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
http://www.public.navy.mil/bupers-npc/support/inclusion/Pages/Commander’s-Toolkit.aspx

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

U.S. NAVY
Commander’s Inclusion & Diversity Toolkit

Helping leaders achieve MAXIMUM possible performance

January 2018
YOU CAN...
- Become a more inclusive leader
- Develop your mentorship skills
- Learn new ways to assess your inclusive culture

KEY FEATURES
- Inclusive Leadership
  - Learn how to recognize and build an inclusive culture
  - Read tips from Senior Leaders on how an inclusive culture and diverse talent directly contribute to Navy’s lethality and success
- Mentorship
  - Mentoring information and resources for leaders at all levels
- Assessment Tools:
  - DEOMI* Diversity Management Climate Survey (DDMCS):
    - A free tool to evaluate your command’s diversity and organizational effectiveness
  - Navy Culture Workshops
    - Identify potential hazards that hinder mission accomplishment
- Assessment Library
  - Demographic data and other resources illustrating what the Navy looks like today

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
  - Employee engagement is the extent to which employees are involved in, enthusiastic about and committed to their work and workplace
  - Employee engagement is positively correlated with retention, safety and improved organizational performance
  - The management behavior most likely to affect engagement? "Demonstrates strong commitment to diversity"

SOURCES
5. Gallup Daily, U.S. Employee Engagement