



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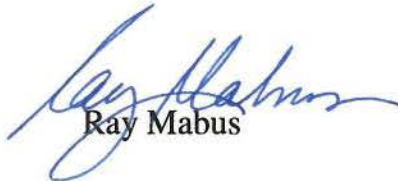
DEPARTMENT OF THE NAVY DIVERSITY AND INCLUSION POLICY STATEMENT

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 more diverse Department fosters creativity, solves complex problems, and fuels innovation. Since 2010, we've removed restrictions that prevented Americans from serving in every facet of our Department, including ending Don't Ask, Don't Tell, eliminating the Combat Exclusion Policy for Women, and lifting the ban that prevented transgender individuals from serving in the military. We are committed to ensuring that everyone who is qualified to serve has every opportunity to do so.

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 Mabus