

DIVERSITY MANAGEMENT OPERATIONS CENTER QUARTERLY NEWSLETTER AUGUST 2020



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SECRETARY'S ANNOUNCEMENT

On June 18, 2020, Secretary of Defense Mark T. Esper released a video address to members of the Department on diversity and inclusion. In his address, Secretary Esper announced three initiatives that will be implemented by the Department to build a better U.S. military in our pursuit to equal opportunity throughout DoD.

In the address, Secretary Esper said, "... we are not immune to the forces of bias and prejudice – whether visible or invisible, conscious or unconscious. We know this bias burdens many of our Service members, and has direct and indirect impact on the experiences of our minority members, the cultural and ethnic diversity of the force, and representation in our officer ranks. These things have no place in our military; they have no place in our country."



As a result, three initiatives have been implemented to develop "concrete, actionable recommendations to increase racial diversity and ensure equal opportunity across all ranks - especially in the officer corps"; establish a "Defense Advisory Committee on Diversity and Inclusion in the Armed Services" that will mirror the well-regarded and successful Defense Advisory Committee on Women in the Services; and work to immediately present actionable ideas that the department can begin implementing now.

Since the initial announcement, as of July 15th, progress has been made on two of the three initiatives: DoD Board on Diversity and Inclusion has been established; and a memo issued detailing nine actionable items that have been deemed necessary to address immediately. – Mark Esper

For the full video of Secretary Esper's June 18th message click here: <https://twitter.com/EsperDoD/status/1273628482799570949> and for the transcript click here:

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<https://www.defense.gov/Newsroom/Transcripts/Transcript/Article/2224438/secretary-mark-t-esper-message-to-the-force-on-dod-diversity-and-inclusiveness/>.

For the news release on Secretary Esper's July 15th update, click here:

<https://www.defense.gov/Newsroom/Releases/Release/Article/2275106/secretary-mark-t-esper-provides-update-on-department-efforts-to-address-diversi/>

DIRECTOR'S NOTE

In light of recent national events related to racial tensions sparked by injustices and wrongdoings, I join the voices of senior leaders across the Department -- military and civilian -- to encourage all of you to remain dedicated to the Constitution that we have sworn to uphold, and the oath of office that you pledged to defend.

Now more than ever, it is incumbent upon us to lead the way and step up and take the reins in support of initiatives that promote and recognize the differences between people, and acknowledge the value of embracing an inclusive and diverse workforce. This duty includes strengthening our resolve and commitment to our mission and vision -- including the recruitment and retention of a diverse and competent workforce supporting the Department.

The work we do each day supports the Department's commitment to accountable and sustained diversity efforts and protecting the rights of every member of DoD. This is not the first time in our history where we have been tested and certainly will not be the last. It is because we practice and personify our actions and attitudes which are rooted by our corps values of commitment, service before self, respect, courage, and integrity, that represents who we are.

Over the next couple of months, we must all remain engaged and connected to our partners in the diversity and inclusion community throughout the Department, which enables us to remain vigilant, informed, and connected in our mutual goals and efforts. -- Clarence "CJ" Johnson



D&I PROFESSIONALS – LET YOUR VOICES BE HEARD!

By: VICTORIA BOWENS, ASSOCIATE DIRECTOR, DMOC DIVERSITY AND INCLUSION

Now more than ever, the role of D&I professionals in DoD are especially important. As our nation maneuvers through these difficult times to address racial inequalities and social injustices, DoD must continue to strive to foster a culture of inclusion and respect where every member is valued for the talents they bring, regardless of race, color, or ethnicity. This effort requires all of us to step up to the challenges and expectations levied upon us by our leaders. There is no question that the road we will travel will not be easy. We have learned many lessons over the years, and we know what success looks like. We need to show up and be recognized as critical partners, and present rational solutions to our leadership that address and support the unique D&I challenges that affect our organizations. Be patient with yourself if you don't get it right the first time, just be ready to create the conditions that build the bridges and partnerships for change. I highly encourage you to lean on one another to share your best practices and use your voices to make a difference for good. No matter the obstacles -- stay committed -- stay focused!

