



SECRETARY OF THE ARMY  
WASHINGTON

01 NOV 2021

**ARMY DIVERSITY, EQUITY, INCLUSION, AND ACCESSIBILITY  
POLICY STATEMENT**

I am committed to developing and fostering an environment that promotes and practices diversity, equity, inclusion, and accessibility (DEIA). Individually, these concepts emphasize the ability to create cohesive teams, which is integral to building trust at all levels. As a whole, they enable overall readiness and mission success.

We continue to make progress in acquiring, developing, employing, and retaining the best and brightest talent who want to serve from all segments of society. Our efforts must be reflected throughout the Army, in all occupations, grades, and ranks. The Army will continue to pursue the principles of DEIA through several platforms: the Diversity, Equity, and Inclusion Annex to The Army People Strategy; Project Inclusion; training; talent management; data and trend analysis; and policy review and development.

Army leaders must be intentional in practicing inclusivity, as the by-product of committing to do so is fairness. Merely recruiting and hiring a representative and diverse workforce is not enough. To gain the maximum benefit from our increasingly changing workforce, personnel must feel valued and motivated to work toward their personal and professional aspirations. Advancing the concepts and practices of DEIA is a critical effort to mission accomplishment and is also essential to building and maintaining trust in our organization.

As Secretary of the Army, I urge you to join me in making DEIA a critical force multiplier in your decision-making processes. Together, we will ensure the Army continues to reflect the Department of Defense's Human Goals proclamation that each individual has dignity and worth, and to reinforce the ideals of a mission-ready Total Force that embraces equality, fairness, civility, and respect.

We owe it to our Nation to build the best Army we can. Failing to serve those who serve others is not an option. Remember: "Diversity is the force, equity is the goal, inclusion is the way."

A handwritten signature in black ink, reading "Christine E. Wormuth".

Christine E. Wormuth