



**DEPARTMENT OF THE ARMY**  
**HEADQUARTERS, UNITED STATES ARMY FORCES COMMAND**  
4700 KNOX STREET  
FORT BRAGG, NC 28310-6000

AFPE-EE (100)

MEMORANDUM FOR Headquarters, Commands Reporting Directly to FORSCOM

SUBJECT: FORSCOM Commanding General Policy Memo 19, Diversity, Equity, and Inclusion

1. References:

- a. Secretary of the Army Correspondence, March 30, 2020, Subject: Army Diversity, Equity and Inclusion Policy.
- b. FY20 National Defense Authorization Act, Section 529, Strategic Plan for Diversity and Inclusion.
- c. Army Regulation 690-12 (Equal Employment Opportunity and Diversity), 12 December 2019.
- d. Executive Order 13583, Establishing A Coordinated Government-wide Initiative to Promote Diversity and Inclusion in the Federal Workforce, 18 August 2011.
- e. Equal Employment Opportunity Commission, Management Directive (MD) 715, 1 October 2003.

2. The Army's Diversity, Equity, and Inclusion mission is to develop and implement a strategy that contributes to mission readiness while transforming and sustaining the Army as a national leader in Diversity. To accomplish this mission, it is imperative the Army fosters an inclusive work environment that appeals to Soldiers and Civilians who have extraordinary talents, innovative ideas, and who represent different generations and cultures as reflected in our American society.

3. Diversity is defined as all the different 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.

4. Inclusion is defined as 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 contribute to their full potential in focused pursuit of organizational objectives.


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5. FORSCOM is fully committed to maintaining a diverse, inclusive, and equitable work environment. Our great Army is strong because of the men and women who serve. Therefore, it is our policy to prevent and eliminate potential barriers to equal opportunity, equal employment opportunity, recruitment, retention, promotion, and professional development. In doing so, our Diversity, Equity, and Inclusion Program implements strategies and best practices to gain maximum benefits of highly-skilled professionals for current and future operations.

6. For additional information, please contact the FORSCOM Equal Employment Opportunity Office at (910) 570-5165 (DSN 670).

7. This policy supersedes any previous memorandum on this subject, and is effective until it is superseded or rescinded.



ANDREW P. POPPAS  
General, USA  
Commanding