

Memo to: Secretary of Defense James Mattis

From: Elaine Donnelly, President, Center for Military Readiness

Subject: Obama Holdovers Still Imposing Obama/Mabus Mandates for Discriminatory Diversity Quotas

The *Washington Times* [reported today](#) that an 11-page Navy “**Diversity & Inclusion Roadmap**,” issued after the Inauguration of new leadership in the White House and Pentagon, purports to impose enforcement of “*diversity as a strategic imperative*” – a concept that is radically different from non-discrimination and recognition of individual merit. This is the document in question:

[Diversity & Inclusion Roadmap](#), signed by Asst. Navy Secretary (Manpower & Reserve Affairs) Franklin R. Parker on January 23, 2017, and issued with Navy [News Release NNS170127-21](#), Jan. 27, 2017.

Problem: An Obama-era official issued this controversial mandate after the Inauguration of **President Donald Trump**. It is an audacious attempt to extend extreme political correctness in the military into the Trump Administration, as if former Navy Secretary **Ray Mabus** were still in command of the **Navy and Marine Corps**.

Demographic “diversity” mandates, which are not the same as non-discrimination and recognition of individual merit, are at the root of political correctness in the military.¹ The Obama Administration’s elevation of “**Diversity and Inclusion**” in the Navy Roadmap would enforce government-sponsored discrimination and promotion of demographic group rights to the detriment of national security.

Inverted priorities assign special civil rights status to favored demographic groups in the military, including sexual minorities and transgenders who require treatment for a psychological condition, gender dysphoria. Non-discrimination mandates apply only to individuals in the listed favored demographic groups.

In addition, **Strategic Imperative #3** of the Navy Roadmap establishes new enforcement mechanisms, such as “*formal assessment structures*,” “*governance mechanisms*,” and “*department-wide standards for measuring progress*.” All of these terms are euphemisms for “*gender diversity metrics*” and “*quotas*,” tracked with numbers and percentages to “*measure progress*.”

The deceptive language is typical of Ray Mabus, the most controversial Secretary of the Navy in history, who routinely denied the existence of quotas even as he and then-Vice Chief of Naval Operations **Admiral Michelle Howard** demanded that **25%** of sailors be women.²

None of these mandates will improve mission readiness, since they essentially redefine the very purpose of the Navy and Marine Corps. Instead of defending the country, these institutions are

being changed to civilian-like equal opportunity employers. The agenda of Ray Mabus is still driving the Navy/Marine Corps ship, directly into rough waters.

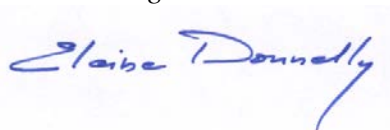
The Roadmap states that the **Asst. Secretary of the Navy (Manpower & Reserve Affairs)**, will serve as a **Chief Diversity Officer (CDO)**. An organization chart in **Appendix A** shows this political officer reporting directly to the Secretary of the Navy, supported by **five different Diversity Councils, Working Groups, and Boards**, plus two more for the Marine Corps. (p. 9)

These power bases within the Pentagon, which might be called a **Military Diversity Complex**, will put pressure on officers at all levels to meet demographic diversity goals, measured in numbers and percentages and enforced with implied career penalties for non-compliance.

The Trump Administration should beware the Military Diversity Complex, which is pursuing goals that have little to do with current priorities: **mission readiness and combat lethality**.

The Roadmap blurs distinctions between civilian **equal opportunity mandates (EO)**, and **military Equal Opportunity (MEO)** regulations, which are different for military personnel because the military is not just another equal opportunity employer. ³ Demographic, percentage-measured quotas are inconsistent with true non-discrimination and recognition of merit and individual rights.

Recommendation: The Trump Administration should revoke this and similar directives, and discontinue the associated structure of enforcement committees outlined on the organizational chart (pp. 9-10). DoD and Navy holdover officials who approved and issued this post-Inauguration mandate should be held accountable. Instead of government-sponsored discrimination, it would be better to reinforce the approach that **President Harry S. Truman** initiated when he signed **Executive Order 9981** in 1948: “*There shall be equality of treatment and opportunity for all persons in the armed services without regard to race, color, religion or national origin...*”



¹ Military Leadership Diversity Commission report, [From Representation to Inclusion: Diversity Leadership for the 21st Century](#), 2011. Excerpt: “[A]lthough good diversity management rests on a foundation of fair treatment, **it is not about treating everyone the same**. This can be a difficult concept to grasp, especially for leaders who grew up with the EO-inspired mandate to be both color and gender blind.” (p. 18, *emph. added*)

² Derrick Perkins, *Marine Corps Times*, [Mabus: 1 in 4 Marine Recruits Should Be Women](#), May 26, 2015 and Wyatt Olson, *Stars & Stripes*, [Admiral Says Navy’s Goal is 25% Women in Each Ship, Squadron](#), May 15, 2015

³ Two of the three Strategic Imperatives in the Navy Roadmap restate civilian EO non-discrimination categories such as “*race, age, religion, gender, ethnicity, disability, or sexual orientation*.” (p. 3) The definition of **Demographic Diversity** on p. 10 shows an even wider definition: “*Inherent or socially defined personal characteristics, including age, race/ethnicity, religion, gender, [and] sexual orientation*,” adding “. . . *Inherent or socially defined personal characteristics, including . . . socioeconomic status, family status . . . and geographic origin*.” The expanded definition of **Equal Employment Opportunity**, also on page 10, adds even more special categories to the list: “*sex (including pregnancy), sex stereotyping, gender identity, transgender status, genetic information (including family medical history,) parental status, marital status, political affiliation, military service, or any other non-merit based factor*.” Current Military Equal Opportunity (MEO) regulations bar discrimination on the basis of “*race, color, national origin, religion, sex (including gender identity), or sexual orientation*.” (p. 11)