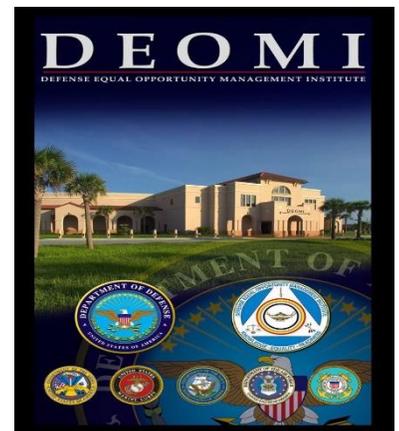


A TIME OF REFLECTION

BY: AIR FORCE COL STORM, DEOMI COMMANDANT

Team DoD,

I appreciate this opportunity to reach out to all our partners across the Department. During these unprecedented times of imposed self-isolation for so many across the force, the professionals at DEOMI are doing what all of you are doing, improvising. The Air Force has a mantra: Flexibility is the key to Air Power, and we at DEOMI are taking that to heart. All the members of our team are seeking ways to innovate by taking opportunities to turn challenges into improved processes. We continue to invest in professional development, sending a cadre of instructors through online Emotional Quotient training. The curriculum team is continuing transformation of lesson plans and the instructors are certifying on podium classes virtually. Outward facing, you will find certificate-producing E-Learning modules at <https://deomi.org/> that can be accessed by all employees across DoD, not just EO professionals. And of course, there's new artwork for special emphasis observations. In addition, we have been working closely with Service stakeholders to set up consolidated EO Advisor training classes in house after the stop-movement restrictions end.



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I truly believe this is a time of reflection, a time to reevaluate what we do and how to make things better. Our single-minded purpose here at DEOMI is to make an impact, to influence the defense culture in positive ways. These unprecedented times provide one more opportunity to do just that, and we are up to the challenge.

Please take care of yourselves, your families, and your teams.

CREATING COMMON GROUND: BE A LISTENER, SUPPORTER, ALLY

COMMENTARY BY CYNTHIA ICE-BONES, EQUAL OPPORTUNITY PROGRAMS, DEPUTY DIRECTOR, DFAS HEADQUARTERS

Your customers, your leaders, coworkers, and you may each have been impacted by racial injustice, civil unrest, protests and/or riot concerns in recent days and weeks. With this comes the reality of experiencing different reactions and a variety of emotions. From tumult and outrage comes hope and action.

Recent events have left our country hurting in a way that cannot be fixed overnight. You may be wondering what I can do? Look for genuine and meaningful ways of relating to each other; talking, listening and open up your hearts. Ask questions and listen.

Aaron Gillison, Director, Strategy and Support, was asked how he would advocate for diversity education and diversity initiatives with individuals who don't see its value. He responded that he would share historical examples with the intent to "try and feed the deficit in their kitbag of knowledge with the desired outcome of acceptance that their previous perspective was under informed or misinformed and not constructed with facts."

Because your DFAS is a reflection of American society, there is diversity and a variety of perspectives that exist in DFAS as well. We feel the frustration and anger. Perhaps there is even a sense of feeling frozen in place or even a small sense of hopelessness.

Listen. Support, and be an ally. Being an ally means educating yourself, learning and helping to make the world more equitable for black and other people of color. It means recognizing that being an ally makes the world and our workplace better—and yes, more productive.

As Bob Edwards, DFAS Cleveland site director said, "While I have not walked in your shoes and cannot fully understand your experiences as a black person in this country, I can empathize. I can listen. I acknowledge, despite our commitment to diversity, equity and inclusion here at DFAS that we must do more, and we must do better. Without you, your contributions and commitment to our mission, DFAS would not be the exceptional agency it is."

Being an ally does not start and stop during moments of convenience and inconvenience. Being an ally is a journey of commitment to understanding dynamic realities, while confronting the role the privileges you enjoy have played in creating those realities.



DMOC CORNER

DISABILITY PROGRAM DIRECTORATE (DPD)

During the third quarter, the DPD Associate Director, Mr. Sam Drummond, and his staff performed the following:

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- On 19 May, began the initial testing phase of the DoD Shared List and it was deemed fully operational. The DoD Shared List is a resume repository for individuals who are eligible for federal employment under Schedule A (and similar) hiring authorities, and no longer qualify for Non-Competitive Employment (NCE) under the WRP. Veterans with Schedule A disabilities are also qualified to use this database for NCE opportunities within the DoD Military Departments and Components. DoD recruiters and hiring managers can request an account by emailing info@dodsharedlist.com and a team member will assist.
- On 19 May, hosted a Virtual Skill Building Roundtable Discussion to support individuals with disabilities acquire the skills necessary to attain federal employment. There were three virtual presentations: Federal Resume Writing; Elevator Speech and Communications; and Interviewing Tips and Techniques. Our team received positive feedback from the participants and guest speakers alike and as a result, we will host more events of this nature in the future.

