



Diversity



All the different attributes, experiences, cultures, characteristics, and backgrounds of our Soldiers, DA Civilians, and Family members which are reflective of the Nation we serve and enable the Army to deploy, fight, and win.

- Consistent with the Army Core Values and the Army Mission.
- Provides a competitive advantage for our Army.
- Includes, but is not limited to, personal life experiences, geographic background, socioeconomic background, cultural knowledge, educational background, work background, language abilities, physical abilities, philosophical/spiritual perspectives, age, race, religion, ethnicity, and gender.

“Diversity makes for a stronger fighting force, it makes for a more capable force, it makes for a force multiplier across the board.”

Bishop Garrison, Senior Adviser to the Secretary of Defense for Human Capital and Diversity, Equity and Inclusion

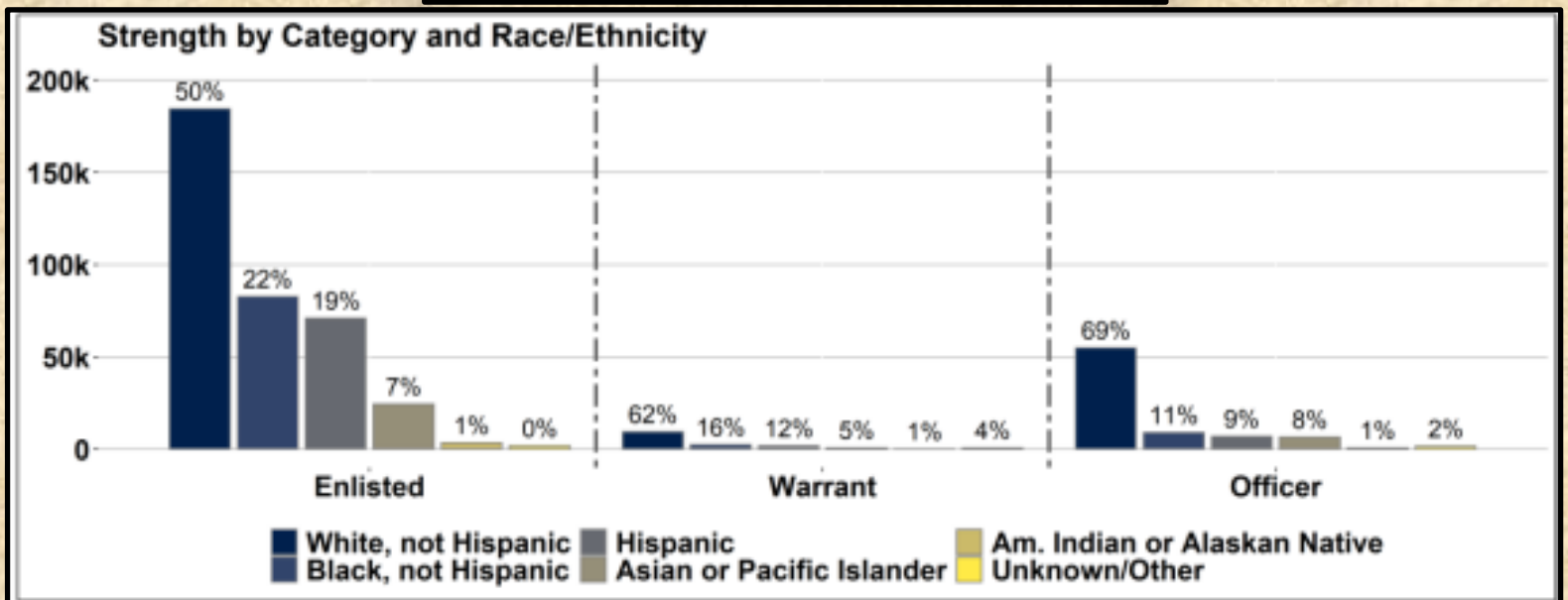
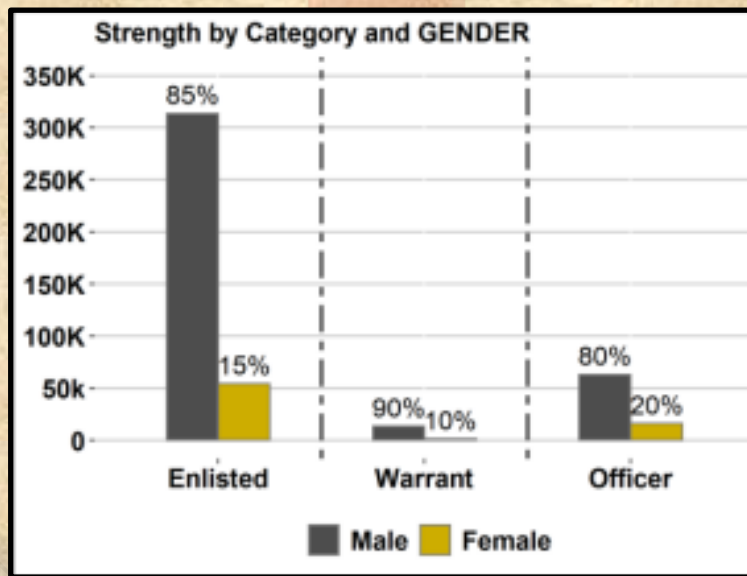


