

NAVADMIN CNO P4 Affinity Groups Rev 10-10-08.txt
RAAUZYUW RUCBCLF 2690956-UUUU--RHMCSUU RUCBOUT.

pm Walsh 10/15/08

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R 08 1830Z OCT 08

FM CNO WASHINGTON DC//N09//

TO NAVADMIN

BT

UNCLAS //N05354//

NAVADMIN XXX/08

UNCLAS PERSONAL FOR FLAG OFFICERS, COMMANDERS, COMMANDING OFFICERS,
AND OFFICERS IN CHARGE FROM ADMIRAL WALSH//

MSGID/GENADMIN/CNO WASHINGTON DC/N09/OCT//

SUBJ/PERSONAL FOR - AFFINITY GROUP ENGAGEMENTS//

RMKS/1. DIVERSITY THROUGHOUT OUR NAVY REMAINS A TOP PRIORITY. IN ORDER
TO REMAIN AN EFFECTIVE NAVAL FORCE, NOW AND IN THE FUTURE, WE MUST
RECRUIT, DEVELOP, AND RETAIN THE BEST AND BRIGHTEST PERSONNEL OUR NATION
HAS TO OFFER. OUR PEOPLE ARE OUR BEST REPRESENTATIVES AND ADVOCATES.
ACCORDINGLY, I ENCOURAGE COMMANDERS TO SEEK OUT AND SUPPORT ENGAGEMENT
OPPORTUNITIES WITH AFFINITY GROUPS AND ENABLE ATTENDANCE AND
PARTICIPATION OF YOUR JUNIOR OFFICERS AND ENLISTED LEADERS.

2. ENGAGEMENTS WITH ORGANIZATIONS SUCH AS NATIONAL NAVAL OFFICERS
ASSOCIATION (NNOA) AND THE ASSOCIATION OF NAVAL SERVICES OFFICERS (ANSO)
HAVE REINFORCED THE BELIEF THAT DIRECT SUPPORT TO INTERNAL AND EXTERNAL
AFFINITY GROUPS IS CRITICAL FOR OUR NAVY TO DEVELOP TOMORROW'S LEADERS.
ALTHOUGH NNOA, ANSO, AND THE SEA SERVICES LEADERSHIP ASSOCIATION HAD
RECORD PARTICIPATION THIS YEAR, THERE IS STILL MUCH MORE TO BE DONE.

3. ATTENDANCE SHOULD BE CONSIDERED PROFESSIONAL DEVELOPMENT AND
ENCOURAGED AT EVERY OPPORTUNITY. MEMBERS SHOULD BE AUTHORIZED TO ATTEND
EVENTS WITHOUT BEING REQUIRED TO TAKE LEAVE, AND PARTICIPATION SHOULD BE
FUNDED WHENEVER FEASIBLE. PARTICIPATION IN THESE EVENTS BY SAILORS OF
ALL ETHNICITIES IS DESIRED.

4. ADDITIONALLY, ALL SHOULD BE ENCOURAGED TO CONNECT OR RECONNECT WITH
EXTERNAL AFFINITY GROUPS OF VARIOUS DISCIPLINES THAT ARE VITAL
COMPONENTS OF OUR NAVY. GROUPS THAT FOCUS ON SCIENCE, TECHNOLOGY,
ENGINEERING, AND MATH (STEM) DISCIPLINES ARE CRITICAL TO SUSTAINING OUR
SUPERIOR, HIGH-TECH NAVAL FORCE. THESE GROUPS INCLUDE NATIONAL SOCIETY
OF BLACK ENGINEERS (NSBE); SOCIETY OF HISPANIC ENGINEERS (SHPE); MEXICAN
AMERICAN ENGINEERING SOCIETY (MAES); AMERICAN INDIAN SCIENCE AND
ENGINEERING SOCIETY (AISES), AND SOCIETY OF WOMEN ENGINEERS (SWE).
THESE FOCUS AREAS ARE CRITICAL TO SUSTAINING OUR SUPERIOR, HIGH-TECH
NAVAL FORCE. BY PARTNERING WITH THESE COMMUNITIES AND PROFESSIONAL
ORGANIZATIONS, WE CAN CREATE A POSITIVE RELATIONSHIP THAT WILL FACILITATE
THE ENGAGEMENT WITH QUALIFIED, ABLE, AND TALENTED MEN AND WOMEN WHO ARE
WILLING TO SERVE OUR NAVY AND OUR NATION. WHERE NATIONAL ATTENDANCE IS
NOT PRACTICAL, LOOK FOR LOCAL OR REGIONAL CHAPTERS TO ENGAGE. TAKE
ADVANTAGE OF EVERY OPPORTUNITY TO CONNECT AND FOSTER RELATIONSHIPS WITH
NAVY ORGANIZATIONS.

5. ALL LEADERS SHOULD FURTHER OUR DIVERSITY EFFORTS AS WE SEEK TO ENHANCE
THE TALENT AND PROFESSIONALISM OF OUR NAVY'S TOTAL FORCE. IT IS ABOUT OUR
FUTURE.

6. MORE INFORMATION ON SPECIFIC EVENT OPPORTUNITIES AND GROUPS OF INTEREST
CAN BE OBTAINED ON THE NAVY DIVERSITY WEB SITE AT
[HTTP://WWW.NPC.NAVY.MIL/COMMANDSUPPORT/DIVERSITY](http://www.npc.navy.mil/commandsupport/diversity).

7. POINT OF CONTACT: CAPT KEN BARRETT, CNO (OPNAV N134),
COMM: (703) 695-3936, OR VIA E-MAIL AT [KEN.BARRETT\(AT\)NAVY.MIL](mailto:KEN.BARRETT(AT)NAVY.MIL).

8. RELEASED BY ADMIRAL PATRICK. M. WALSH, VICE CHIEF OF NAVAL OPERATIONS.//

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