We continue to keep the DoD Military Departments and Components educated by providing the latest disability information during the DoD Workforce Recruitment Program Coordinators Working Group Monthly Meetings and through the DMOC DPD milSuite page located at <https://www.milsuite.mil/book/groups/dmoc-dpd-workforce-recruitment-program>.

DISABILITY DEFENSE ADVISORY COMMITTEE ON WOMEN in the SERVICES (DACOWITS)

During the third quarter, the DACOWITS Directorate performed the following:

- On 22 April, the Charter for the Defense Advisory Committee on Women in the Services (DACOWITS) was renewed. The Committee is tasked with continuing to provide the Secretary of Defense (SecDef) and the Deputy Secretary of Defense, through the Under Secretary of Defense for Personnel and Readiness (USD(P&R)), with independent advice and recommendations on matters and policies relating to recruitment, retention, employment, integration, well-being, and treatment of women in the Armed Forces.
- On 23 June, seven new members were appointed to serve on the DACOWITS. New member appointments included: MG (Ret.) George Alexander, M.D., Army National Guard; VADM (Ret.) Robin Braun, Navy; COL (Ret.) Many-Bears Grinder, Army National Guard; CMDCM (Ret.) Octavia Harris, Navy; MG (Ret.) Ronald Johnson, Army; Ms. Robin Kelleher; and FLTCM (Ret.) Susan Whitman, Navy. Press Release: <https://www.defense.gov/Newsroom/Releases/Release/Article/2229203/seven-new-members-appointed-to-the-dacowits/?source=GovDelivery>

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DIVERSITY AND INCLUSION (D&I)

During the third quarter, the D&I Directorate performed the following:

- Finalized DMOC's CY20 Outreach and Engagement Annual Plan. This plan incorporates the Department's priorities to increase awareness with non-federal entities with the goal of recruiting and retaining the opportunity and advancement of minorities, women, and persons with targeted disabilities
- On 17 Jun, the Associate Director, D&I hosted a D&I *pulse check* meeting the DoD Component's virtual meeting. The purpose of the meeting was to provide an update on DoD's D&I priorities and to receive updates on the components D&I initiatives/activities.
- Initiated 1-v-1 meetings with the Military Components to assess and identify any challenges faced as a result of the current racial climate challenges within the DoD. Virtual meetings have been held with the Military Component D&I counterparts to include the Military Academy Chief Diversity Officers.
- Associate Director, D&I advised the Office of the Assistant to the Secretary of Defense for Public Affairs by recommending Affinity Groups who represent and support minority communities in DoD. This list was used in shaping a meeting held by the Secretary of Defense to share and conduct crosswalk on broad D&I issues.
- On 8 July, Associate Director, D&I served as a speaker during the Navy's Strategic Systems Program Command's D&I Council.
- On 15 Jul, Associate Director, D&I facilitated a critical conversation session with the Director, OPNAV N45 and her staff centered on Black Lives Matter issues and other broader discussion points on D&I.
- Partnered with the Executive Director, White House Initiative on Historically Black Colleges and Universities (HBCU) to advance DoD's engagement with HBCUs and outline strategies to increase participation of STEM graduates.
- Completed initial an assessment of D&I skills which revealed that there still remains inconsistency n the application of roles and responsibilities, more "as-is" assessment is underway to review D&I training and curriculum across DoD's military and leadership development programs. Final assessment expected by the end of September 2020.
- Increased collaboration and partnership with Defense Civilian Personnel Advisory Services (DCPAS) Strategic Outreach and Recruitment Consortium.
- Expanding partnership and collaborating with the Office of the Deputy Assistant Secretary for Reserve Integration to advance and expand the STARBASE Program, to expose our nation's youth to the technological environments and positive civilian and military role models found on Active, Guard, and Reserve military bases and installations.
- Associate Director, serving as a Tiger Team member to support the Department of Defense Board on Diversity and Inclusion on actions to enhance racial/ethnic diversity and inclusion across all ranks, and especially in the officer corps.
- Established a framework called "7 Lines of Effort" that will be used to operationalize DMOC's D&I role as DoD's integrator of the department's D&I initiatives and the SecDef's priorities.

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DEFENSE CIVILIAN PERSONNEL ADVISORY SERVICE UNVEILS DOD CIVILIAN EMPLOYMENT BRAND

Guided by the National Defense Strategy Human Capital Goal to recruit, develop and retain an agile information-advantaged, motivated, diverse and highly skilled workforce, Defense Civilian Personnel Advisory Service (DCPAS) recently led an effort to develop an employer brand that amplifies the critical roles DoD civilian employees play in defending our nation.

