CHIEF OF NAVAL OPERATIONS

Diversity Policy

Diversity has made our Nation and Navy stronger. To derive the most from that diversity, every individual, military or civilian, must be encouraged and enabled to reach his or her full potential. They must be inspired and empowered to attain the most senior levels of leadership. That empowerment today is unleashed by involved, thoughtful, proactive, and enlightened leaders. As leaders, we are all entrusted with the duty and responsibility to set and live the example by creating an environment where every individual's contribution is valued and respected. Future empowerment is cultivated by that same leadership and mentorship and an active commitment to attracting and recruiting the very best. We will foster an environment that respects the individual's worth based on his or her performance regardless of race, gender, or creed.

As the Chief of Naval Operations, I will lead diversity initiatives in the Navy. I challenge all who serve to do the same through leadership, mentorship, service, and example. Our involved, proactive leadership will create and enable an environment and a Total Workforce that values uniqueness, different perspectives, and talent. Workforce character and professionalism is a priority in our Navy. Accordingly, we will support a culture of professional and personal development ensuring our people are trained and educated to accomplish our mission, with opportunities available to all in an equal manner.

We must not be locked in time. As leaders, we must anticipate and embrace the demographic changes of tomorrow, and build a Navy that always reflects our Country's make up. We must lead in ways that will continue to draw men and women to service to our Country and to our Navy. Diversity of thoughts, ideas, and competencies of our people, keeps our Navy strong, and empowers the protection of the very freedoms and opportunities we enjoy each and every day. The vast talent, diversity, and experience of our citizens will continue to be our strength, and will ensure our Navy's relevance and our Nation's security and prosperity.

As we enhance and empower our diversity, we will remain a global force for peace, and epitomize the ideals that make our Navy great and our Nation the best hope of freedom. We will sustain our force through the fair, equal, and ethical treatment of every member of the United States Navy.

G. ROUGHEAD
Admiral, U.S. Navy