

Chief of Naval Personnel

21st Century Sailor Office

Office of Inclusion and Diversity

The Connector

Strategic Workforce Action Group · I&D Representatives · Affinity Groups

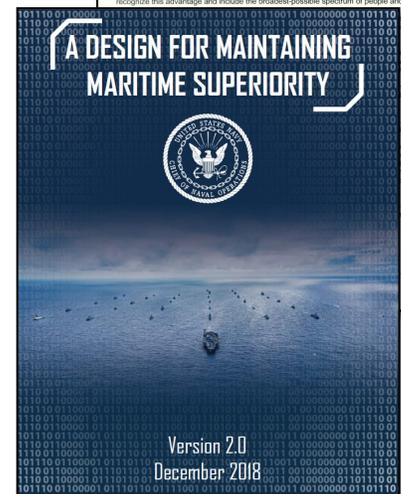
Quarterly Newsletter

Spring 2019



Inclusion and Diversity in the Navy

Navy's Design for Maintaining Maritime Superiority 2.0 and "One Navy Team" both emphasize Navy's commitment to inclusion and diversity. As stated in "One Navy Team," we will leverage inclusion and diversity within our teams to make better decisions, which in turn will make us a more creative, competitive and operationally effective force. Whether at a conference room table or on the bridge of a ship, it's imperative that every decision made in the Navy includes diverse perspectives.



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[I&D Award Opportunities]

- Society of Women Engineers: March 31, 2019
- Society of American Indian Government Employees: April 5, 2019
- Federally Employed Women: April 7, 2019
- League of United Latin American Citizens: April 15, 2019
- National Women of Color (NWOC) STEM Awards: April 30, 2019
Projected date based on last year's submission. Website has not been updated for 2019 yet.

To find out more about I&D awards, visit:
<https://www.public.navy.mil/bupers-npc/support/inclusion/awards/Pages/default.aspx>





April: Sexual Assault Awareness and Prevention Month

- 5-6: Society of Women Engineers' Event. Bellevue, WA
- 9-12: National Association of Law Placement's Convention. San Diego, CA
- 11-12: Federal Bar Association's Indian Law Annual Conference. Albuquerque
- 17-21: Student National Medical Association's Annual Medical Education Conference. Philadelphia, PA
- 20: Naval Undersea Warfare Center's Keyport Summit on Gender and Diversity. Naval Base Kitsap, WA**
- 23: Academy Women: The Career Coaching Workshop. Arlington, VA**
- 24-25: Academy Women: Officer Women's Leadership Symposium. Arlington, VA**
- 24-25: International Research Conference's International Conference on Equality, Diversity and Inclusion. Boston, MA
- 25: Office of Personnel Management's D&I Strategic Partners Meeting. Washington, D.C.*
- 26: Commander, Naval Surface Force, U.S. Pacific Fleet (CNSF) 2019 Women's Waterfront Symposium. San Diego, CA**
- 30: Melinda Gate's "Moment of Lift - How Empowering Women Changes the World." Washington, D.C.
- 30 - 1 May: The Conference Board's Annual Women's Leadership Conference. New York, NY

"Our most junior teammate may have the best idea; we must be open to capturing and implementing that idea."

-Design 2.0

May: Asian American and Pacific Islander Heritage Month

- 6-7: Human Capital Institute's Inclusive Diversity Conference. San Francisco, CA
- 6-8: The Navy League of the United States' Sea, Air, and Space Exposition. National Harbor, MD**
- 15-17: Society of Women Engineers' Event. Berlin, Germany

Bolded events have a Navy and/or military focus

* Miss the last OPM D&I Strategic Partners Meeting? Check it out at <https://youtu.be/9DKGtyhgu1k>

June: Lesbian, Gay, Bisexual and Transgender (LGBT) Pride Month

4-5: The Conference Board's Annual Diversity and Inclusion Conference. Brooklyn, NY

10-13: Society of American Indian Government Employees' Annual National Training Program. Niagara Falls, NY

13: Women in Defense's Annual Conference. Arlington, VA

11-13: Service Academies' Global Summit. Washington, D.C.

