



THE SECRETARY OF THE NAVY  
WASHINGTON DC 20350-1000

February 9, 2018

**DEPARTMENT OF THE NAVY DIVERSITY AND INCLUSION POLICY STATEMENT**

The strength of the Department of the Navy is found in our people. Our success relies upon leveraging the diverse talents and unique perspectives of every Sailor, Marine, and Civilian. When we harness our collective experiences and strength, we increase our readiness and lethality.

Meeting complex national security challenges requires a diverse, innovative, and resilient workforce. We must attract, develop, and retain top performers to ensure that we maintain our maritime superiority and dominance on the battlefield. In order to support the National Defense Strategy, increase readiness, and enhance lethality, we will continue to leverage the skills of the entire workforce and foster an environment that empowers all members to excel.

We have made significant strides towards creating a diverse culture of inclusion and should be proud of our accomplishments. However, we must continue to strive and pursue a working environment that embraces all members, provides equality of opportunity for all, and actively encourages all voices to be heard. Everyone, regardless of their position, deserves to be treated with dignity and respect.

We are guided by our Core Values of Honor, Courage, and Commitment, which are the foundation of our existence. As representatives of the Navy-Marine Corps team, we have an obligation to demonstrate daily, through our words and actions, that every person is valued. When we embrace diversity and inclusion, we will find that the sum of our actions are greater than our individual efforts.

A handwritten signature in blue ink, appearing to read "R. Spencer", is positioned above the printed name.

Richard V. Spencer