



DEPARTMENT OF THE NAVY
PEARL HARBOR NAVAL SHIPYARD
AND INTERMEDIATE MAINTENANCE FACILITY
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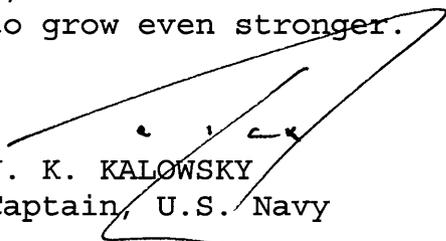
DIVERSITY POLICY STATEMENT

Diversity encompasses more than race and gender. It includes everything that makes us unique - differences in thought, backgrounds and experiences. It's about removing barriers for some, creating opportunity for all and establishing an inclusive environment where everyone's contribution is valued and respected. Where differences are understood, appreciated and leveraged as we continue our journey to be the No Ka Oi Shipyard.

To fully appreciate and leverage the strengths and talents of our diverse workforce, we will continue to draw on the disciplines of a Learning Organization with a demonstration of systems thinking, a commitment to team learning and thoughtful consideration of mental models that may be working for us - or against us.

I expect everyone to embrace diversity of thought, including dissenting views, to appreciate challenges to mental models and to support initiatives to hire wounded warriors and those who are "differently-abled." There must be an awareness of a willingness to change our assumptions and we will continue to examine our mental models, policies and practices that could be potential barriers to tapping into a world class talent pool.

Inherent in our Core Values of Honor, Courage, Commitment and Aloha is the fact that we embrace diversity. As we build our force, we must continue to cultivate an engaged, inclusive and innovative work environment guided by our Core Values. This environment will empower and encourage each of our Sailors, Civilians and Contractor personnel, and ensure that the Department of the Navy continues to grow even stronger.


J. K. KALOWSKY
Captain, U.S. Navy

Required by Department of Defense Directive Number 1020.02 dated February 4, 2009