Maritime Superiority
Demands Inclusive Leadership
Inclusion and Diversity are key components and contributors to...

Improved
Warfighting
Advantage
Lethality
Readiness

NAVY’S OFFICE OF INCLUSION & DIVERSITY

MISSION
Shape Navy policy, strategy and program execution, strengthening Navy’s diverse and inclusive culture. Utilize best practices, collaboration and data-driven decisions, ensuring all Sailors have the opportunity to succeed and contribute to mission success.

FOR MORE INFORMATION

OPNAV N1D

ALTN_USN_INCLUSION_AND_DIVERSITY@navy.mil
http://www.public.navy.mil/bupers-npc/support/inclusion/Pages/default2.aspx
Office of Chief of Naval Personnel
701 S. Courthouse Road
Arlington, VA 22204-2472

March 2018
COMMANDER’S INCLUSION AND DIVERSITY TOOLKIT

PURPOSE
To provide Navy leaders with resources to effectively assess and promote an inclusive culture

CONCEPT
An online one-stop shop for Navy leaders’ use with several tools and assessment measures

YOU CAN...
• Become a more inclusive leader
• Develop your mentorship skills
• Learn new ways to assess your inclusive culture

KEY FEATURES
• Inclusive Leadership
  o Learn how to recognize and build an inclusive culture
  o Read tips from Senior Leaders on how an inclusive culture and diverse talent directly contribute to Navy’s lethality and success
• Mentorship
  o Mentoring information and resources for leaders at all levels
• Assessment Tools:
  o Navy Culture Workshops: Identify potential hazards that hinder mission accomplishment
• Assessment Library
  o Demographic data and other resources illustrating what the Navy looks like today
• I&D Resources
  o Frequently Asked Questions
  o I&D Drivers: Memorandums, Directives and Instructions

WHY INCLUSION & DIVERSITY MATTER
• Homogenous teams develop solutions that are 30% more risky
• Solutions developed by teams with diverse thinking are 20% more innovative
• Diverse teams are 58% more likely to accurately assess a situation
• Gender-diverse organizations are 15% more likely to outperform other organizations
• Ethnically diverse organizations are 35% more likely to outperform other organizations
• Only 33% of employees are actively engaged at work
  o Employee engagement is the extent to which employees are involved in, enthusiastic about and committed to their work and workplace
  o Employee engagement is positively correlated with retention, safety and improved organizational performance
  o The management behavior most likely to affect engagement? “Demonstrates strong commitment to diversity”

SOURCES
1 Juliet Bourke, Deloitte, Australia, Office of Personnel Management Diversity Summit, 12 Apr 2016
4 Gallup 2017 “Status of the American Workplace” Report
5 Gallup Daily, U.S. Employee Engagement