The DCPAS Strategic Outreach and Recruitment (SOAR) team created a multi-agency, multi-functional focus group to capture the identity of the DoD Civilian to develop a brand that promotes DoD as an employer of choice, and increases awareness of the vast employment opportunities for civilians across DoD.

The following branding statement was created by the focus group to serve as the overarching employment brand for the Department, and to align with and complement existing agency or component-specific brands:

- Civilian employment with the DoD offers an exciting opportunity to tackle the world's greatest challenges. Our team consists of diverse talent with a wide array of backgrounds and experiences that influence the world, applying innovation and expertise to produce cutting-edge results that have long-lasting impact.
- Civilian employment with the DoD is a choice that presents boundless opportunities from building ships to maintaining aircraft, and from researching microorganisms to expanding missions in space.
- Here at the Department of Defense we have a position and place for you. Where will you find your fit?
- DoD civilian employment. Where talent makes global impact.

To further promote the new employer brand and DoD civilian employment, SOAR is partnering with components, agencies, and functional communities to redesign the DoD Civilian Careers website to be launched in FY21. This site will serve as the entry point for highly skilled and diverse job-seekers interested in joining the DoD civilian workforce to explore our manifold employment opportunities and help them find their fit.



ANNIVERSARY OF EXECUTIVE ORDERS

26 July 1948 – Executive Order 9981 – Issued by President Harry S. Truman, abolishing discrimination "on the basis of race, color, religion or national origin" in the United States Armed Forces.

23 September 1957 – Executive Order 10730 – Desegregation of Central High School was signed by President Dwight Eisenhower on September 23, 1957, this order sent federal troops to maintain order and peace while the integration of Central High School in Little Rock, Arkansas, took place.

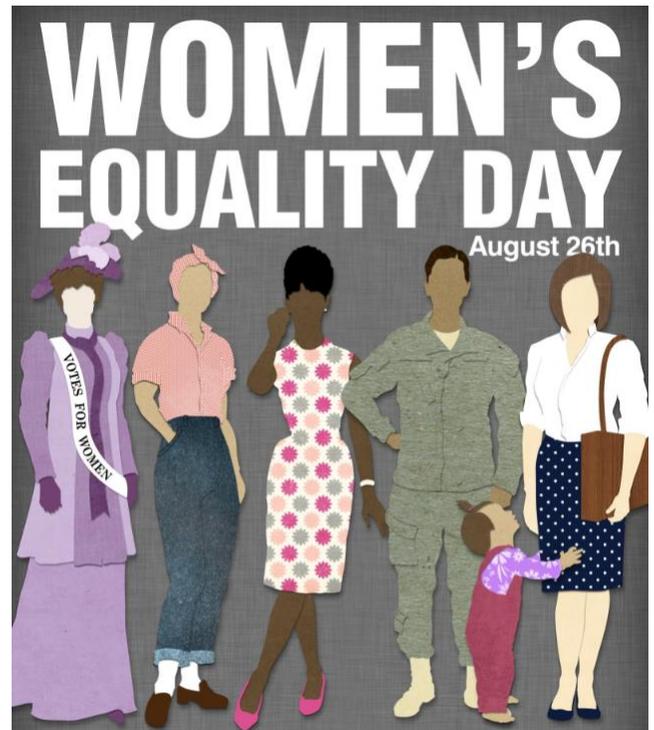
24 September 1965 – Executive Order 11246 – Lyndon Johnson's made mandatory the U.S. Government practice of equal opportunity in hiring, and demanded that each executive department set up a "positive, continuing program" to support equal employment opportunities.

WOMEN'S EQUALITY DAY

26 August 2020

The Department of Defense (DoD) joins in the celebration of Women's Equality Day on August 26, 2020. Together, we recognize and honor the tremendous sacrifices and celebrate the significant contributions women have made to our society. We also recognize and honor the many women both in uniform and through civilian service for their contributions to the defense of our Nation.

Since its inception in 1971, Women's Equality Day annually celebrates the anniversary of the adoption of the 19th Amendment of the United States' Constitution that granted women the right to vote for the first time and was a result of the women's suffrage movement. The amendment ensured women could make their voices heard and affect policy changes. It was and still remains a major landmark in the women's rights movement. The first version of the amendment is often called the Anthony Amendment, after Susan B. Anthony, who was arrested for voting in the 1872 Presidential election.



