



Chief of Naval Operations

DIVERSITY POLICY

Diversity is a strategic imperative for the United States Navy.

We defend the greatest nation in the world. It is a nation that welcomes, indeed encourages, the active participation of every citizen regardless of race, gender, creed or color -- a democracy founded on the promise of opportunity for all. It is also a nation whose demographic makeup continually changes, reflecting the influx of new immigrants and the growth of minority populations. The Navy must change with it. To the degree we truly represent our democracy, we are a stronger, more relevant armed force.



Diversity is critical to mission accomplishment.

Everyone in our Navy contributes to mission success, and everyone brings to that collective effort unique capabilities and individual talent. How we harness those capabilities and foster that talent bears considerable effect on our ability to successfully accomplish the mission. Like any organization in time of change, we thrive on the infusion of new ideas and the diversity of thought. This is particularly true today, when understanding the mores, customs and ideals of diverse cultures, as well as the perspectives of other people, remains critical to winning the long war.

Diversity is a leadership issue, and everyone is a leader.

We will promote and engender a culture that embraces our diversity. Through our communications, education, policies, programs and conduct, each of us will actively foster work environments where people are valued, respected, and provided the opportunity to reach their full personal and professional potential. We will recruit, develop, educate and retain leaders from and for all parts of our Navy and nation.

We defend the greatest nation in the world. The strength of our diversity directly and irrefutably helps us do so. The Navy will stay committed to improving that strength.

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