

# THE DIVERSITY NEWSLETTER

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## “Getting the message across”

By ENCM (SW) Darrell Nolan

In this edition of the Diversity Newsletter some of the articles are from the past and are as pertinent today as they were when first published.

To know how the diversity issues will affect the sailors and civilians in the Navy today, we must first understand that diversity is an all-encompassing mode of operation. And is ever changing and increasingly dynamic concept.

The focus on diversity has been in progress for quite a while. If you were to look at the CNO Guidance from 2000 to 2004 you will see diversity at work and a complete and direct focus on the capability of our Sailors and civilians. This will ensure mission readiness, advancement of future technology and will build the future leaders of our Navy.\*



U.S. Navy Photo

## CNO and MCPON visit the GW

By Journalist 2nd Class (SW) John Osborne  
USS George Washington Public Affairs

It was proof positive that the mission of GW is presence with a purpose, and to provide air power to the ground troops fighting Operation Iraqi Freedom.

"I flew halfway around the world for one reason: to look you in the eye and tell you that I'm proud of you," Clark told the Sailors who had gathered in the hangar bay. "All the members of the units in this strike group are sending an important message not just to enemies that we're facing on the battlefield, but to the whole world, that the United States of America is going to stand up and do what has to be done."

When GW's Commanding Officer Capt. Martin Erdossy introduced Clark, he made no bones about the strides the CNO has made in improving the state of the Navy, Sailors' training and their quality of life, since he took the position almost four

years ago. He also pointed out that in Clark's 35 years of service, he has gained the perspective necessary to ensure the Navy's future.

"Adm. Vern Clark has been in command for every grade since he was a lieutenant," Erdossy said. "Now he is in command of the greatest Navy that ever sailed the seven seas. He has not only increased the quality of service to you as his Sailors, but also the operational readiness of our Navy. He's charted our future. He's provided clear and precise guidance of where we're going to go with our Navy into the 21st century."

During their three-hour visit, Clark attended operations brief while Scott addressed the chief petty officers (CPO) in the CPO's mess. Then they both addressed the crew during an all hands admiral's call. With every question they answered, every picture they posed for and every hand they shook, they delivered the message that today's U.S. Navy is the most powerful because of its people, and he wanted them to know how much they are counted on daily to maintain America's power.

"I learned a long time ago that we can create the best technology in the world, but it doesn't mean anything if you don't have the men and women who are committed to bring that capability alive," Clark said. "We have a Navy to take credible, persistent combat power to the far corners of the Earth, and to provide options for the President of the United States, anywhere, anytime, around the world, around the clock, without a permission slip. That's what our business is about."

Sailors of all ranks took advantage of this rare opportunity to talk to the Navy's senior officer and top enlisted man, touching on several topics that are at the top of Clark's priority list. Among them were Perform to Serve, Fleet Response Plan, High-Year Tenure and the CNO's expectations of senior leadership. As they fielded questions on each of these topics, the theme of opportunity was apparent in each answer, and they challenged Navy leaders to provide the people in their charge that chance. At the end of the day, they made it clear that it's up to each individual Sailor to do something with what they've been given.

"With every change and every challenge comes an opportunity," Scott said. "It's what you're going to make with that opportunity, what you're going to grasp with it, that's going to take us into the future. What I would ask you to think about is, what's going to be your contribution?"

Clark said he expects the Navy's leaders to go beyond what's written on paper, and get to know the Sailors in their charge so that they can better direct them in their careers.

"I don't believe we take advantage of all the skill and capabilities in our enlisted structure," Clark said. "You're looking for your leaders to give you a chance to make a difference, an opportunity to prove what you can do. That's what this generation of leaders is all about, and that's what we're committed to giving you."

"I want to know what a person's characteristics really are. I don't think our evaluation system does that," Clark said. "I want a performance appraisal system where people sit down and tell

you what you need to do to get ahead. That means somebody looks you right in the eye and tells you, 'these are your strengths. But oh, by the way, here are things you can do better.' If we do that, it will help us grow. It will make us more objective."

Clark once again thanked everyone for all they do and then concluded the all hands call by reminding everyone how important the ongoing war in Iraq is, and how there is a bigger picture that may not always be apparent in the midst of all the fighting.

"President Bush said the other night that what we're doing in Iraq is really important," he said. "It's important because we're now engaged in a battle over ideals, principles and values. We can either see to it that Iraq becomes a model of democracy in this part of the world where people have choices, or we can leave Iraq to become a haven for terrorism that in the future will branch out and affect the whole world.

