COMMANDER, NAVY INSTALLATIONS COMMAND
DIVERSITY AND INCLUSION POLICY STATEMENT

As Commander, Navy Installations Command (CNIC), we are fully committed to promoting diversity and inclusion initiatives that support a multi-cultural workforce reflective of different employee perspectives, talents and abilities from all segments within our society. As leaders, I expect CNIC to be a place where people from diverse backgrounds and experiences come to do their best work and where each individual feels a sense of belonging. We must create and sustain a climate where all employees are included, valued and respected. The resulting outcomes will support an environment where our employees are inspired to achieve their full potential while maximizing their contributions to mission execution.

The support of diversity and inclusion in our workforce helps us:

- Attract, retain and motivate employees from the broadest possible pool of talent
- Foster a culture of inclusiveness
- Improve innovation, creativity and inspire critical thinking
- Create an environment of higher performance, engagement and mission achievement
- Improve the connection between our organization and the diverse communities we serve

An inclusive, safe and empowering workplace serves as the catalyst in fostering a culture of trust and respect. Eliminating bias and the promotion of merit based achievement are drivers to a highly successful workplace. It is our differences, varying perspectives and experiences that make CNIC a special place to work.

At the individual level, mutual respect and cultural diversity are the bedrock of high performing organizations. At the leadership level, leaders must leverage our multi-talented, resilient force for maximum effectiveness and organizational success.

At CNIC, we will continue to espouse the concepts of diversity and inclusion; they are a fundamental part of our fabric. By reflecting the rich diversity of our nation, CNIC is a stronger, more effective organization providing a wide range of services daily in a global community.

This policy shall be posted in conspicuous locations at Headquarters, Region, and Installation offices.

M. M. JACKSON
Vice Admiral, U.S. Navy