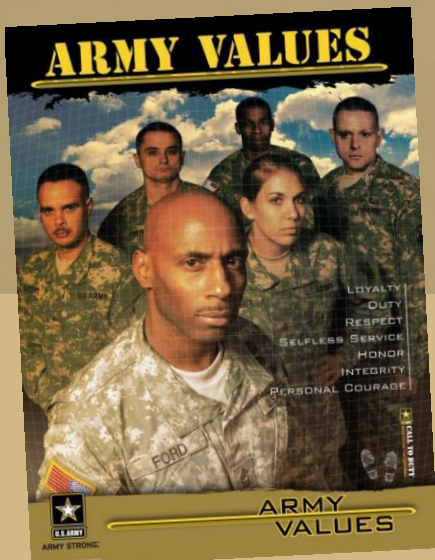


# WHAT IS DIVERSITY?

**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.

However, in the coming years, this will not be enough. Our diversity initiative includes every Soldier and Civilian—past, present, and future. We must proactively engage our Nation, attracting the best talent that America has to offer, while maintaining an inclusive environment and building high performing teams to fight and win our wars.



**“AN ARMY OF AGILE AND ADAPTIVE LEADERS WHO CAN OPERATE EFFECTIVELY IN ANY ENVIRONMENT WHILE BEING COMMITTED TO ARMY VALUES AND ETHOS”**



## ARMY CIVILIAN CORPS CREED

I am an Army Civilian – a member of the Army Team

I am dedicated to our Army, our Soldiers and Civilians

I will always support the mission

I provide stability and continuity during war and peace

I support and defend the Constitution of the United States and consider it an honor to serve our Nation and our Army

I live the Army values of Loyalty, Duty, Respect, Selfless Service, Honor, Integrity, and Personal Courage

I am an Army Civilian

**OUR DIVERSITY INITIATIVE INCLUDES EVERY SOLDIER AND CIVILIAN**



**DIVERSITY & LEADERSHIP**  
ASSISTANT SECRETARY OF THE ARMY  
(MANPOWER & RESERVE AFFAIRS)

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# ARMY DIVERSITY



**America’s Army: The Strength of the Nation**

## WHERE ARE WE GOING?

Through a comprehensive, leader-driven strategy 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.

## WHY IS DIVERSITY IMPORTANT TO THE ARMY?

The diversity of our people is a source of strength for the Army. The Army is a vast organization with a global presence. Our Army's status as an employer of choice in a diverse labor market will provide a competitive advantage in recruiting the best available talent. While the Army successfully draws its people from the most diverse nation on earth, efforts must continue since demographic shifts and the shrinking pool of 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 available talent to fill our Soldier and Civilian ranks. Personnel who feel valued are inspired to serve at a higher level and 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 Family Members—enhancing our ability to develop and retain those who join our ranks.

Our many different attributes and experiences will support our ability to operate globally with a culturally astute force, bringing to the fight specific cultural, ethnic, language and other backgrounds of our personnel.

## WHAT HAS THE ARMY DONE?

In December 2010, Army leaders signed the Army Diversity Roadmap that outlines a unique approach to an enterprise-wide diversity and inclusion initiative over the coming years. The Roadmap includes five goals that address the key areas essential to future success in diversity: leadership, people, structure and resources, training and education, and institutionalized practices that will sustain an inclusive environment. Following publication of the Roadmap, the Army completed diversity education and training for over 550 EEO and EO professionals and Army leaders at a week-long diversity and leadership symposium. The Army also provided training and education on diversity for over 450 general officers and civilian executives between August 2009 and September 2011.

The Army has created the Diversity and Leadership Directorate, which is headed by a Deputy Assistant Secretary. Thirty strategic objectives and an action plan of over 150 tasks support the five Roadmap goals. Ongoing actions include transitioning EO to include the more proactive diversity principles and practices, integration of certain aspects of EEO into Roadmap objectives, and development of an Army-wide diversity outreach strategy. We have also developed a set of diversity and inclusion competencies for all Soldiers and Civilians, along with the associated knowledge, skills, and behaviors.

## WHAT CONTINUING EFFORTS ARE 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 diverse backgrounds, 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.



## THE SOLDIERS CREED

### I AM AN AMERICAN SOLDIER.

I am a Warrior and a member of a team.  
I serve the people of the United States  
and live the Army Values.

I WILL ALWAYS PLACE THE MISSION FIRST.

I WILL NEVER ACCEPT DEFEAT.

I WILL NEVER QUIT

I WILL NEVER LEAVE A FALLEN COMRADE.

I am disciplined, physically and mentally tough, trained and proficient in my Warrior tasks and drills.

I always maintain my arms, my equipment and myself.

I am an expert and I am a professional.

I stand ready to deploy, engage, and destroy the enemies of the United States of America in close combat.

I am a guardian of freedom and the American way of life.

### I AM AN AMERICAN SOLDIER.

