AMERICA'S ARMY:
THE STRENGTH OF THE NATION™

Presentation
for the
Military Operations Research Society

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Army Diversity Office
26 January 2010
Agenda

- Diversity Definition
- Vision for Diversity
- Army Diversity Strategy
- Army Diversity Strategic Focus
Army 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.
Army Diversity Vision

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.
**Diversity Mission:** To develop and implement a strategy that contributes to mission readiness while transforming and sustaining the Army as a national leader in diversity.

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<th>Strategic Outcomes</th>
<th>Leader Commitment &amp; Accountability</th>
<th>High Quality Diverse Talent</th>
<th>Integrated Diversity and Leader Development</th>
<th>Enhanced Cultural Competency</th>
<th>Expanded Human Dimension of Leadership Skills</th>
<th>Army-Wide Inclusive Culture</th>
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<td>Major Objectives</td>
<td>1.1 Develop standards to ensure accountability</td>
<td>2.1 Implement business intelligence systems</td>
<td>3.1 Resource the HQDA Army Diversity Office</td>
<td>5.1 Benchmark existing climate in a diversity context</td>
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<td>1.2 Include in performance management systems</td>
<td>2.2 Develop an Army Diversity Outreach Program</td>
<td>3.2 Establish functions &amp; resource diversity staffs</td>
<td>5.2 Align policies with desired diversity outcomes</td>
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<td>1.3 Develop professional development measures</td>
<td>2.3 Integrate talent management processes</td>
<td>3.3 Establish regulations for diversity staffs &amp; functions</td>
<td>5.3 Integrate diverse attributes &amp; experiences into mission</td>
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<td>1.4 Develop recognition &amp; reward programs</td>
<td>2.4 Establish procedures to achieve diversity outcomes</td>
<td>3.4 Transform Military Equal Opportunity (EO)</td>
<td>5.4 Establish mechanisms to address multicultural challenges</td>
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<td>1.5 Create systems to measure overall progress</td>
<td>2.5 Enhance mentorship guidance and processes</td>
<td>3.5 Study role of Women in the Army function</td>
<td>5.5 Establish mechanisms for inclusive practices</td>
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<td>Establish an executive-level diversity council</td>
<td>2.6 Develop and implement succession planning</td>
<td>3.6 Study role of HQDA EEO function</td>
<td>5.6 Develop tools to assess inclusive environments</td>
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**Current ADO focus areas:**

- Develop business intelligence systems
- Integrate talent management processes
- Establish regulations for diversity staffs & functions
- Develop & implement diversity training & education strategy
- Align policies with desired diversity outcomes
- Integrate diverse attributes & experiences into mission
- Establish mechanisms to address multicultural challenges
- Establish mechanisms for inclusive practices
- Develop tools to assess inclusive environments
Army Diversity Strategic Focus

**GOALS**
- Implement Leader Commitment & Accountability
- Institutionalize Diverse Talent Management
- Establish & Resource Diversity Structure & Align Functions
- Develop & Implement Diversity Training & Education
- Create & Maintain an Inclusive Environment

**STRATEGIC OUTCOMES**

**LEADERSHIP**
- Leader commitment & accountability
- High quality diverse talent
- Integrated Diversity and Leader Development

**MISSION EXECUTION**
- Enhanced cultural competency
- Expanded Human Dimension of Leadership Skills
- Army-Wide Inclusive Culture

**LINK TO MISSION**

**GLOBAL ENGAGEMENT**
- Human Dimension of Conflict
- Culturally Astute Force
- Agile & Adaptive Leaders
- Future Operating Environment

**MISSION READINESS**
- Human Dimension of Leadership
- Inclusive Environment
- High Performance
- Managed Talent
- Human Relations

**NATIONAL IMPLICATIONS**
- Evolving Demographics
- Competitive Labor Market
- Attracting Diverse Talent
- Youth Education
- Physical Fitness
- National Expectations

INEVITABILITY: Recruiting Talent = Recruiting Diversity

America’s Talent Will Be Diverse
YOUR QUESTIONS?

ARMY STRONG™
BACK-UPS
Army Diversity Office History

- **May 2003:** Commission on Officer Diversity (CODA) Study initiated
- **June 2005:** Army Diversity Office created in Army G1
- **November 2007:** Army Chief of Staff, General George Casey, announced creation of a Diversity Task Force
- **February 2008:** Secretary and Chief of Staff of the Army signed a Charter for the Army Diversity Task Force
  
  MISSION: Conduct a holistic assessment of Army diversity efforts and make recommendations that ensure implementation of a world-class diversity program

- **July 2008:** ADO produced and published an Interim Report with four recommendations
- **November 2008:** SA/CSA directed transition of ADTF to a revitalized Army Diversity Office with direct reporting
- **April 2009:** SA/CSA/SMA sign an Army Policy Statement on Diversity
- **June 2009:** Final ADTF (Draft) Report submitted for staffing
- **August 2009:** Developed, coordinated and executed Senior Executive Diversity Awareness Training
- **November 2009:** Completed final draft of ADTF Final Report and ADO Concept Plan
- **January 2010:** ADO realigned under the Assistant Secretary of the Army, Manpower & Reserve Affairs