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

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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:**
  - **Navy Culture Workshops**
    - Identify potential hazards that hinder mission accomplishment
  - **Defense Equal Opportunity Management Institute**
    - Leverage training and assessments to improve your command’s climate

- **Assessment Library**
  - Demographic data and other resources illustrating what the Navy looks like today
  - Heading Up: Read about Navy’s I&D journey over the past 20 years

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