For more information, visit the DEOMI Special Observances Toolkit: <https://www.deomi.org/human-relations/special-observances.cfm>

NATIONAL HISPANIC HERITAGE MONTH

15 September – 15 October 2020

We at the Department of Defense are proud to celebrate National Hispanic Heritage month. The observance started in 1968, as Hispanic Heritage Week under President Lyndon Johnson and was expanded by President Ronald Reagan in 1988, to cover a 30-day period.] Hispanic Americans have been essential to our national defense and prosperity from the

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earliest days of the American Revolution. Famed Hispanic military leaders Admiral David Glasgow Farragut, General Terry De La Mesa Allen, and General Richard E. Cavazos, guided our Nation's servicemen and women through crucial moments to victory with skill and professionalism. Captain Manuel John Fernandez, Jr., the first Hispanic fighter ace, and Carmen Contreras Bozak, one the first Women's Army Auxiliary Corps members to serve overseas, are two of the many Hispanic servicemembers who paved the way for others with their bravery.

We encourage all commands to salute and celebrate Hispanic heritage and the continued service of Hispanic Americans to our national defense.

For resources and help with leading and organizing observances, visit: <https://www.deomi.org/human-relations/special-observances.cfm>



CALENDAR OF EVENTS

AUGUST

26 August – Women's Equality Day

SEPTEMBER

1-2 September – Defense Advisory Committee on Women in the Services (DACOWITS) virtual public meeting
<https://www.federalregister.gov/documents/2020/08/17/2020-17893/defense-advisory-committee-on-women-in-the-services-notice-of-federal-advisory-committee-meeting>

7 September – Labor Day

9 September – DMOC D&I "Pulse Check" Meeting

15 September – 15 October – Hispanic Heritage Month

20 – 23 September – Historically Black Colleges and Universities (HBCUs) Week Virtual Conference

24 September – FY20 4TH Quarter Diversity and Inclusion Strategic Partners Meeting

30 September – Nominations are due for the Annual WRP Awards Ceremony. Contact dodhra.dmoc-dpd@mail.mil

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OCTOBER

1 October – The 40th Secretary of Defense Disability Awards Ceremony

WEBSITE ANNOUNCEMENTS

Diversity & Inclusion (D&I) SharePoint Site July – Effective Aug 31, the D&I Directorate is pleased to announce the launching of our new SharePoint site. https://dhra.deps.mil/sites/DMOC/DI/_layouts/15/start.aspx#/

Some of the features on our site include:

- **Content Slider:** The slider highlights important content upfront and allows the reader to gravitate to the visual media in lieu of text only content. Additionally, at the bottom of the slider are call-to-action buttons, which allow the reader to pause, move forward or move back through the rotation of content slides.
- **Central Repository:** A folder/file structure to store, organize, share and access information.
- **Announcements:** Allows D&I to quickly publish and promote information such as news, video content or other websites. Additionally, this feature provides a calendar control to expire the content after a certain date.
- **Calendar:** Will be utilized to not only capture monthly observances and DMOC calendar of events, but also highlight D&I Engagements and Conferences.

Defense Equal Opportunity Management Institute (DEOMI) Website – DEOMI is pleased to announce our new website address (www.defenseculture.mil). The change will take effect July 27, 2020. This new address better captures the intent to reestablish DEOMI as the Center of Excellence for training, education, research, and consultation in matters related to diversity and inclusion; military equal opportunity; civilian equal opportunity; the prevention and response to sexual harassment, harassment, and hazing and bullying across the total force. Customers will still be able to access our site through www.deocs.net and www.deomi.org addresses for one year as users will be automatically redirected to our new website address (www.defenseculture.mil). While the new site will look very similar to the old site, there will be small differences in appearance based on the functionality of components on the new host. Also, the new website will now contain the Assessment to Solutions area as a tab, whereas previously it linked to a separate website address (www.deocs.net).

