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Navy Diversity

"Our nation is diverse; our Navy must be no less so. When we recognize and capitalize on the strength that diversity brings to the Navy, we are better able to develop new ideas and reach out to partners around the world. America's greatest asset is not our assembly lines or weapons systems, or even our great ships, submarines, and airplanes...it's our people."

– Vice Adm. Harry B. Harris, Jr. Deputy Chief of Naval Operations Communication Networks

Diversity Outreach

Diversity makes the Navy stronger. The different experiences, backgrounds and talents of almost 400,000 active duty and reserve component Sailors merge to allow the development and execution of new ideas—ensuring the Navy advances with the nation in terms of demographics and technology.

- A sustained [diversity outreach program](#) paves the way for Navy leadership to build connections with educators, business leaders, government officials and affinity groups geared toward science, technology, engineering and mathematics across the U.S. to attract diverse talent to the Navy.
- Filling more than 1,100 different Navy Enlisted Classifications and officer designators with diverse talent strengthens our ability to ensure an agile, combat-ready fleet.
- The Navy's accession efforts have yielded historic increases in minority admissions at the Naval Academy and the Naval Reserve Officer Training Corps program. The incoming 2013 Naval Academy class is the most diverse in history, reaching 35 percent. The 2012 NROTC class also reached historic highs with 29.2 percent minority enrollment.
- Each year, the Navy's sustained [outreach efforts](#) reach a variety of diverse populations to include [Historically Black Colleges and Universities](#) (HBCU) and their 235,000 annual graduates; the [Society of Hispanic Professional Engineers](#) with a base of 20,000 members; the National Association of Asian American Professionals, which reaches 2,500 technical professionals and the [Society of Women Engineers](#), which reaches about 40,000 female engineers.
- The Navy maintains several service affinity groups, which are critical to expanding mentoring circles within the Navy. Navy organizations include the National Naval Officers Association ([NNOA](#)), Association of Naval Services Officers ([ANSO](#)), Sea Service Leadership Association ([SSLA](#)) and Naval Officer Mentorship Association ([NOMA](#)).
- The Navy's goal is to achieve its full potential by ensuring diversity is present throughout the ranks, to include the most senior levels of leadership.

Key Messages

- Leaders who embrace diversity and differing viewpoints and seek talent that embodies a broad range of life experiences ensure naval readiness today and tomorrow.
- The Navy must reflect the face of the nation. Further, we want an officer corps that is reflective of the enlisted force it leads.
- Obtaining talent from diverse populations across the U.S. strengthens the force and ensures forward progress.

Facts & Figures

- Navy doubled minority NROTC applications and tripled HBCU scholarships offered in 2008.
- Twenty new NJROTC units will be established in FY09, expanding into new areas with diverse talent.
- Through more than 40 major diversity events each year, the Navy engages students, parents and influencers across the nation to ensure recruitment of America's talent.
- The Navy received the 2009 Diversity Council Award, which recognizes the Navy as a top diversity group and advances Navy's goal to become a Top 50 Employer.