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# RHUMB LINES

*Straight Lines to Navigate By*



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## ***Diversity: A Strategic Imperative***

*"As the world becomes more globalized and our Nation more diverse, our ability to access, retain and employ the different talents and experiences resident in our country's population will increasingly impact mission success at home and abroad."*

— ADM Mike Mullen, Chief of Naval Operations

### **Diversity Defined...**

- Diversity is all the different characteristics & attributes of individual Sailors & civilians which enhance the mission readiness of the Navy.

### **Importance of Diversity...**

- Our Navy is our people. People, and the diverse talents and skills they bring to their jobs, have been the key to Navy mission success for well over 200 years. Our continued success requires recruiting and retaining people with the talent and skills needed for future missions.
- Navy, the other Services and the corporate sector are directly competing with each other for the top talent in our Nation's rapidly diversifying workforce. That competition will increase.
- Diversity is more than equal opportunity, race, gender or religion. Diversity is the understanding of how each of us brings different skills, talents and experiences to the fight - and valuing those differences. Leveraging diversity creates an environment of excellence and continuous improvement to remove artificial achievement barriers and value the contribution of all participants.

### **America's demographic shift... Keeping pace.**

- By 2020 projections indicate that one third of the Nation's workforce will be minority; by 2050, one half. With this shift in demographics comes a shift in the distribution of workforce talent to minority populations.
- The strategic imperative of diversity is clear: Keep pace with the shifting distribution of workforce talent to attract and retain the talent you need, or risk not having that talent.
- Improving diversity takes time. To keep the Navy competitive in recruiting and retaining a talented, diverse workforce, we must engage now.
- Attracting and retaining the talent we need from the diverse people of America is critical to developing 21st century leaders.

### **Leadership Responsibility...**

- The ultimate realization of the Navy's diversity goals lies squarely with leadership at all levels of command. Today's leaders are accountable for sustaining Navy's diversity efforts and for developing tomorrow's leaders who will come from our increasingly diverse Nation. To this end, leaders must:
  - Understand and acknowledge the importance of diversity for the future of the Navy.
  - Recognize and utilize the unique talents of their people.
  - Foster an environment of opportunity for all.
  - Encourage people to lead and empower them to reach their full potential.

For more information, please visit the Navy Diversity website at <http://www.npc.navy.mil/CommandSupport/Diversity/>

## ***Martin Luther King/ Black History Month***

*"The Dr. Martin Luther King, Jr. holiday is also a day of intercultural cooperation to commemorate the timeless values this great American taught: courage, truth, justice, compassion, dignity, humility, and service."*

— RADM Sonny Masso, Deputy Chief of Naval Personnel, NAVADMIN 380/06

- The tremendous accomplishments and sacrifices of Dr. Martin Luther King, Jr., have been remembered and honored by our country since 1986. On this day we celebrate the life and legacy of a man who brought hope and healing to America.
- The theme for this year's observance is "Remember! Celebrate! Act! A day on, not a day off."
- Another significant milestone in Dr. King's legacy was observed this past year as president bush joined with past presidents and civil rights activists in the groundbreaking of the martin Luther King, Jr., national memorial in Washington, D.C. This memorial will be the first monument situated on the national mall to honor an African American when completed next year.