Army Demographics (JUN 22)



Total number of Active Component Soldiers = 465,239.

- Males: 84.4%
- Females: 15.6%
- White, Not Hispanic: 54%
- Black, Not Hispanic: 20.2%
- Hispanic: 17.2%
- Asian or Pacific Islander: 6.9%
- American Indian or Alaskan Native: 0.9%
- Unknown/Other: 0.8%

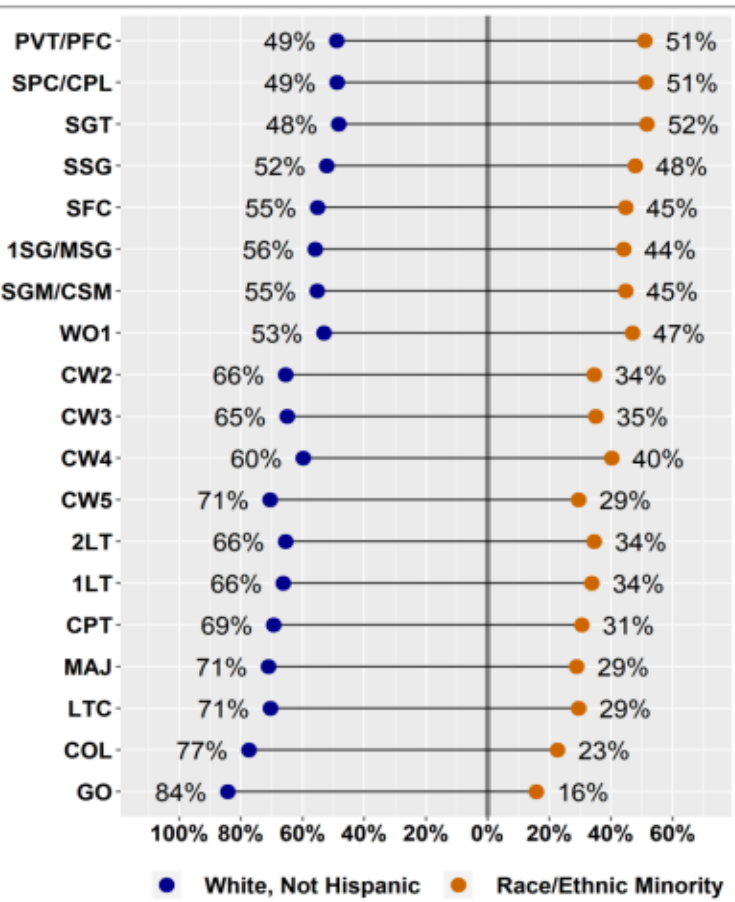