"I understand the nature of the challenge and sacrifice for you," Clark continued. "And I want you to know the highest honor that has been given to me in my life is the honor of serving alongside men and women like you, who are committed to making a difference in a world where challenges exist."

With those parting words, Clark and Scott left the stage, and spent some time getting to know the men and women on GW. Clark's wife of 40 years, Connie, was also on hand, and she said perhaps the most important thing that every Sailor on every deployed ship wants to hear.

"While you're a long way from home, you're not far from the prayers and thoughts of many people," she said. "We really appreciate you."\*



US Navy Photo

## CNO Says Diversity is Winning War For People – July 25, 2001

By Chief Journalist Walter T. Ham IV  
CNO Public Affairs

QUANTICO, Va. (NNS) -- Embracing diversity is the key to continued victory in the Navy's "war for people," Chief of Naval Operations Adm. Vern Clark told the National Naval Officers Association (NNOA) during a July 18 address.

"The more diverse our nation becomes, the wider the front of that war becomes," the CNO said. "We need to reach out to the

whole nation. It's just common sense and it's the right thing to do."

Clark, the eighth consecutive CNO to address the NNOA conference, said that diversity is so accepted in today's Navy that it is almost taken for granted. "When you think about where we were half a century ago, and even in 1970 when the NNOA was just getting started, the diversity and equal opportunity ethos of our military is an impressive achievement."

The CNO said more still needed to be done and encouraged all Navy leaders to be mentors. "Mentorship is a powerful way to get people to stay in the Navy. Sometimes, however, the perception is that mentoring can turn into special treatment for some," the CNO said. "What I want is special treatment and mentoring for all."

Clark said USS Florida (SSBN 728), the unit with the reported best retention in the Navy, is a prime example of the effect of mentorship on retention. "They are working with every Sailor, one at a time. That's how our Navy works," Clark said. "We grow and develop leaders. It takes about 18 to 20 years for a commander to command and 25 or so years to make flag rank. In other words, it takes a generation. It takes people sticking around to move up in the Navy."

The CNO personally recognized retired Capt. Tom Parham, the Navy's first African-American captain, for setting the example for a generation of Sailors to follow. He said the lesson of Parham's success is "if you want to serve, you have to stay; if you want to lead, you have to stay; and if you want to make a difference, you have to stay."

"My message to all minority officers, in fact, to all Navy Sailors, enlisted and commissioned, is this: Our Navy is a place to grow and develop while you serve. We offer challenge and opportunity and the chance to make a difference and to lead. But you have to stay." \*

For more information on the CNO's message, go to <http://www.chinfo.navy.mil/navpalib/cno/>

## Leadership Team Awareness Courses (formerly Senior Enlisted Equal Opportunity Course)

By QMCM (SW/AW) Kathy Cochran

On 25 March 2004, I had the opportunity to sit in on the LTAC course at FTC Mayport FLA. The course is normally five days long, requires TAD orders, per diem and transportation cost. DEOMI Mobile Training Team can do it in two days at a location of your choice, for up to 30 people with minimal disruption to Mission. The cost is per diem, lodging and transportation for 2 days for 3 Facilitators.

**COURSE DESCRIPTION:** Conducted in a joint Service environment, the course is designed to allow senior leaders serving in key organizational positions an opportunity to explore evolving human relations and equal opportunity/equal employment opportunity (EO/EEO) issues and gain an understanding of their impacts upon unit cohesion and mission effectiveness. Beginning with how values and prejudices are formed and acted out, the course raises senior leader awareness of personnel dynamics and incorporates participants' personal

and professional experiences in solving organizational issues. Participants are encouraged to bring real-world issues and problems to the table, give and receive feedback, and explore the impact of their personal behaviors on others, the group, and on larger organizational systems. The program is divided into the following topics:

1. Socialization and Values
2. Dynamics of Power
3. Sexism and Sexual Harassment
4. Leading a Culturally Diverse Workforce
5. Contemporary EO Issues
6. Future Focus

**TARGET AUDIENCE:** Attending together or separately, this course is designed for senior officers (commanders and key staff/department heads 0-3 – 0-6) and their senior enlisted advisor (E-7/E-9) and civilians including legal officers, chaplains, and inspector general personnel in leadership positions. This course is not a substitute for the EOA or EO Program Manager Courses. This course is not designed to fulfill requirements for EO/EEO practitioners.

