THE SECRETARY OF THE NAVY
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DEPARTMENT OF THE NAVY DIVERSITY POLICY STATEMENT

The Department of the Navy is deeply committed to our Nation, its citizens, and those who serve the naval service. The men and women who comprise our Total Naval Force reflect our culture and our values as a Nation, and bring to us the formidable strength that lies in our diversity. The term diversity encompasses not only the traditional categories of race, religion, age, gender, national origin, but also all the different characteristics and attributes of individuals that enhance the mission readiness of the Department of the Navy and strengthen the capabilities of our Total Force – Sailors, Marines, Government Civilians, and Contractors.

As part of our enterprise-wide diversity plan, understanding the impact of a diverse workforce on the Department's readiness is vital to accomplishing our mission in the 21st Century. As the Department of the Navy continues to promote a culture of lifelong learning and continuous improvement, it is necessary to embrace our differences to achieve a Total Force that delivers greater force agility and flexibility. Diversity provides this important means of bringing new ideas and capabilities to the Total Force. Our ability to attract, recruit, and retain a diverse, quality workforce is a business imperative that is crucial to warfighting excellence.

As we increase the diversity of the workforce, it is important that our workplace be free from discrimination. This requires moving beyond the minimum requirements of compliance and tolerance by creating work environments that provide equality of opportunity for all personnel to contribute. We must meet not only the letter of the law, but also its spirit. We will adhere to and implement equal opportunity policies, practices and procedures by linking and integrating diversity efforts to business and organizational objectives. Nothing captures better our Core Values of honor, courage, and commitment than having an inclusive workplace characterized by fairness and dedication.

We value our people. Our commitment is the foundation for building and maintaining a high-quality workforce. We fully expect our leaders to demonstrate this commitment by aggressively eliminating barriers to success for all our people and seeking new ways to diversify our talent pool. In our continuous pursuit of excellence, all personnel will share responsibility for ensuring that the talents and capabilities of each member are recognized, valued, and used in a manner that contributes to mission accomplishment. In an era when our flexibility, adaptability, and critical thinking are paramount to our readiness, a well-managed, highly diverse workforce is imperative to achieving operational excellence.

Donald C. Winter