

Diversity Talking Points

- While we are justifiably proud of the demographic diversity we have achieved through EO and EEO, our focus on the future must build on these efforts
- Leaders must emphasize that our diversity is a natural element of our culture, and when acknowledged and respected, forms the underpinnings of an inclusive environment unique to the Army
- This is an ingredient of developing agile and adaptive leaders who can operate effectively in any environment. It is an essential part of the leadership that sustains high performance through the Army Imperatives: Sustain, Prepare, Reset and Transform
- We must continue to improve our understanding of America's diverse population – how to attract our young people to the Army, how to lead them, how to include them, 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
- Our implementation of a diversity initiative will provide strategic direction and align our efforts with a single strategy supported by the knowledge and resources necessary to be successful
- Our intent is reflected in our vision for the Army to be the national leader in embracing the strengths of diverse people in an inclusive environment

Potential Army Diversity Outcomes

- Diversity initiatives support the availability of highly capable personnel and the ability of an organization to get the most out of those capabilities
- Inclusive environments, where employees feel valued, can lead to reduced personnel costs, higher quality products, increased innovation, and enhanced organizational performance
- Drivers behind the Army's diversity initiative include mission accomplishment, readiness of the present workforce, future human resource requirements, national imperatives, and the necessity of preparing Soldiers and Civilians for the human dimension of leadership and global engagements

Diversity Best Practices

Diversity Best Practices represent the key actions taken by corporations, government, military, higher education, and other organizations to create and maintain an environment for recruiting and retaining the best available talent, while optimizing performances to best accomplish the organizational mission