
Dr. Norvel “Rock” Dillard

Diversity, Equity and Inclusion Senior Advisor United States Marine Corps performing the duties as the Chief, Diversity, Equity & Inclusion Officer

Dr. Norvel Dillard is currently serving as the Diversity, Equity and Inclusion Senior Advisor and Highly Qualified Expert for the United States Marine Corps (USMC) and works in Manpower Plans & Policy Division of Manpower & Reserve Affairs, Headquarters Marine Corps.



In August 1981, he was commissioned in the U.S. Army Adjutant General Corps after graduating from Norfolk State University as a Distinguished Military Graduate with a Bachelor of Science in Mass Communications. Dr. Dillard retired from the Army's active duty service in 2008 as a colonel after serving more than 26 years in numerous command and staff positions.

Prior to joining the USMC Team, Dr. Dillard served as the Director, Diversity and Inclusion (D&I) Management and Strategic Communications at the Office for Diversity, Equity, and Inclusion under the Office of the Secretary of Defense (OSD) for Personnel and Readiness. As the Director, he provided oversight, policies and strategic guidance to D&I, EO, and EEO specialists located across the Department of Defense (DoD). He also provided advice and guidance to DoD leadership at the highest levels, including in the Military Services and the Defense Agencies, concerning all diversity and inclusion management and compliance issues.

Before serving at OSD, Dr. Dillard served as a Strategic Initiatives Manager and technical expert in strategic initiatives and communications and as an advisor to the Deputy Assistant Secretary of the Army (DASA) (Diversity and Leadership) and the Assistant Secretary of the Army for Manpower and Reserve Affairs (M&RA). Prior to this assignment he served for 15 months as the Diversity and Leadership Deputy Director with duty as the Deputy Assistant Secretary of the Army (Diversity and Leadership).

In addition to his Bachelor's Degree, Dr. Dillard has Dual Master's Degrees in Management and Computer Resources Management from Webster University and a Master's Degree in National Resource Strategies from The Eisenhower School for National Security and Resources Strategy. Dr. Dillard received his Doctorate Degree in Strategic Leadership from Regent University.