



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

PLEASE REFER TO:
CMC-MP
19 Oct 05

WHITE LETTER NO 06-05

From: Commandant of the Marine Corps
To: All General Officers
All Commanding Officers
All Officers in Charge

Subj: 2004 MARINE CORPS CLIMATE SURVEY RESULTS

1. Results of the 2004 Marine Corps Climate Survey (MCCS) were recently published via MARADMIN 405/05. You may also view the executive summary at www.usmc.mil by selecting the link 'Command Climate Executive Summary' under the announcements banner.

2. Overall, the MCCS results reflect significant improvement in our organizational climate, as well as perceptions about discrimination and sexual harassment. While I am pleased with these improvements, we still have work to do to create the environment that enables every Marine to meet his or her full potential while treating each other with dignity and respect.

3. The MCCS identified two areas you need to aggressively address.

a. Less than half of enlisted Marines surveyed indicate that leaders at their command view the request mast process as a way to resolve issues. While we all desire to resolve issues at the lowest level of command possible, request mast permits any Marine to take an issue up the chain of command. Such a request does not reflect a failure of leadership, it is simply a basic right of any Marine to talk to a more senior commander. I need your strong active and vocal support of this process.

b. Not every Marine receives the required annual Equal Opportunity training. This annual training permits us to update and share changes in equal opportunity with all Marines. All Marines regardless of grade or position will attend. To assist in meeting annual training requirements for officers and staff noncommissioned officers we present a Command Climate seminar for officers and senior SNCOs during annual command visits. Please ensure all your officers and staff noncommissioned officers attend.

4. An important element of leadership is mentoring. By mentoring our Marines we assist them in making important career decisions, encourage their performance, and increase their potential for success. It is also important that you, as

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commanders, provide equitable opportunity for all Marines, male and female, to be assigned to key billets within your commands. Mentoring and assignment decisions are important features of a positive command climate.

5. We have a responsibility to ensure each and every Marine has the opportunity to reach his or her full potential while being treated with dignity and respect. As commanders you must hold Marines accountable who fail to maintain such an environment. Your command climate directly impacts your combat readiness and ability to accomplish the mission. I ask for your personal and continuous attention and action.


M. W. Hagee