

About ANSO

ANSO is a 501(c)(3) organization composed of active duty, separated, and retired enlisted, officer candidates, and officers, as well as civilian personnel, who are affiliated with the Sea Services.



ANSO Mission

To assist the Sea Service Chiefs' efforts in Hispanic workforce recruitment and retention by:

- Fostering the personal growth and professional development of officers, enlisted, and civilian personnel
- Providing mentorship, networking, training, and educational opportunities
- Engaging the Hispanic/Latino community through outreach initiatives.

We are your family; we are ANSO.

Somos ANSO; somos su familia.

¡ADELANTE CON ANSO!

Help Make a Difference Join ANSO now!

No matter your background, whether you are **military** or **civilian**, **officer** or **enlisted**, you can help spread the word about ANSO to our Hispanic youth, educators, and leaders. You don't need to speak Spanish to participate!

Share the good news about the tremendous career, educational, and leadership opportunities available in our Sea Services.

Join your local chapter or become a member-at-large to start making a difference in the life and career of others, as well as your own, now!

Membership Rates

- Officer Candidate: **FREE!**
- Enlisted, Warrant, and Junior Officer (O-1 and O-2): \$15 / year
- Civilian and Mid-grade Officer (O-3 and O-4): \$30 / year
- Senior Officer (O-5 and above): \$50 / year
- **Lifetime Membership: \$400**



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**Building Future
Sea Service Leaders!**



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Purpose

ANSO is the premier, all-inclusive Hispanic/Latino Leader Resource Group for the U.S. Sea Services (Marine Corps, Navy, Coast Guard, and Merchant Marine). We promote the recruitment, retention, and promotion of Hispanic/Latino service members.

ANSO community service efforts inspire Hispanic/Latino youth throughout the nation to pursue the limitless possibilities of their future. We connect members with personal mentors with the purpose of developing leadership skills and inspiring members to remain in the service well beyond their initial commitment to serve amongst the most senior ranks in our military. We also help our Hispanic/Latino veterans build their networks and translate their military skills to their post-military careers.

Facts

- As of 2023, Hispanics/Latinos make up **19.1%** of the total American population
- While Hispanics/Latinos make up **17.7%** of the total active duty force and **17%** of the overall enlisted force, **only 8% make up the officer corps**
- **Only 2% of general/flag officers are Hispanic/Latino!**



History

Early in 1980, the United States Navy was concerned about the lack of Hispanic/Latino representation within its officer corps and Hispanic applicants for the Naval Academy and officer programs.

The then Secretary of the Navy, the Honorable Edward Hidalgo, convened the Hispanic Officer Recruitment Conference (HORC) in December 1980. The HORC was tasked to closely evaluate the problem and develop initiatives to solve the Navy's problem of attracting qualified Hispanics to apply to officer programs.



Among the HORC's recommendations was the establishment of an association composed of Hispanic officers that could reach out to communities to attract qualified Hispanics to apply to the Sea Services' officer programs. Shortly after the HORC submitted its report on February 12, 1981, Secretary Hidalgo officially established the Association of Naval Services Officers — ANSO. Since then, ANSO has grown to over 14 chapters located in fleet concentration areas throughout the country.

ANSO Programs

Symposiums

ANSO's Biannual Symposiums - one held on each U.S. coast - are Sea Service sponsored, multi-day events providing attendees with career management support, record reviews, one-on-one mentorship with senior officers and senior enlisted leaders, military-to-civilian transition support, government and defense executive leadership talks and panels, networking opportunities, and much more!

Local Chapter Professional Development

At the local chapter level, ANSO also provides regular mentoring, networking, and career development opportunities to foster professional growth. Additionally, we assist enlisted members in applying to enlisted-to-officer programs. Many individuals who have served as chapter leaders and members have achieved incredible success in their careers. ANSO prides itself in its legacy, having been the mechanism to directly connect the first and second Hispanics/Latinos to serve as Secretary of the Navy!

Community Engagement

ANSO directly supports the Sea Services' recruiting efforts, including augmenting Sea Service recruiting events and awarding a number of Naval Reserve Officer Training Corps Immediate Scholarship Reservations. ANSO members also volunteer in support of their local communities. The organization engages with local groups through outreach initiatives to mold the Hispanic/Latino youth of today into tomorrow's leaders.