



DEPARTMENT OF THE NAVY
CHIEF OF NAVAL OPERATIONS
2000 NAVY PENTAGON
WASHINGTON DC 20350-2000

Charter for Task Force One Navy

Established 1 July 2020

1. Purpose. The purpose of Task Force (TF) One Navy is to analyze and evaluate issues in our society and military that detract from Navy readiness, such as racism, sexism and other structural and interpersonal biases. TF One Navy will establish transparent approaches to disparities. Achieving the desired outcome of significant, sustainable changes will require a focus on ongoing education and accountability of core competencies, such as inclusion in the schoolhouses and on the deckplates.

2. Background. The Culture of Excellence (COE) is a Navy-wide approach led by the Chief of Naval Operations (CNO) that empowers the fleet to achieve warfighting excellence by fostering psychological, physical and emotional toughness; promoting organizational trust and transparency; and ensuring inclusion and connectedness among every Sailor, family member and civilian throughout their Navy journey. The recent uprisings and protests highlight the millions of Americans that are experiencing extraordinary levels of stress, heartbreak and trauma. This impacts every American in and out of uniform. Our Sailors, Navy civilians and their families have serious questions and concerns. As Sailors, and as a Navy, we cannot tolerate racism or discrimination of any kind.

3. Method. TF One Navy leverages our COE governance structure and aligns with efforts to identify and dismantle barriers of inequality while creating sustainable opportunities, ultimately achieving our desired end-state of warfighting excellence. TF One Navy leadership and membership will represent the diversity of thought, experience, and perspectives within our Navy and will include membership reflecting the diversity of race, ethnicity, gender, age, and ranks from across our Navy. TF One Navy will seek to promptly address the full spectrum of systemic racism, advocate for the needs of underserved communities, work to dismantle barriers and equalize professional development frameworks and opportunities within our Navy.

a. The approach must identify and remove systemic barriers, listen to and understand the lived experiences of our Sailors, civil service teammates and families by leveraging the collective wisdom of strategic partners internally and externally to the Department of Defense (DoD).

b. The approach must include the creation of new opportunities to remove barriers. Some examples include transparency of promotions, mentorship frameworks made available to underrepresented groups, Navy community/Type Commander leadership development metrics, scholarships focused on Science, Technology, Engineering and Mathematics, and creation of additional resources.

c. TF One Navy will leverage outreach focus groups from within and outside the Navy representing diversity of race, ethnicity, gender, age, and rank to ensure a diversity of experience and perspectives and that the best and most informed decisions are made. Using the feedback and responses from these engagements, we will standardize actionable approaches with defined goals

guided by timelines and desired metrics. Evaluation of progress regarding status and processes will be conducted in a consistent manner.

4. Focus Areas. TF One Navy will focus on recommended reforms in the following areas:

- a. Recruiting efforts / Barriers to Service entry
- b. Pre-accession Mentorship frameworks / Scholarship opportunities
- c. Diversity of talent by community / Talent management
- d. Training / Education along the service member career continuum
- e. Detailing / Milestone job opportunities
- f. Fitness reporting / Evaluation systems
- g. Promotion / Advancement processes
- h. Military justice analysis of racial disparity
- i. Health care and health disparities

5. Roles and Responsibilities

a. Leadership: RADM Alvin Holsey is designated as Director, TF One Navy and will report to the CNO via the Navy Chief Diversity Officer, VADM John Nowell. RDML(sel) Putnam Browne, Director, 21st Century Sailor Office will serve as Deputy Director and Executive Secretary of TF One Navy. The following individuals will support the leadership of TF One Navy:

- (1) Captain Thomas "TJ" Dixon, Chief of Staff
- (2) FORCM Huben Phillips, Senior Enlisted Advisor
- (3) Ms. Jane Roberts, Civilian Advisor

b. Membership: The following commanders and leaders (supporting commanders) will support TF One Navy:

- (1) Commander, United States Fleet Forces Command
- (2) Commander, United States Pacific Fleet
- (3) Commander, United States Naval Forces Europe/Africa

