



THE SECRETARY OF THE NAVY  
WASHINGTON DC 20350-1000

June 20, 2019

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

The Department of the Navy (DON) is fully committed to creating and maintaining an environment which supports Diversity and Inclusion (D&I). The DON understands that its strength is dependent upon its people and the different perspectives, talents, and abilities they bring to the workplace. Prevailing today and adapting to the emerging security environment of tomorrow necessitates the continued attraction of our nation's increasingly inclusive and diverse workforce.

The DON is committed to the inclusion of our diverse collection of Sailors, Marines, and Civilians into all aspects of the organization's operations. Successfully including all personnel creates an environment that motivates innovation and provides fresh perspectives, which allows the DON to reach its maximum warfighting potential.

Practicing D&I principles allows the DON to fully leverage the wealth of knowledge, experience, and perspectives from all of our people. The DON's core values-Honor, Courage, and Commitment-reinforce our promise to respect others and provide equal opportunity for all people.

Our commitment to each other is second to none, and we must match our dedication to an inclusive environment that assures the success of our core mission. Therefore, I ask every Sailor, Marine, and Civilian to join me in ensuring our workforce actively includes all perspectives in order to harness the powerful benefits of D&I.

  
Richard V. Spencer