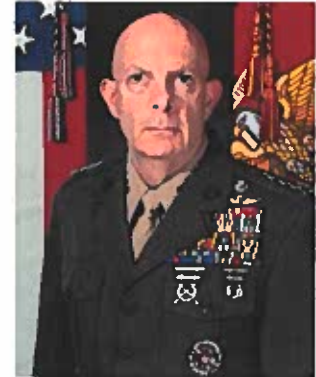


**Commandant of the Marine Corps
Diversity and Inclusion Policy**

AUG 22 2022

The Marine Corps is committed to ensuring that our environment supports diversity and inclusion. The Marine Corps' strength relies on its people's talents and the abilities that are brought forth into the workplace. Enterprise-wide, we continue to make progress toward recruiting, developing, and retaining a workforce that truly reflects America's talents and diversity throughout every occupation, level, and rank.



Diversity and inclusion create and foster a workplace that reflects the demographics of our Marines, Sailors, DoD civilians, and families. We define diversity as the aggregate of the varied cultures, backgrounds, talents, skills, and abilities among personnel. This ensures our connectedness and special relationship with the American public, leverages America's varied pool of skills and abilities, and maximizes individual differences as a force multiplier. We define inclusion as the integration of each individual's differences into the way an organization functions and makes decisions.

The Marine Corps shows commitment to the diversity and inclusion of our civilians in the organization's operation. We must ensure the workplace provides an atmosphere where all employees are able to share different perspectives and insights on cultures, races, and backgrounds. We will continue to include all personnel as we move to innovate and provide new perspectives so that the Marine Corps can reach its full potential.

As we move forward, leaders must establish a culture where all employees feel free to contribute in a constantly changing environment. Diversity and inclusion principles allow the Marine Corps to garner fresh ideas, knowledge, and experience from our people. The Corps will continue to respect all people and provide equal opportunity.

We will work together as a diverse workforce to ensure we reap the benefits of diversity and inclusion into our workforce. A copy of this letter will be posted on all official bulletin boards. Semper Fidelis!

A handwritten signature in black ink that reads "D.H. Berger". The signature is stylized and cursive.

David H. Berger
General, U.S. Marine Corps
Commandant of the Marine Corps