- (4) Director, Naval Nuclear Propulsion Program
- (5) Commander, Navy Installation Command
- (6) Deputy Chief of Naval Operations for Warfighting Development (OPNAV N7)
- (7) Navy Inspector General
- (8) Superintendent, United States Naval Academy
- (9) Chief of the Navy Reserve
- (10) Judge Advocate General of the Navy
- (11) Surgeon General of the Navy
- (12) President, Naval War College
- (13) Navy Chief of Information
- (14) Chief of Legislative Affairs
- (15) Chief of Chaplains
- (16) Director, Naval Criminal Investigation Service
- (17) Commander, Navy Personnel Command
- (18) Commander, Navy Recruiting Command
- (19) Commander, Naval Education and Training Command
- (20) Master Chief Petty Officer of the Navy (MCPON)

c. Supporting commanders shall designate a primary and alternate member to serve on TF One Navy. Supporting commanders shall coordinate with Director, TF One Navy to ensure the TF One Navy team represents a diverse cross-section of individuals to bring diverse ideas to bear. Members designated by the supporting commanders will support TF One Navy via virtual working environments, and unless approved by the Chief of Naval Personnel, will not require TAD orders in support of their duties. Primary and alternate members designated by the supporting commanders shall:

- (1) Be in paygrades O5/O6, E8/E9 or GS14/15
- (2) Support TF One Navy as their primary, full time duty for a minimum of 30 days following the promulgation of this charter.

(3) Have periodic direct access to the supporting commander

6. Coordination

a. TF One Navy will consult with the following organizations within the Department of the Navy and may request their participation in TF One Navy:

- (1) Assistant Secretary of the Navy for Manpower and Reserve Affairs
- (2) Office of Civilian Human Resources

b. TF One Navy will consult with and leverage the advice and council of appropriate organizations and bodies both within and outside the Navy, consistent with all applicable laws and regulations, including, but not limited to:

- (1) Retired Flag Officers and members of the Senior Executive Service representing a diverse cross-section of races, ethnicities and genders.
- (2) Navy Leader Development Framework community leads designated in NAVADMIN 025/20.
- (3) MCPON's Navy Chief Petty Officers' Mess Network.
- (4) Naval service professional organizations, such as National Naval Officers Association (NNOA), Association of Naval Services Officers (ANSO), Sea Service Leadership Association (SSLA), and Naval Academy Minority Association (NAMA).
- (5) Naval Junior Officers Council.
- (6) Federally Funded Research Institutions (e.g., CNA, RAND).
- (7) United States Marine Corps, other Services and DoD agencies.
- (8) Focus groups representing various paygrades and communities across the Navy reflecting a diverse cross-section of races, ethnicities and genders.

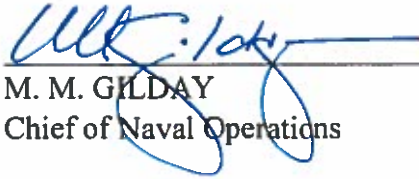
c. TF One Navy will leverage the COE governance structure, as needed, to execute the tasks and responsibilities contained in this charter.

7. Reports. Director, TF One Navy shall:

- a. Provide informal biweekly reports to the Navy Chief Inclusion and Diversity Officer
- b. Provide an initial written report of recommendations to the Chief of Naval Operations via the Chief Diversity Officer not later than July 31, 2020.

c. Provide an in progress review to the Chief of Naval Operations and the membership of the Inclusion and Diversity Council (IDC) at the next IDC currently scheduled for September 17, 2020.

d. Provide a final report of findings and recommendations to the CNO and the membership of the COE Governance Board (GB) at the next COE GB currently scheduled for December 10, 2020.