**METHOD OF INSTRUCTION:** Seminar, small group discussion, and practical exercises.

**ELIGIBLE ATTENDEES:** Navy Commanders & key staff/department heads (0-3 to 0-6) and their senior enlisted advisor (E-7 to E9). DEOMI also offers mobile training team visits. \*

For more information, please contact QMCM Kathy Cochran at 542-3321 or DSN 942-3321 or directly contact DEOMI at the following.

[https://www.patrick.af.mil/deomi/EOEEOCourse/LTAC/LTAC\\_Synopsis.htm](https://www.patrick.af.mil/deomi/EOEEOCourse/LTAC/LTAC_Synopsis.htm)



NASA Photo

## New Command Assessment Tool to Pulse the Fleet on Diversity

From Navy Personnel Command Public Affairs

MILLINGTON, Tenn. (NNS) -- As part of the Navy's Diversity Initiative, Navy Personnel Command is initiating a pilot project in June to assess command climate using a new Web-based tool.

The Command Assessment Tool for the Web (CATWEB) is built around a simple premise – to reduce administrative work on Sailors and commands by using intuitive technology. CATWEB simplifies survey participation and execution, and provides command leaders easy-to-interpret results in a fraction of the time of the old surveys, which CATWEB will soon replace.

“CATWEB represents a transformational leap in customer relationship management between Navy decision makers and Sailors. We are very excited about bringing this capability online,” said Rear Adm. John Townes, commander of the Navy Personnel Command.

Under the pilot program, 25 Norfolk-area afloat and shore commands will randomly distribute instructions and one-time use passwords to their Sailors. Sailors can then use any Web-enabled computer (at work or at home) to access the CATWEB survey via the Navy Personnel Command (NPC) Customer Service Center Web site. It will take Sailors about 15 minutes to complete the survey and offer their feedback on suggested improvements.

“Using random, one-time use passwords and enabling Sailors to participate using non-Navy computers increases confidentiality,” said Cmdr. Leanne Braddock, director of Navy Equal Opportunity Programs in Millington, Tenn. “This should encourage Sailors to respond honestly.”

Commanding officers will be able to view results within two to five days from the completion of the command survey. This compares with waiting up to five months for results of surveys in the past -- a quantum leap in the delivery of this vital information to commanding officers and their staffs. Additionally, senior commanders will be able to quickly compare data amongst similar commands; for example, destroyers based on the East and West Coasts.

“In the future, commands will be able to customize their surveys, adding up to 10 questions from a pre-approved list,” said Lt. Jeff Burrell, CATWEB project officer in Millington, Tenn. “This will allow commanders the flexibility to look deeper into issues specific to their command, based on geographic location, platform or mission.”

Commands using CATWEB will satisfy annual DoD survey requirements and recommended OPNAV requirements for command climate surveys. Participants will be on the leading edge of the Navy's business practices revolution, saving time for their Sailors and money for the Fleet.

Other recent Customer Relations Management initiatives at Navy Personnel Command include the I-866-U-ASK-NPC Customer Service Center, and in the future will include Web-based detailer contact, and electronic document submissions for selection and re-designation boards.

A team comprised of Navy Personnel Command, Anteon Corporation, Oracle Corporation, and Health Management Associates, a Memphis, Tenn.-based Company specializing in workplace survey technology designed CATWEB. \*



## Federal Asian Pacific American Council, National Image INC. and NAACP Award Winners

NAVADMIN released by VADM G.L. Howing

I am pleased to announce the 2004 Navy winners of the National Image, INC. Meritorious Service Award, The Federal Asian Pacific American Council (FAPAC) Meritorious Service Award, and the National Association for the Advancement of Colored People (NAACP) Roy Wilkins Renown Service Award.

This year's recipients of the National Image, INC. Meritorious Service Award are LT. Jorge Cuadros Ibarra, Engineering Field Activity Southeast and MM1 Michael Mendez, USS Ronald Reagan (CVN-76)

They have demonstrated outstanding Equal Opportunity and Civil rights accomplishments within and outside the Hispanic community. The Awards will be presented at a military awards banquet during the Annual National Image, INC. Conference in Orlando FLA. 6-12 June 2004.

LCDR Romuel B. Nafarrete, USS John C. Stennis (CVN-74) and LT. Justin R. Hodges, Office of Naval Intelligence, are the 2004 recipients of the Asian Pacific American Council Meritorious Award.

