were lifted today, I would not expect to see all women assigned to sea and combat duty tomorrow. The changes in facilities will obviously take some time and the changes in the attitudes of men and women will take even longer. On the other hand, I do not think the military services can wait for attitudes to change before changing their policies. 6015 prohibitions must be removed in order to promote long overdue changes. Until then, a liberal interpretation of reference (a) which would permit sea duty for myself and other eligible Navy women is the reasonable first step to insure reality of equal opportunity and treatment. Hopefully, the second step will not be far behind.

  
JOELLEN M. DRAG  
LTJG, USN

## APPENDIX D 110X HISTORICAL BENCHMARKS

### **1948: Women's Armed Forces Integration Act was passed.**

- Abolished Women's Reserve as a separate entity and authorized commissioning of women in both the Regular Navy and the Naval Reserve.
- Capped female enlisted numbers at 2% of total enlisted strength and female officer numbers at not more than 10% of female enlisted strength.
- In consequence of the law, women were precluded from (1) serving in command positions other than those involving supervision of women, and (2) holding permanent rank above commander.

### **1967: At a result of a DOD task force directed to reassess the role of women in the armed forces, P. L. 90-130 was passed.**

- Eliminated the 2% ceiling on female enlisted numbers and the corresponding officer restriction. Largely equalized promotion flow and opportunity to the grade of Captain.
- Enabled appointment (vice selection) of women as flag officers.

### **1972: Z-gram 116 was promulgated.**

- Suspended some restrictions on assignment of women to command ashore.
- Provided new Restricted Line and Staff Corps options for women.
- Integrated male and female URL officer detailing.
- Initiated, in USS *Sanctuary*, the Navy's pilot program for assignment of women as members of ship's company.
- In the same year women admitted to the NROTC program.

### **1973: Additional stimuli to integration of women.**

- Separate management of women, which had prevailed since 1942, was further minimized with the disestablishment of Pers K.
- First female naval aviators selected.

### **1976: Additional career opportunities afforded women**

- Women admitted to the U. S. Naval Academy.
- Gradual movement of women officers into increasing diverse occupational fields within the URL, Restricted Line and Staff Corps.
- First 110X woman officer appointed flag officer.

### **1978: Amendment to 10 U. S. Code Section 6015 was enacted.**

- Allows PCS assignment of women to non-combatant ships and to aircraft squadrons not engaged in combat and TAD assignment to any Navy ships for periods up to 180 days provided a combat mission is not foreseen for the period of the assignment.



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