

Commanding Officer
USCGC GALLATIN WHEC 72
USCG Yard, Curtis Bay
Baltimore, MD 21226

1100
14 April 1978

From: Commanding Officer, USCGC GALLATIN (WHEC 721)
To: Commandant (G-P)
Via: Commander, Third Coast Guard District (dcs)

Subj: Mixed-Sex Crews; quarterly report of

Ref: (a) COMDT (G-P) ltr 1100 of 1 December 1978

1. The second quarterly report on the mixed sex crew aboard USCGC GALLATIN is hereby submitted for the period 1 January to 31 March 1978 in accordance with reference (a). The format of this report is the same as for the first report.

- (a) Employment Schedule
- (b) Organization
- (c) Berthing
- (d) Administration
 - (1) Discipline
 - (2) Medical
 - (3) Public Relations
- (e) Assignments
- (f) Performance
- (g) Uniforms
- (h) Morale
- (i) Distribution of Reports
- (j) Summary

Each of the above categories begins a new page to facilitate dissemination of portions of the report to cognizant persons.

2. Employment Schedule. During the first quarter of Calendar Year 1978 GALLATIN was engaged in the following operations:

<u>Date</u>	<u>Evolution</u>
1-10JAN78	Moored at Governors Island in BRAVO 72 status.
3JAN78	Transferred 22,000 gallons of fuel to USCGC TAMAROA in preparation for drydocking at the Coast Guard Yard during the availability period.
11JAN78	Underway enroute NAD Earle, NJ to offload ammunition in preparation for yard availability. Encountered gale force winds which made maneuvering and shiphandling extremely hazardous. Underway enroute Coast Guard Yard via Cheseapeake Bay due to heavy ice conditions in the Cheseapeake and Delaware Canal.
12JAN78	Entered Cheseapeake Bay at dawn, transited Bay in extreme cold, and anchored off Annapolis at dusk.
13JAN78	Underway from Annapolis at dawn enroute Baltimore. Moored at Coast Guard Yard by noon. Transit completed, through ice blocked channel in a heavy snowstorm with visibility near zero.
13-15JAN78	All personnel transferred off the ship for the duration of the availability. All E-6 and below enlisted personnel berthed in the barracks at Fleet Hall. Most of the Officers and all the Chief Petty Officers lodged in a local motel due to inadequate facilities at Fleet Hall for CPO's and limited vacancies in the BOQ. As vacancies in the BOQ occur officers are moved in.
18JAN78	Underway dead ship before dawn for drydocking. Drydock pumped out by noon and all hands, including women, turned to removing approximately fifty tons of ice from the drydock floor.
FEB78	A significant number of crewmen became afflicted with influenza and viral syndrome while approximately six members contracted mononucleosis. The vessel being open to weather due to hoses, welding lines, etc., and loss of heating, coupled with commuting to and from the barracks for meals and lodging are considered contributing factors.
18JAN-31MAR78	Continuing shipyard availability and ships worklist. The major projects during this period are

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the installation of bilge keels, revisions to the electronics suite including a new telephone system, the new vacu-flush marine sanitation device, and major habitability renovations. In addition to the hardships imposed on the crew's living conditions, the major occupation of the ship's force is consumed by normal training at schools, standing fire watches, inspecting yard projects, and the ships own routine work list and cleanliness.

20MAR78 Vessel was reloaded commencing at 1845. As the dock was flooded security rounds were made throughout the ship below the waterline. By 2300 the vessel was undocked and moored alongside for the remainder of the availability.

3. Organization. Women are assigned as follows:

Weapons Department

First Division = 1 RM3, 1 SN, 2 SA's

Operations Department

Communication Division = 2 RM2's

Electronics Division = 1 ET2

Administration = 1 RM3

Supply Department = 1 RM2, 1 SK2

Engineering Department

M Division = 1 FAWK

In addition, a LTJG is assigned as navigator, Exchange Officer and Boarding Officer. An ENS is assigned the duties of Communications Officer, CMC Officer and alternate CMS Custodian.

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4. Berthing

Enlisted Women are berthed on the second deck of Fleet Hall, Coast Guard Yard along with Weapons Department and First class petty officers. Operations, Engineering and Supply Departments are berthed on the third deck. The women have a small berthing space similar to and adjoining the first class petty officer space. The remainder of the crew live in 50 man bays.

The fact that the crew is berthed in Fleet Hall is the reason we have been able to have eleven women assigned for a short time.

The women have their own head but no laundry machines. The laundry machines are all located in one of the mens heads so that head is secured for several hours a week to allow the women to do laundry. The arrangement has not caused any complaints.