This award recognizes outstanding active duty and reserve service members who have significant contribution to the advancement of Asian Pacific Americans and the promotion of diversity and equal opportunity in their workforce and community.

They will be recognized at an awards luncheon during the FAPAC Annual National Leadership Training and Exhibits Conference in San Francisco, Ca, 17 thru 21 May 2004.

LCDR Kendrick M. Bellamy, Defense Supply Center, Philadelphia, PA is the Navy Recipient of the NAACP Roy Wilkins Renown Service Award for 2004.

The NAACP Roy Wilkins Renown Service Award honors one military or civilian member who has made significant contributions to his or her services Equal Opportunity Program.

He will be formally recognized at the NAACP Military and Veterans Affairs Banquet in Washington, D.C. 10 June 2004.

Congratulations to each of these deserving award winners and the commands who have recognize their efforts.

For other conference and award opportunities, visit the Navy Diversity Calendar At [www.bol.navy.mil](http://www.bol.navy.mil) or the Navy Equal Opportunity Website at [www.persnet.navy.mil/pers00h](http://www.persnet.navy.mil/pers00h). \*



U.S. Navy Photo

## Nurse Corps Celebrates 96 Years of Service to Navy

By Ellen Maurer, Bureau of Medicine and Surgery Public Affairs

WASHINGTON (NNS) -- Nearly 5,000 active-duty and Reservist Navy nurses will celebrate the Nurse Corps' 96th anniversary May 13.

This anniversary marks a time of change within Naval Medicine as it realigns resources--both personnel and equipment--to better support Sailors and Marines. Naval Medicine is becoming more mobile, creating easily deployable fleet hospitals, and ensuring field health care providers are expertly trained in combat care and preventive medicine.

"First and foremost, readiness is number one to meet Naval Medicine's primary mission of Force Health Protection," said Rear Adm. Nancy Lescavage, director of the Navy Nurse Corps. "To do this, we are placing the right nurses in the right specialties, at the right time in the right positions, to meet the mission in all health care environments."

Today's Navy nurses serve in combat zones, caring for U.S. military members as well as civilians and enemy prisoners of war. Since the terrorist attacks of Sept. 11, 2001, nearly 900 Navy nurses have deployed in support of Operations Noble Eagle, Enduring Freedom and Iraqi Freedom. More than 30 nurses deployed more than once, staffing fleet hospitals, ships and overseas medical treatment facilities.

"The Navy Nurse Corps has been consistently dynamic in this ever-changing environment," added Lescavage. "Nurse Corps officers have become very versatile as dynamic leaders, innovative change agents and clinical experts in all settings...the Navy Nurse Corps is simply awesome now and into the future."\*

# Department of the Navy Alternative Dispute Resolution Program

## Mediator Certification Process: Workplace Disputes

The Department of the Navy's Alternative Dispute Resolution Policy first issued in 1996 concluded, "every reasonable step must be taken to resolve disputes prior to litigation." The Mediator Certification Program ensures that all DON employees and managers have access to well-trained neutrals at little or no cost for ADR services. Mediation, as part of the DON's Alternative Dispute Resolution Program, promotes principles and practices that will facilitate communication and maintain or improve working relationships. Using mediation to resolve workplace differences demonstrates a commitment to a positive approach and joint ownership of concerns and solutions. The mediation process allows participants the opportunity to resolve their differences quickly, less formally and with more efficient use of resources than traditional dispute mechanisms such as litigation.

The mediation process uses a neutral third person to encourage and facilitate the resolution of a dispute between two or more people. It helps disputing parties reach a mutually acceptable and voluntary agreement by providing a confidential, informal, private, non-adjudicative and non-adversarial process. Unlike an arbitrator, the mediator does not make decisions or force a decision on any party to the dispute. Instead, the mediator assists the participants with identifying issues, fostering joint problem solving, and exploring settlement opportunities in a neutral environment.

The DON Mediator Certification Program provides DON employees, supervisors, and managers with no cost (unless travel expenses are necessary) access to an alternative method of resolving workplace disputes. Navy Civilians wishing to apply to become DON Certified Mediators must meet high standards of competence and ethics.

For more information go to:

[Alternative Disputes Resolution Website](#)

**Next issue: DON mediator certification, training, and requirements**

## Image of the Month

We can overcome adversity by utilizing diversity. Ask any one who has stood a watch in protection and care of fellow shipmates.

U.S. Navy Photo  
Courtesy of the USS Roosevelt (CVN-71)

