COMMANDANT OF THE MARINE CORPS DIVERSITY POLICY

As United States Marines, we pride ourselves on our ability to remain "most ready when the Nation is least ready." Diversity in the background and experience of those who join our Corps is not only a reflection of the American society we represent, it is also a key element to maintaining the strength and flexibility required to meet today's national security challenges. Each individual brings to our team a set of qualities that adds to our overall effectiveness. It is the combination of all of these individual qualities that makes our Marine Corps the strongest in the world.

Maintaining diversity within our ranks infuses our Corps with a continuous stream of fresh ideas and innovative capabilities. Our ability to recruit, retain, and promote a diverse, quality force is essential to progress and mission accomplishment. This is where leadership is critical. Our leaders must ensure that all Marines, Sailors, and civilians are provided equal opportunity to develop their skills, advance, and contribute to the overall effectiveness of our Corps. By encouraging everyone who is part of our Marine Corps team to reach his or her full potential, we allow our Corps to capitalize on the wide variety of talents and ideas available.

I expect all who serve together as part of our Marine Corps to respect and value each individual. We are all united in our common values of Honor, Courage, and Commitment — and we are all here to defend our great Nation and the freedoms and ideals on which she was founded.

Semper Fidelis,

James T. Conway
General, U.S. Marine Corps