



## Navy Women's Initiatives Team Establishment Fact Sheet

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### BLUF

[NAVADMIN 037/24](#) establishes the Navy Women's Initiatives Team (Navy-WIT). The purpose of the Navy-WIT is to broaden awareness and influence policy changes to increase recruitment and retention of servicewomen throughout the Navy. In addition, it will meet periodically basis to develop best practices, discuss relevant issues, and to make policy and program recommendations.

### Who needs to know?

- 17 Community Leads and 11 Fleet, education and infrastructure stakeholders listed below
- All Active Component and Reserve Sailors across All Designators and Ratings
- Leadership Triads
- Chiefs Mess
- Division Officers and Department Heads



### What you need to know – key points

- In order to prepare our Navy for combat by building stronger, more inclusive warfighting teams, and to recruit and retain talented people from across the rich fabric of America, this NAVADMIN establishes the Navy Women's Initiatives Team (Navy-WIT).
- The purpose of the Navy Women's Initiatives Team (Navy-WIT) is to broaden awareness and influence policy changes to increase servicewomen recruitment and retention throughout the Navy.
- The Navy-WIT will meet on a periodic basis to build community, develop best practices, and discuss relevant issues leading to opportunities for gender barrier removal by Navy leadership.
- WITs are currently in place throughout the Department of Defense, and the Navy is deliberately linking to this structure. While not a new concept, informal ad-hoc groups like WITs currently exist without the structure necessary to identify and remove barriers Navy-wide.
- Within 60 days of this NAVADMIN release, commands identified below shall designate in writing, an officer (O4 and senior) and an enlisted (E7 and senior) Navy-WIT Enterprise Lead. The designation of civilian employees as Navy-WIT members is optional. Appointments and participation are not exclusive to women.
- While leadership positions are restricted to the ranks listed above, anyone can become a Navy-WIT member, regardless of rank or whether they are civilian or military.

### Sample POD/POW Notes

- NAVY WOMEN'S INITIATIVES TEAM ESTABLISHED – The Navy announces the establishment of the Navy Women's Initiatives Team, a group dedicated to broadening awareness and influencing policy changes to increase servicewomen recruitment and retention throughout the Navy. Check out [NAVADMIN 037/24](#) to learn more!

### FAQ

#### Q1. Why do we need a Navy-WIT? What is an example of changes the Navy-WIT will affect?

A1. In applying Get Real, Get Better principles, it became apparent that the network of Navy women was too ad-hoc. Establishing the Navy-WIT standardizes this network in order to identify and remove barriers for Navy women. Recent changes such as removal of the Wellness PFA requirement and updates to female uniform policy are prime examples of future Navy-WIT updates.



**Q2. What entity will lead the Navy-WIT?**

**A2.** N174 Office of Women’s Policy (Executive Advisors) who report to OPNAV N17, Office of Culture and Force Resilience and the Chief of Naval Personnel (CNP), will lead Navy-WIT operations. As needed, Navy-WIT Executive Advisors will update N17 and CNP on current barriers, challenges, and priorities. Depending on the size and scope of the barrier, challenge, or priority, the Navy-WIT will work with respective stakeholders and Navy leaders to establish appropriate working groups.

**Q3. How often will the Navy Women’s Initiatives Team (Navy-WIT) meet?**

**A3.** The Navy-WIT Executive Advisors will, at a minimum, meet quarterly with designated Navy-WIT Enterprise Leads. The designated local level leaders will manage Command Navy-WITs and may meet as needed for their scope and mission.

**Q4. How does someone become a member of the Navy Women’s Initiatives Team?**

**A4.** Anyone can become a Navy-WIT member, regardless of rank or whether they are civilian or military. Once established, personnel can contact their respective community/fleet/education/infrastructure Navy-WIT Enterprise Lead to become involved, or to start a local command Navy-WIT. If this is not available, contact the Office of Women’s Policy for further guidance at [NavyOfficeofWomensPolicy@us.navy.mil](mailto:NavyOfficeofWomensPolicy@us.navy.mil).

**Q5. What is the structure of the Navy Women’s Initiatives Team?**

**A5.** N174 Office of Women’s Policy will lead the Navy-WIT. Each of the 17 communities plus 11 Fleet, education and infrastructure stakeholders listed below, are required to designate an officer and enlisted Navy-WIT Enterprise Lead and may choose to designate a civilian, if desired. These designated leads are responsible for managing their respective community, subordinate commands, or institution Navy-WITs. Navy-WITs are a tool for triads to better their local climate.

<p><b>Community Leads</b></p> <ul style="list-style-type: none"> <li>• Surface Warfare</li> <li>• Submarines</li> <li>• Special Warfare</li> <li>• Explosive Ordnance Disposal</li> <li>• Aviation</li> <li>• Human Resources</li> <li>• Engineering Duty Officer</li> <li>• Aerospace Duty Officer</li> <li>• Public Affairs</li> <li>• Foreign Affairs</li> <li>• Information Warfare</li> <li>• Medical</li> <li>• Judge Advocate General Corps</li> <li>• Supply Corps</li> <li>• Chaplain Corps</li> <li>• Civil Engineering Corps</li> <li>• Reserve Component</li> </ul>	<p><b>Fleet Leads</b></p> <ul style="list-style-type: none"> <li>• United States Fleet Forces Command (USFF)</li> <li>• United States Pacific Fleet (PACFLT)</li> <li>• United States Naval Forces Europe (NAVEUR)</li> <li>• United States Naval Forces Central Command (NAVCENT)</li> </ul> <p><b>Education/Training Stakeholders</b></p> <ul style="list-style-type: none"> <li>• United States Naval Academy (USNA)</li> <li>• Naval War College (NWC)</li> <li>• Naval Postgraduate School (NPS)</li> <li>• Naval Service Training Command (NSTC)</li> <li>• Naval Education Training Command (NETC)</li> <li>• Naval Leadership and Ethics Center (NLEC)</li> </ul> <p><b>Infrastructure/Programs</b></p> <ul style="list-style-type: none"> <li>• Commander, Navy Installations Command (CNIC)</li> </ul>
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