



DEPARTMENT OF THE NAVY
OFFICE OF THE CHIEF OF NAVAL OPERATIONS
2000 NAVY PENTAGON
WASHINGTON, D.C. 20350-2000

IN REPLY REFER TO
21 May 2010

DIVERSITY STRATEGIC VISION

1. The Navy Reserve, as a key component in the Navy Total Force, is committed to attracting and retaining diverse men and women who reflect the face of our Nation. Equally important is our commitment to achieve by 2037 the CNO's vision of a Flag wardroom that more closely reflects the diversity of the Nation.
2. Diversity is a strategic imperative vital to the future of the Navy Reserve. It is more than equal opportunity, race, gender, or religion. By embracing diversity and inclusion, we recognize that each member brings different skills, talents, and experiences that will create an environment of excellence. Diversity of thought and ideas captures the vast talent vital to mission success and will make our Navy stronger.
3. With locations in all 50 states, and the territories of Guam and Puerto Rico, the Navy Reserve is uniquely positioned to support recruiting and retention efforts. We are able to facilitate engagements with the American public by leveraging our footprint across the Nation. This enables us to communicate unique opportunities to those who desire to serve their country, on either a full or part-time basis.
4. Additionally, the Reserve Component provides "Stay Navy" options to help retain operationally relevant and fully trained Sailors. Seamless transitions between Active and Reserve Components offer long term, flexible Navy career opportunities to all Sailors while enabling the Navy to meet mission requirements in a more cost effective manner.
5. By focusing on leadership, outreach, mentoring, and life/work initiatives, the Navy Reserve will help attract and retain a diverse workforce and shape the future of the Navy. We will continue to promote "Continuum of Service" solutions to attract the best and brightest while fostering an environment of equal opportunity for all - across all ranks, rates and communities.


D. J. DEBBINK