20-23: South Asian Bar Association's Annual Convention. Atlanta, GA

"The Navy will become more agile. We will not let rigid thinking or self-imposed structures prevent us from operating in creative ways."

- Design 2.0

The appearance of any business or non-federal entity in this publication or associated media does not constitute or imply endorsement by the Department of the Navy. Requests to include upcoming events in this newsletter should be emailed to ALTN_USN_INCLUSION_AND_DIVERSITY@NAVY.MIL

SAVE THE DATE

The sea service affinity groups - Association of Naval Services Officers (ANSO), National Naval Officers Association (NNOA) and Sea Service Leadership Association (SSLA) - are doing great work across the fleet for the Navy, Marine Corps and Coast Guard.

Navy recently signed a Memorandum of Understanding with NNOA and encourages Navy leaders to work with NNOA at the local and regional levels to create mentorship, professional development and training opportunities for Sailors.

Don't forget to mark your calendar for the NNOA conference on **7-8 August 2019** and SSLA's Joint Women's Leadership Symposium (JWLS) on **22-23 August 2019**, and keep an eye out for ANSO conference dates coming soon!



Honoring a Trailblazer: Capt. (ret) Rosemary Mariner

The Navy's first all-female flyover was conducted Feb. 2, 2019 as part of the funeral service for aviation trailblazer, retired Capt. Rosemary Mariner, who passed away on Jan. 24, 2019, following a long and brave battle with cancer.

After completing flight training in 1974, Mariner was designated a naval aviator and received her wings of gold to become one of the Navy's first female jet pilots flying the A-4E/L and the A-7E.

In 1982, she reached yet another milestone by being among the first women to serve aboard a U.S. Navy warship, USS Lexington (CV-16), and qualifying as a surface warfare officer. She was also the first female military aviator to achieve command of an operational naval aviation air squadron. During Operation Desert Storm, Mariner commanded Tactical Electronic Warfare Squadron Thirty-Four (VAQ-34).

Mariner retired from the Navy in 1997 after obtaining the rank of captain and logging seventeen carrier arrested landings, or "traps," and completing over 3,500 flight hours in 15 different aircraft.



What's on Your Mind? FAQs

Q: Are there opportunities for Reservists to support the Office of Inclusion and Diversity?

A: Navy Reserve (NR) N1 Total Force provides operational support for all of OPNAV N1, to include the Office of Inclusion & Diversity (OPNAV N17 I&D). This reserve unit is comprised of a robust group of HR officers, with occasional opportunities for 1XXX designators to fill gapped billets. If you are an HR officer or 1XXX designator who is IAP or up for orders, recommend that you contact the unit CSO: CAPT Janette Jose (Janette.jose@navy.mil). Otherwise, you are obligated to support your current set of orders and/or community.

Q: I want to stand up a Diversity program in my command. Where do I start, and can you help?

A: Check out our online Commander's I&D Toolkit. This is a one-stop shop with resources to get you started (like a brief on I&D in the Navy), data in our Assessment Library, and tools to help you take the program further, like with a Navy Culture Workshop or mentoring guides. You should also reach out to your community's I&D representative to learn more about specific I&D initiatives that you can support. You can find a list of these I&D reps on the toolkit website along with contact phone numbers.

Finally, be sure that this is an Inclusion AND Diversity program, and not just a Diversity program. All types of diversity (diversity of thought, diversity of experience, diversity of demographics, etc.) are important to our Navy's ability to accomplish the mission today -- but it's only through INCLUSION that we can really leverage and operationalize the advantage of our diversity. Visit the toolkit at <https://www.public.navy.mil/bupers-npc/support/inclusion/Pages/Commander's-Toolkit.aspx>

CONTACT US AT

ALTN_USN_INCLUSION_AND_DIVERSITY@NAVY.MIL

<https://www.public.navy.mil/bupers-npc/support/inclusion/Pages/default2.aspx>