M. M. GILDAY
Chief of Naval Operations



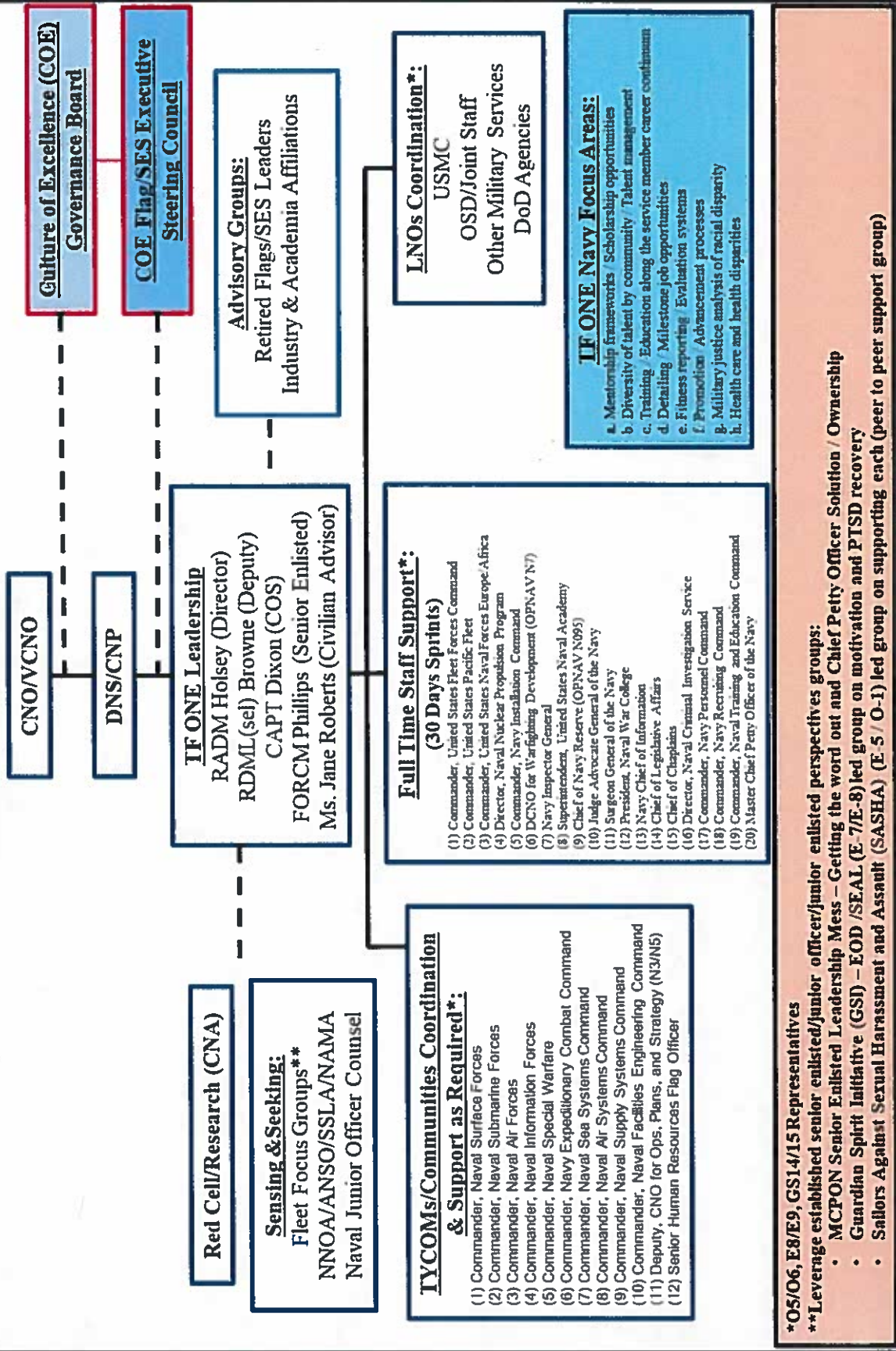
RUSSELL L. SMITH
Master Chief Petty Officer of the Navy

30 JUNE 2020

Date

Appendix A: Task Force One Navy Organization Chart

Task Force ONE Navy Table of Organization



*OS/O6, E8/E9, GS14/15 Representatives

**Leverage established senior enlisted/junior officer/junior enlisted perspectives groups:

- MCPON Senior Enlisted Leadership Mess – Getting the word out and Chief Petty Officer Solution / Ownership
- Guardian Spirit Initiative (GSI) – EOD /SEAL (E-7/E-8) led group on motivation and PTSD recovery
- Sailors Against Sexual Harassment and Assault (SASHA) (E-5 / O-1) led group on supporting each (peer to peer support group)