



## ARMY DIVERSITY INFORMATION PAPER

### What is Diversity?

Our definition of Diversity: “The different attributes, experiences and backgrounds of our Soldiers, Civilians, and Family Members that further enhance our global capabilities and contribute to an adaptive, culturally astute Army.”

Through our success in Equal Opportunity and Equal Employment Opportunity, the Army has been a national leader in providing opportunities across America’s diversity and work environments free of discrimination. However, in the coming years, this will not be enough. We must build on what we have accomplished. Our diversity initiative includes every Soldier and Civilian—past, present, and future. We must proactively engage our Nation, attracting the best talent that American has to offer, while maintaining an inclusive environment and building high performing teams to fight and win our wars.

### Where are we going?

Through a comprehensive strategy and leader commitment that starts at the top, the Army is working to achieve the Vision for Diversity:

**The national leader in embracing the strengths of diverse people in an inclusive environment...**investing in and managing talent, valuing individuals, and developing culturally astute Soldiers and Civilians who enhance our communities and are prepared for the human dimension of leadership and global engagements.

### What are the benefits of Diversity?

The Army is the Strength of the Nation and historically a leader in opportunities for diverse people. The Army is a vast organization with a global presence. Our Army status as an employer of choice in a diverse labor market will provide a competitive advantage in recruiting talent across ethnicity, gender, culture, generations, and the many other attributes, experiences, and backgrounds. While the Army successfully draws its people from the most diverse nation on earth, further progress must be made since predicted demographic shifts and the shrinking pool of available talent can have consequences for sustaining our All-Volunteer Force.

The benefits of the Army’s diversity efforts are many, including the opportunity to better understand our Nation’s increasingly diverse population and attract the best talent to fill our Soldier and Civilian ranks. Personnel who feel valued are inspired to serve at a higher level



and will want to remain in the Army. Our diversity education and training will enable leaders to create environments that are inclusive of our Soldiers, Civilians, and Families, enhancing our ability to develop and retain those who join our ranks. Our many different attributes and experiences will enhance our ability to operate globally with a culturally astute Force, bringing to the fight specific cultural, ethnic, language, and other backgrounds of our personnel.

### **Why is this important to the Army?**

Diversity is a source of strength for our Army. As demographic trends continue to evolve, it is important that our Army adapt to this change; an Army where men and women of different backgrounds, cultures, ideas, and beliefs know and understand that they are valued members at every level; an Army that exemplifies America as you look across all ranks, branches, and specialties; an Army of agile and adaptive leaders who can operate effectively in any environment while being committed to Army Values and Ethos, and the Civilian Corps Creed.

Today's security environment demands more from our leaders than ever before. The unconventional, asymmetrical battlefields of the future mean we must understand people and the environments where they live. A more culturally, ethnically, and linguistically diverse Army that facilitates understanding will provide a more effective Force when called upon. The Army offers opportunities to men and women who reflect all socio-economic classes of America. That inclusiveness must be a constant to ensure our ability to recruit and retain a diverse Army that can fight and win the battles of the 21<sup>st</sup> century. We must continue to improve our understanding of America's diverse population—how to attract our young people to the Army, how to include their knowledge and abilities in mission accomplishment, how to retain them, and how to inspire them to be champions of military service in the Army.

### **What continuing efforts does the Army have planned for the future?**

The Army's future plans are reflected in a vision to become the national leader in embracing the strengths of diverse people in an inclusive environment by investing and managing talent, valuing individuals, and developing culturally astute Soldiers and Civilians who enhance our communities and are prepared for the human dimension of leadership and global engagements. The Army will pursue an aggressive, but comprehensive strategy that assures leader commitment, managed talent across our diversity, the best available diversity training and education, and inclusive environments sustained by informed leaders. These efforts, along with a properly resourced structure, will support our high performing Army of the future.