



RHUMB LINES

Straight Lines to Navigate By



July 11, 2008

Diversity in Action

"If Americans look in the mirror, they are going to see all the different cultures, and when they look at the Navy they should see exactly that. Here we are in New York with Ellis Island the beginning of the story of the melting pot that is continuing, and we need to understand that and recognize and pursue that to tap the culture that has made this country great and continues to make the Navy great."

– Adm. Jonathan Greenert, Commander, U.S. Fleet Forces Command

Summer 2008 is the ‘Summer of Diversity’ within the Navy. Sailors and civilians alike are engaging in activities across the force that support a culture of personal and professional development.

Company of Choice – Diversity, Quality of Life Programs

Diversity of ideas, experiences and abilities meld together to make our Navy stronger. Navy efforts in diversity—collectively and as individuals—are increasing and our actions are being recognized.

- The Navy was chosen as a Best Diversity Company for 2008 by readers of [Diversity/Careers in Engineering & Information Technology magazine](#), as one of nine government agencies in a group of 100 honorees selected from more than 600 companies, government agencies, and other organizations employing technical professionals.
- [The Families and Work Institute](#) honored the Navy for embracing diverse work force needs and addressing quality of life issues. The Navy joins an elite list of honorees such as Ernst & Young and Xerox considered the best at addressing the social, personal and professional needs of employees.
- HM2 Joelene Solares was recognized by the [Society of American Indian Government Employees](#) for demonstrable contributions in recruiting, retaining, and providing career advancement opportunities to American Indian and Native Alaskan employees. Navy civilians Roger Yee and Joel Garrido Sr., ET2 Ester Emoto and PS1 Lorna Mae Devera were recognized by the [Federal Asian Pacific American Council](#) for promoting equal opportunity and cultural diversity within the Navy.

Navy showcases its talent through award nominations, speakers, and displays at diversity events.

- The Navy is participating in a number of events this summer including the [League of United Latin American Citizens \(LULAC\)](#) convention; [Women’s Leadership Symposium](#); [Tuskegee Airmen Inc.](#) convention; [National Naval Officers Association \(NNOA\)](#) conference; and [Academic, Cultural, Technological, Scientific Olympics](#).
- Attendees meet potential mentors, often of the same social and ethnic backgrounds and gender.
- Participants communicate the Navy’s messages and present a positive example to other Americans.
- Many diversity activities sponsored by the Navy are designed to increase accession of youth into STEM disciplines (science, technology, engineering and math).

Key Messages

- Diversity is understanding and valuing every person’s different skills, talents and experience.
- [Diversity has made our Nation and Navy stronger.](#)
- Our ability to attract, develop, mentor and retain top diverse talent is paramount if we are to remain a strong, talented and relevant force.
- The [Navy must reflect the face of our Nation](#) in order to remain an agile fighting force now and in the future.

Facts & Figures

- [USNS Carl Brashear](#) (T-AKE 7) will be christened and launched in a ceremony Sept. 18 in San Diego. The ship is named after BMCM (Master Diver) Carl Brashear who was the first black deep-sea diver and Master Diver.
- [Naval Officer Mentorship Association](#) (NOMA) is a new group designed to provide mentorship opportunities to officers. NOMA’s additional focus is to recruit, support and retain officers of Asian Pacific heritage and is a good resource for all leaders.
- On July 26, 1948 President Harry S. Truman signed [Executive Order 9981](#), guaranteeing “equality of treatment and opportunity for all persons in the armed services without regard to race, color, religion, or national origin.”