Commandant of the Marine Corps Diversity Policy

Marine Corps leaders have the moral imperative and professional duty to take care of Marines. This means accessing, promoting, and retaining Marines in a manner that is consistent with our core values. When leaders take care of Marines in this way, the Marine Corps becomes a more effective fighting organization.

Diversity is the aggregate of the varied cultures, backgrounds, talents, skills, and abilities among Marines. Diversity for the Marine Corps means we Marines are connected in a special relationship with the American public; we are leveraging America's varied pool of skills and abilities; and we are maximizing individual differences as a force multiplier. Our core values compel Marines to respect others and act with moral, mental, and physical bravery while embracing a spirit of determination and dedication.

Through a comprehensive talent management strategy, the Marine Corps will enhance existing leadership, training and education, and manpower systems that attract, access, develop, promote, and retain the best talent the Nation has to offer in order to more effectively operate across the range of military operations within increasingly complex and rapidly changing security environments.

Diversity in our Corps is rooted in the understanding that the objective is not to merely strive for representational parity with the face of the Nation, but it is to meet the global challenges ahead with all the strengths, talents, characteristics, and culture of the Total Force. Our primary focus through our leadership will be to raise the capability of the Marine Corps by leveraging the unique qualities of each Marine to achieve our mission.

Leaders at all levels are responsible for the climates of their commands. Therefore, I specifically charge all leaders with implementing sound, command-wide practices, which promote not only high performance, but also positive discipline and universal camaraderie. The future success of our Corps demands no more than this from its leaders, and it deserves no less.

In everything Marines do and with all that Marines are, there can be no doubt about the importance placed on leading with diversity. Marines for over 240 years have met their mission in 'every clime and place.' I expect we will continue to excel in all missions with a Corps that represents the demographics of the Nation we serve.

Robert B. Neller
General, U.S. Marine Corps
Commandant of the Marine Corps