Ten hands from the duty section plus the OOD and EWO remain on board the ship at night and weekends to provide damage control capability. This group, known as the "Magnificent Ten" is berthed in an engineering 10 person compartment. Initially when a woman was included in the Magnificent Ten she slept in the other ten person berthing area. Recently yard work has made all but one of the ten person areas uninhabitable and now a woman in the Magnificent Ten must bunk in one of the CPO staterooms forward. The crew recognizes first, that such inequities are made necessary by an unusual situation and secondly, the CPO staterooms aren't very comfortable under the present conditions.

Neither men nor women in the Magnificent Ten have any sanitary facilities available including water to wash with. The nearest head is ashore at the head of the drydock in an industrial building. The men share the large ground floor head with Yard industrial workers but the women must use a "ladies room" for female office help on the second floor.

Both women officers are presently sharing a room in the motel. The LTJG has expressed a desire for her own stateroom when the ship is once again fit for human habitation. Male LTJG's are generally given their own staterooms. In this case the arrangement would require the female ENS to move into one of the staterooms on the second deck and share a community head. The arrangement would also reduce flexibility in carrying passengers. Despite the minor problems involved I intend to assign the LTJG to her own room to retain parity with the other LTJG's on board.

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5. Administration

a) Discipline

In this reporting period 39 infractions of regulations on discipline have been reported. Of those 27 were considered minor and were handled administratively and 12 were taken to mast.

A woman was placed on report for misbehavior of a sentinel in that she left her post as firewatch. Shortly after being placed on report she became sick with mononucleosis and was sent on two weeks sick leave. The investigating officer found that she also missed the training lecture on the duties of a firewatch, has a reputation for being a slow learner, and may have already been ill with mononucleosis on the day in question. Based on that and the fact that it took more than 2 weeks to complete the investigation the matter was handled administratively. The woman was severely reprimanded, given special instruction in the duties of the firewatch and allowed to stand a few fire-watches under supervision in order to gauge the effectiveness of the instruction.

One of the men were later placed on report for the same offense under similar circumstances. The case was handled in the same way.

Another woman was the subject of a letter concerning a bad check. The amount was less than \$5.00 and she covered it with a money order. The same woman had to be counseled on sleeping in the mens berthing area when she was a part of the Magnificent Ten.

The FAMK had only been aboard a few days when she reported to the MKCM that a young black male SA had been annoying her and even trying to handle her while she was working in the engineroom. The SA in question has been aboard less than a month and has already been booked twice for UA. In addition he is a regular customer at sick call and has told a doctor that he wants an administrative discharge. The MKCM discovered that the SA had been volunteering for firewatches in the engineroom and even showing up with firewatch equipment when no watch was needed in order to be near the woman. The MKCM advised the man to stop and he did.

In another investigation, a black FN claimed to be dating one of the woman in an apparent attempt to divert suspicion from himself of aggravated assault, (not on the female). The woman, interrogated separately, denied any close relationship with the FN.

b) Medical

(1) The medical staff saw 179 cases this quarter of which 22 were women. These totals include epidemics of flu and viral syndromes and mononucleosis. Not counting the mononucleosis, most of the cases involved only two of the women.

(2) The need for a female HM is discussed in paragraph 6.d.

(3) Only limited emergency medical examination of female

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personnel is expected to be conducted on board. Sick bay already has gloves, 2 vaginal speculi and KY jelly. The only other equipment needed is a box of cervical scrapers.

5 c) Public Relations

There was no significant publicity concerning women on the GALLATIN and none was sought. In keeping with the philosophy expressed in the first quarterly report and consonant with the general feelings of the crew, publicity for the women should be restricted to the granting of awards, promotions or other significant newsworthy items of the type that a man would also receive publicity for.

The Navy Times published an article on Women at Sea on the GALLATIN. This was the first of two planned articles which were prepared during our OLP last quarter. The article, was balanced and reasonable and undoubtedly the best coverage of the subject seen in the press to date. A copy of the article is enclosed. We are indebted to Navy Times for the fine job they did on this story.

