



THE SECRETARY OF THE NAVY
WASHINGTON DC 20350-1000

February 25, 2016

DEPARTMENT OF THE NAVY DIVERSITY AND INCLUSION POLICY STATEMENT

A diverse and inclusive workforce has never been more important to the Department of the Navy's success. We are stronger, more effective, and more innovative when our workforce reflects our Nation's rich diversity and our workplace environment fosters respect, dignity, and equal opportunity.

Our Nation always faces new challenges and threats in an increasingly complex world. We must attract the best people from the full spectrum of talent our Nation has to offer in order to remain the finest fighting force the world has ever known. Recruiting, retaining, and promoting top performers is a readiness imperative. Organizations that embrace myriad backgrounds and perspectives will attract the best talent and remain ready.

A diverse Department fosters creativity and fuels innovation. Since 2010, we've removed restrictions under Don't Ask, Don't Tell and the Combat Exclusion Policy for Women that unduly limited service. Additionally, we continue to lean forward as we review policy options to maximize the opportunity for all who desire to serve our Nation.

Inherent in our Core Values of Honor, Courage, and Commitment is the fact that we embrace diversity. As we build our force, we must continue to cultivate an engaged, inclusive, and innovative work environment guided by our Core Values. This environment will empower and encourage each of our Sailors, Marines, Civilians, and Contractor personnel and will ensure that the Department of the Navy continues to grow ever stronger.


Ray Mabius