DIVERSITY AND INCLUSION IN THE NEWS

2 June 2020 - Chief Wright: 'I am George Floyd,' promises review of Air Force justice system - Chief Master Sergeant of the Air Force, Kaleth Wright gives a lengthy and passionate thread on Twitter about police brutality and the deaths of black men like George Floyd. <https://www.airforcetimes.com/news/your-air-force/2020/06/01/chief-wright-i-am-george-floyd-promises-review-of-air-force-justice-system/>

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2 June 2020 - I Cannot Remain Silent - 17th Chairman of the Joint Chiefs of Staff, Mike Mullen speaks out following George Floyd's death and recent protests. <https://www.theatlantic.com/ideas/archive/2020/06/american-cities-are-not-battlespaces/612553/?fbclid=IwAR1nzPWjIUFHHA4mDpZzUug6fSkskYpYunow1cy0yqzLEGcNp1OqpBmWfM8>

2 June 2020 - Goldfein on Racial Unrest: 'We Will Not Shy Away from This' – Air Force Chief of Staff, Gen. David Goldfein speaks out on George Floyd's death and addressing racial inequality in the service. <https://www.airforcemag.com/goldfein-wright-to-host-town-hall-on-racial-inequality-in-the-air-force/>

3 June 2020 - I Spent My Career in the U.S. Navy. The U.S. Military Must Stand Up for Its Soul in This Moment – 16th Supreme Allied Commander at NATO, James Stavridis (Ret.) speaks out on using U.S. military personnel during the George Floyd protest. <https://time.com/5847343/military-stand-up-for-its-soul/>

4 June 2020 - In urban areas, police are consistently much whiter than the people they serve' – Washington Post, Statistics: Decades of reform increased police diversity, but the demographics of the country are changing even faster. <https://www.washingtonpost.com/nation/2020/06/04/urban-areas-police-are-consistently-much-whiter-than-people-they-serve/>

4 June 2020 - Americans' views shift on racial discriminations' – CBS Poll: Comparing views at this moment to decades of CBS News polling, today we see more people — both white and black — saying racial discrimination affects both treatment by police and chances of getting ahead. <https://www.cbsnews.com/news/racial-discrimination-americans-views-shift-cbs-news-poll/>

7 Aug 2020 US Military Gets 1st Black Service Chief as Gen. 'CQ' Brown Takes Charge of Air Force -- Yahoo News / Military.com By Gina Harkins
<https://news.yahoo.com/us-military-gets-1st-black-175624595.htm>

11 Aug 2020 - Air Force adds 100 ROTC scholarships for students at Black colleges in diversity push -- Air Force Times By Steven Losey <https://www.airforcetimes.com/news/your-air-force/2020/08/11/air-force-adds-100-rotc-scholarships-for-students-at-black-colleges-in-diversity-push/>

14 Aug 2020- Chief Bass becomes 19th chief master sergeant of the Air Force as Wright retires
<https://www.airforcetimes.com/news/your-air-force/2020/08/14/chief-bass-becomes-19th-chief-master-sergeant-of-the-air-force-as-wright-retires/>

13 Aug 2020 - Joint Chiefs Vice Chairman to Troops: Tell Us What's Bothering You, <https://www.military.com/daily-news/2020/08/13/joint-chiefs-vice-chairman-troops-tell-us-whats-bothering-you.html>

13 Aug 2020 - Brown Outlines Leadership Style, Expectations as New Chief of Staff
<https://www.airforcemag.com/brown-outlines-leadership-style-expectations-as-new-chief-of-staff/>

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17 Aug 2020 - Silveria: More Work to Do to Curb Racism, Sexual Assault at USAFA AirForcemag.com By Jennifer Leigh-Oprihory <https://www.airforcemag.com/silveria-more-work-to-do-to-curb-racism-sexual-assault-at-usafa/>

17 Aug 2020 - The Rise of Female Commanders in Combat Arms
<https://www.military.com/daily-news/2020/08/17/rise-of-female-commanders-combat-arms.html>

18 Aug 2020 - To get more female pilots, the Air Force is changing the way it designs weapons
<https://www.airforcetimes.com/news/your-air-force/2020/08/19/to-get-more-female-pilots-the-air-force-is-changing-the-way-it-designs-weapons/>

20 Aug 2020 - DOD Offers Diversity and Inclusion Counseling Resources AirForce.mil
<https://www.af.mil/News/Article-Display/Article/2319289/dod-offers-diversity-and-inclusion-counseling-resources/>

20 Aug 2020 - Van Ovost Sworn in as AMC Boss, Becoming Military's Only Female Four Star Air Force Magazine By Brian W. Everstine <https://www.airforcemag.com/van-ovost-sworn-in-as-amc-boss-becoming-militarys-only-female-four-star/>



Do you want more information on our mission? Do you have a story to submit, an event to share, or give an example of a success story in your organization? Please contact the DMOC D&I Newsletter Team. To unsubscribe from the newsletter list, contact: victoria.l.bowens.civ@mail.mil