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6. Assignments

a) The SK2 has been assigned to the duty master-at-arms watch list. She has performed her duties in an excellent manner which has come to be the expected norm in her case. She was assigned the duty, normally reserved for first class, for several reasons. First, taking advantage of the long yard availability to schedule schools had reduced the number of first class petty officers available for the watch. SK2 BURRIGHT is the senior second class petty officer. Secondly, it has been a good test of her leadership abilities outside her normal specific rate. I am strongly encouraging her to apply for OCS.

b) Female petty officers have also been assigned as shore patrol petty officers. Again this was done to insure equal treatment in the assignment of both male & female petty officers. A petty officer must be just that, regardless of sex and the rated women must (and have shown that they can) perform as effective petty officers.

c) A FANK has recently reported aboard and has been assigned to the main propulsion division.

d) The question concerning the need for a female HM should be addressed at this time. In general an HM of either sex can provide the limited medical service within their authority to a patient of either sex. Most complicated problems or genite/urinary/gynecological cases are referred to a physician. However, the medical treatment process begins onboard and many people are embarrassed or reluctant to discuss their problem or be examined by a HM of the opposite sex. This feeling is more prominent among the men than it is the women probably because women are more used to going to a male physician than visa versa. Physicians in private practise commonly have a female nurse present when examining a female patient. The purpose is obviously to avoid allegations of mistreatment. For the above mentioned reasons it is desirable to have both a male and a female corpsman assigned. However, I do not consider it absolutely necessary. When at sea (and this is the only time of real concern) I have full confidence that a well qualified HMC can handle any emergency medical treatment of any member of the crew whether male or female until such time as we return to port or arrange a helo medivac.

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7. Performance

a) General

Each person on board is counseled on marks after the marks are approved. The counseling is done by the division CPO or division officer, all of whom have attended training lectures on counseling techniques. Furthermore, some individuals are counseled a second time midway through the marking period. In general, the women were much more sensitive to criticism and lowered marks than the men; at least they displayed more displeasure than men. On the other hand, they were more apt to correct their deficiencies and improve their performance than were the men.

b) Supply Department

The SK2 was counseled concerning her semi-annual marks. It was pointed out that she worked extremely well in every phase of supply work that she had been given to date. It was also pointed out that she should exercise a little more authority when handling a group of men. She accepted her criticism very well. She has been a more forceful leader when placed in charge of such evolutions as field day and loading stores. She is also doing extremely well as Master-at-Arms as commented upon under assignments.

c) Operations Department

(1) The YN3 was advised that she needed to improve her military bearing and service etiquette and that she was lacking knowledge in some areas of personnel administration. She was very upset that her marks were lowered and at first seemed resentful of the criticism. However after a few days she began to exhibit remarkable improvement. She is learning her rate at an amazing pace and has been cheerful and friendly, yet respectful with officers and chiefs. She is gaining the confidence of the crew and seems to be making more friends.

(2) The command gave the female ET2 marks of 3.3, 3.3. She accepted the 3.3 proficiency mark because she realized that her lack of experience on shipboard electronics systems was a fact. She was angered by the command's "lowering" her leadership mark. She sees herself as an above average petty officer. She had wanted to attend OCS but thought that her lowered leadership mark indicated that she would not receive a good OCS recommendation from GALLATIN.

These marks may have been the "triggering" cause of her decision not to reenlist, however the possibility of isolated duty was perhaps a greater factor. Her husband is an HM1 who is also subject to sea and isolated duty.

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Her last command was Brooklyn Supply. She has applied there for a civilian job similar to the one she left.

(3) Of the second class radiomen assigned, one has spent this quarter at RM class B school and thus has been neither observed or counselled. The remaining RM2 has requested terminal leave commencing prior to our departure from the yard. During her reenlistment interviews she stated that her further educational pursuits precluded remaining on active duty or affiliation with the reserve.

d) Weapons Department

(1) The female BM3 was marked below average in leadership and proficiency. For a 3rd class petty officer she is at an unacceptable level. A shipboard boatswains mate needs time on a ship as a non-rated person. One of her major problems has been her military bearing and courtesies. She is in a bad position because many SA's know more than she does. She is responding to counselling and with more time aboard is becoming acquainted with the evolutions she should know as a BM3. She has a good attitude and wants to do the job that she is expected to do. She just needs more time to learn the ship and how things are done. Her response to counseling and her willingness to learn her job should pull her through.

(2) The female seaman is a perfect example of a good seaman. She has good attitude, good work habits, learns and adapts to new situations quickly. It is very hard to counsel some one of this caliber as all she needs to do is polish what she has and she will be close to a 4.0 sailor. She has been transferred to RM "A" school and there is no doubt she will be in the top 10% of her class and the Coast Guard will have a good 3rd class petty officer and an excellent RM3.

(3) One of the female SA's could be a good seaman if she would put her mind to it. She has tendencies to drift away from routine tasks and has many excuses for needing medical attention. She does excellent work on projects she likes but this doesn't carry through into routine tasks. She attempts to use her personality/sex/femininity, to get special jobs she would rather do. She is too openminded on sex and is too eager to mix in with male crewmembers in their berthing area. She has a poor attitude towards counseling and just plain can't or won't accept constructive criticism. She has bounced a few checks and has required counseling on length of hair and military bearing.

