



DEPARTMENT OF THE NAVY  
HEADQUARTERS UNITED STATES MARINE CORPS  
3000 MARINE CORPS PENTAGON  
WASHINGTON, DC 20350-3000

CMC-DMCS

WHITE LETTER 2-13

From: Commandant of the Marine Corps  
To: All Commanding Generals  
All Commanding Officers  
All Officers in Charge  
All Senior Enlisted Leaders

Subj: COMMANDANTS DIVERSITY TASK FORCE INITIATIVE

Ref: (a) CMC's Planning Guidance 2010

1. The National Defense Authorization Act of 2009 mandated the creation of the Military Leadership Diversity Commission. Despite undeniable success, with regards to attracting quality young men and women, the commission found that the Nation's military branches had not yet succeeded in developing a pipeline of senior officers that reflected the diversity of the country or even that of its enlisted force.

2. I have concluded it is imperative that the Corps take a fresh approach to diversity, one that reflects our reputation for performance and leadership. As such, I have established four Task Force groups: 1) **Race/Ethnicity: Attract, Develop & Retain Minority Officers**, 2) **Leadership, Accountability & Mentoring**, 3) **Women in the Corps: Attract, Develop & Retain Women Officers**, and 4) **Culture and Leading Change**. Their purpose is to surface the key diversity-related issues so that we may better understand them and take appropriate action where we are falling short, such as in our officer corps.

3. The task forces will be comprised of officers from across the Marine Air Ground Task Force. We are looking at diversity in terms of strategic, not tactical gains. It's a long-term endeavor, not an overnight fix. This project is at my direction and has my firm support. I am counting on each group to tell me what I need to know, not what they think I **want** to hear; and for the comprehensive examination of all relevant issues and the delivery of actionable recommendations. There will be critics and naysayers. Responding to them is my responsibility...we must confine our focus to what is best for our Corps. It is critical that we get this right, and important that you know that I am "all in."

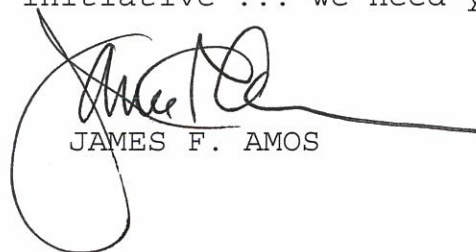
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4. For effectiveness, our task forces must be limited in size. However, all officers and senior enlisted Marines (1stSgt/MSgt and SgtMaj/MGySgt) will have the opportunity to participate and contribute via temporary on-line surveys established for each task force. Survey access information will be provided via separate correspondence.

5. The Marine Corps defines diversity as the varied cultures, backgrounds, talents, skills, and abilities among Marines that complement our core values, contribute to our warfighting capabilities, and ensure our connectedness to the American public. As the demographics of the nation shift, we must have an officer corps that reflects the force it will lead and the nation it will serve, ensuring that young men and women from all elements of the American community have the opportunity to share in the Marine Corps experience and, by doing so, formalize that connection.

6. Aspects of diversity, such as race, ethnicity and gender do impact how we experience life and, I am convinced, may influence how each of us evaluates our personal Marine Corps journey. The ease with which these views can be measured makes it all too tempting to simply think in terms of numbers. Please realize that the benchmark of our success goes well beyond a number. True achievement in this endeavor will come from our ability to maximize the performance of the Marine Corps by leveraging the strengths of all Marines.

7. The Sergeant Major of the Marine Corps and I are fully behind and in support of this initiative ... we need you to be as well.



JAMES F. AMOS

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SMMC