

Diversity Talking Points

- Our diversity enhances our ability to lead people and maintain operations around the world. In many cases, we have to understand the local cultures and other people factors to develop relationships that best serve the needs of the Army and the Nation. This expectation is not necessarily limited to foreign countries. We have regional differences in America. Likewise, for the Community Covenant Program, it is not one size fits all. We have to take into account the community that we are working with and local attitudes and beliefs. To best execute the Wounded Warrior initiatives and Exceptional Family Member Program, we must be aware of our own view of the world and then use that perspective to reach out and feel what it is like to walk in the shoes of one who has physical or other limitations. These are just a few of examples of how understanding diversity in people is an everyday requirement. Yet we have not even talked about the cultural understanding necessary to fight and win our nations wars, particularly where we are now, and definitely where we might be fighting 10 years from now. We also have not talked about the differences between the senior leader generation and the generation of young people that we are bringing into the Army today, some of them your family members, maybe even your children. They see the world differently. They view the workplace differently. Daily, we touch all of these aspects of diversity, while we individually focus on the diversity of our Soldiers and Civilian Employees for the betterment of the people we lead, the performance of our organization, and the sustainment of our All-Volunteer Army.
- As demographic trends continue to change, it is important that our Army be able to attract and recruit the best of America's talent across all segments of the population. The talent that we will need will not be available in one or two race or ethnic groups.
- Our Army consists of men and women of different backgrounds, cultures, ideas, and beliefs who need to know and understand that they are valued members at every level. They need to know that, where appropriate, we will find ways to leverage their special backgrounds and skills to create a better Army. They need to know that they can contribute diversity of thought to our requirements for problem solving, innovation, and creativity. They need to know that in time of war, we need their cultural and language backgrounds.
- Our nation's strength stems from its diversity. The diversity of America should continue to be reflected in our Soldiers, Civilians and Family members. Our American constituency expects it.

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- Our ability to access, recruit and retain a highly qualified diverse workforce is critical to sustain the Army through economic good times and economic bad times; regardless of the government and private sector competition; and in spite of the educational challenges, poor graduation rates, and medical and fitness problems within our society.
- As leaders, we must strengthen the knowledge and understanding of individuals to fully realize the benefits of a diverse Army.
- Our strength, versatility and efficiency will be amplified, and we will be more effective at understanding the cultures and environments where we serve.
- Our Soldiers and Civilians must feel confident interacting with people of different cultural backgrounds, perspectives, and experiences. This is within our own formations as well as for global operations.
- When all is said and done, at the end of the day, if we have been inclusive leaders, we will see our retention go up; we will see our productivity go up; we will see our subordinates invite their friends, neighbors, brothers, and sisters join our great Army.