(4) The other female SA is very quiet and tends to stay in the background and does no more than the minimum required to get by. She has shown too much affection towards two or three males while on board which has been corrected through counseling. It appears she is doing better since counseling.

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e) Officers

The women officers continue to perform well. The Ensign has assumed the full duties of the Communication Officer including CMS Custodian now that she has the required time on board. The Lieutenant (junior grade) Navigator is attending the Junior Officer Leadership and Management Seminar at Yorktown and both officers attended a junior officer ship-handling course in Norfolk, Virginia where they both scored 90% on the final grade. This is noteworthy in light of the fact that neither officer has had an opportunity to qualify underway as OOD's since GALLATIN has spent the entire quarter in the yard and their only underway experiences were the 2 1/2 week OLP in November and the three day transit to the yard. Their inport OOD performance is entirely satisfactory. No interpersonal or social problems have been noted.

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8. Uniforms

The promulgation of the Coast Guard Uniform Regulations should solve many of the problems with womens uniforms. A seabag inspection based on the published requirements is scheduled for the first week in April. All hands E-5 and below will be required to pass seabag inspection prior to 1 May.

Women still complain of the lack of pockets in their uniforms. They know they can and most do wear men's uniform dungaree trousers.

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9. Morale

a) A Human Relations Seminar was held on Wednesday, 15 March. The published agenda conformed to the CCGD Three Affirmative Action Plan but, as in all our human relations seminars, the discussion is allowed to digress if the participants want to talk about something else. The group, randomly selected, did not want to talk about women at sea and no problems related to the mixed sex crew surfaced during the seminar.

b) Although at this time the ET2 has stated she does not intend to reenlist, her type of situation raises some questions that we should address. We have established some general guidelines concerning married couples both of whom are in the Coast Guard, i.e. we will try to assign them both to the same geographical area but not both to the same ship or small unit. But what about the situation where the wife is assigned to a ship and the husband to an ashore unit and they live in government quarters. When the husband receives orders to isolated duty, do they have to give up their government quarters? What if each one is assigned at least on two different ships, are they entitled to government quarters? If the ships have the same home port? If the ships have different homeports? We should be thinking about these questions now and formulating policy before the fact and not after the fact.

c) Some of the women felt that being marked in December was unfair because they had not been aboard long enough. They felt that the short marking period was established to accommodate the Quarterly Women at Sea Report which they tend to resent anyway. It is the command's opinion that it is important to establish a baseline of performance reasonably early and that it is better to mark any personnel male or female more frequently than required than to go over eight months without any marks assigned. This policy is adhered to for both men and women on board GALLATIN.

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10. Distribution of Reports

a) It has come to my attention that GALLATIN's first report on mixed sex crews was given very wide distribution within Headquarters and that many personal copies of the report were made and freely circulated amongst many people whose only interest was one of curiosity.

b) I fully understand and encourage the distribution of these reports or portions of these reports to various offices within Headquarters on a need to know basis. However these reports contain personal evaluations and comments that are easily identifiable to specific individuals even though names are not included (i.e. when I refer to the female Ensign or female BM3 there is only ~~one~~ of each on board). I would expect in fairness to the individuals involved that these comments would be treated in the same manner as a fitness report or enlisted evaluation sheet.

c) Wide dissemination of much of these reports is certainly appropriate for the general information of the service. However the entire report should not be indiscriminently circulated. I do not consider continued total candor (which is essential for these reports to be effective and useful) in these reports and continued unofficial wide circulation of the entire reports to be in the best interest of the Coast Guard. I strongly recommend that appropriate excerpts from these reports, both GALLATIN and MORGENTHAU's, be made and published in the Commandant's Bulletin for the general information of the service and that the reports themselves only be distributed on a need to know basis.

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11. Summary: In summary, I remain extremely pleased with the manner in which the women have integrated into the crew.

a) The next group of women going to sea should be assigned to a 378' WHEC other than GALLATIN or MORGENTHAU. The primary reason for that preference is the size of the berthing areas. Ten women pose little problem in displacing the men from one small berthing area. However, any number of women between ten and twenty would involve moving too many male petty officers in one department into the large berthing area. Up to twenty-four women could be accommodated in the after large berthing area now used by Operations and Supply departments. Up to thirty women could move into either of the other two large berthing areas. However, I strongly recommend that the number of enlisted women assigned to a 378' WHEC remain at ten.

A. D. BREED

Encl: (1) Navy Times Family Magazine