



**OFFICE OF THE SUPERINTENDENT
UNITED STATES MILITARY ACADEMY
WEST POINT, NEW YORK 10996-5000**

JUN 27 2022

MASP

MEMORANDUM FOR All Personnel Assigned to the West Point Military Reservation and Fort Hamilton

SUBJECT: Command Policy #3 Diversity, Equity, and Inclusion

1. PURPOSE. To ensure all West Point Military Reservation and Fort Hamilton personnel understand the Superintendent's policy on diversity, equity, and inclusion.

2. APPLICABILITY. This policy applies to all assigned or attached to the West Point Military Reservation and Fort Hamilton, including tenant units.

3. REFERENCES.

a. Executive Order 13985: Advancing Racial Equity and Support for Underserved Communities Through the Federal Government, January 20, 2021

b. Secretary of Defense (SECDEF) memorandum (Actions for Improving Diversity and Inclusion in the Department of Defense) June 19, 2020

c. SECDEF memorandum (Immediate Actions to Address Diversity, Inclusion and Equal Opportunity in the Military Service) July 14, 2020

d. Department of Defense Instruction (DoDI) 1020.05, DoD (Department of Defense) Diversity and Inclusion Management Program

e. Department of Defense Directive (DoDD) 1020.02E, Diversity Management and Equal Opportunity in the DoD

f. Department of Defense Equity Action Plan, April 2022

g. Army People Strategy: Diversity, Equity and Inclusion Annex, September 1, 2020

h. Army Regulation (AR) 600-20 (Army Command Policy)

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i. AR 690-12 (Equal Employment Opportunity and Diversity) December 12, 2019

j. USMA Regulation 10-1 (Organization and Functions)

4. POLICY.

a. The United States Army's number one priority is people. People are our Army's greatest strength and most valuable resource. The strength of any team is in its ability to leverage diversity across the spectrum in an equitable and inclusive way. Maximizing the talent and experience of every person on the team, and treating them with dignity and respect, enhances readiness making us a more combat ready Army that can win on today's and future battlefields. This allows us to create and sustain an inclusive organization that attracts our nation's best talent, both for the Corps of Cadets and our staff and faculty.

b. The West Point Military Reservation and Fort Hamilton are made of an exceptional collection of Cadets, Service members, and Civilian personnel who come from all walks of life. While each think differently and brings different attributes and characteristics, together they make up an Academy that educates, trains, and inspires leaders of character for the United States Army and the Nation. The Army defines diversity, equity, and inclusion (DEI) as:

(1) Diversity - All attributes, experiences, cultures, characteristics, and backgrounds of the total force which are reflective of the Nation we serve and enable the Army to deploy, fight, and win.

(2) Equity - fair treatment, access, opportunity, choice, and advancement for all Soldiers and Civilians while striving to identify and encourage drivers and identify and eliminate barriers that have prevented the full participation of the total force.

(3) Inclusion - The process of valuing and integrating each individual's perspectives, ideas, and contributions into the way an organization functions and makes decisions; enabling workforce members to achieve their full potential in focused pursuit of organizational objectives.

c. Our reflection of the Nation's diverse talent and our commitment to Army Values empower us to achieve the Army's Diversity Mission: *Build and sustain Army readiness by developing and implementing a strategic plan to advance DEI across the total force and establish the Army as a global leader in DEI.* The United States Military Academy will achieve this vision by investing in and managing talent, valuing individuals, and developing culturally astute Service members, civilians and family members who support our communities, and who embrace the human dimension of leadership. We will educate, develop, and train our Corps of Cadets to become commissioned leaders of character who do the same. Leaders must always strive to promote a common

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understanding of this vision and make it a reality; doing so strengthens our Army, our Academy, and our Corps, as we continue our legacy of sustaining a high quality, all volunteer force.

d. Leaders must continue to advance the Army's diversity, equity, and inclusion efforts. As we continue to expand the knowledge and understanding of the diversity within our ranks, not only will our strength, versatility, and efficiency be amplified, but we will be more effective at understanding the cultures and environments where we serve. We expect everyone to be fully committed to fostering an environment that promotes and practices diversity, equity and inclusion that will sustain the Army is a relevant and ready force. This is our team's shared commitment.

5. EXPIRATION. This policy is in effect until superseded or rescinded.

6. PROPONENT. The proponent of this command policy is the Chief Diversity Officer, (845) 938-7217.

A handwritten signature in dark ink, appearing to read 'Stew Gilland', is positioned above the printed name.

STEVEN W. GILLAND
Lieutenant General, U.S. Army
Superintendent