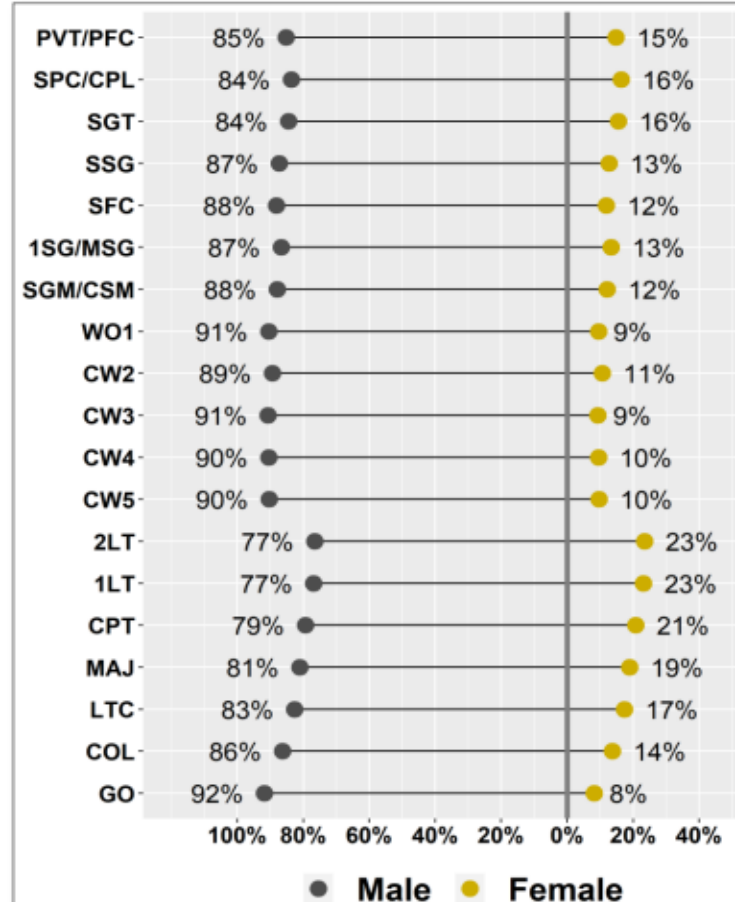
Army Demographics (JUN 22)



Proportion of Active Component Race/Ethnicity by Rank



Proportion of Active Component Gender by Rank



“The diversity of America’s Army is a source of power and influence, especially in the political aspects of war and competition”

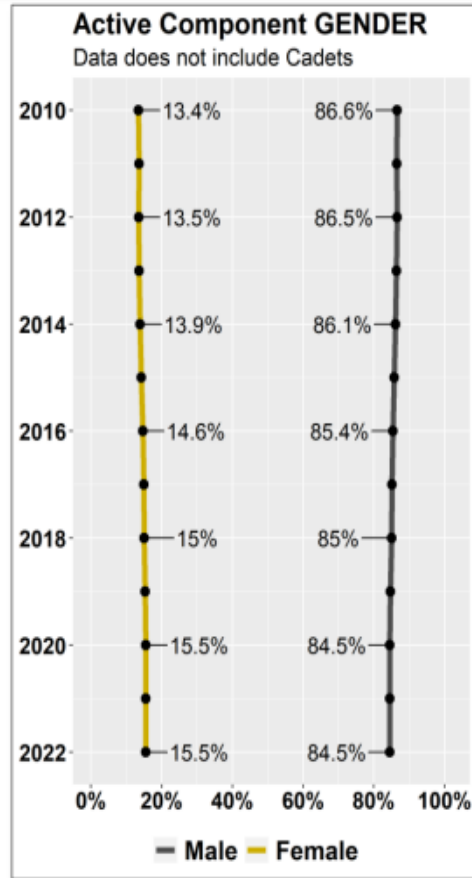
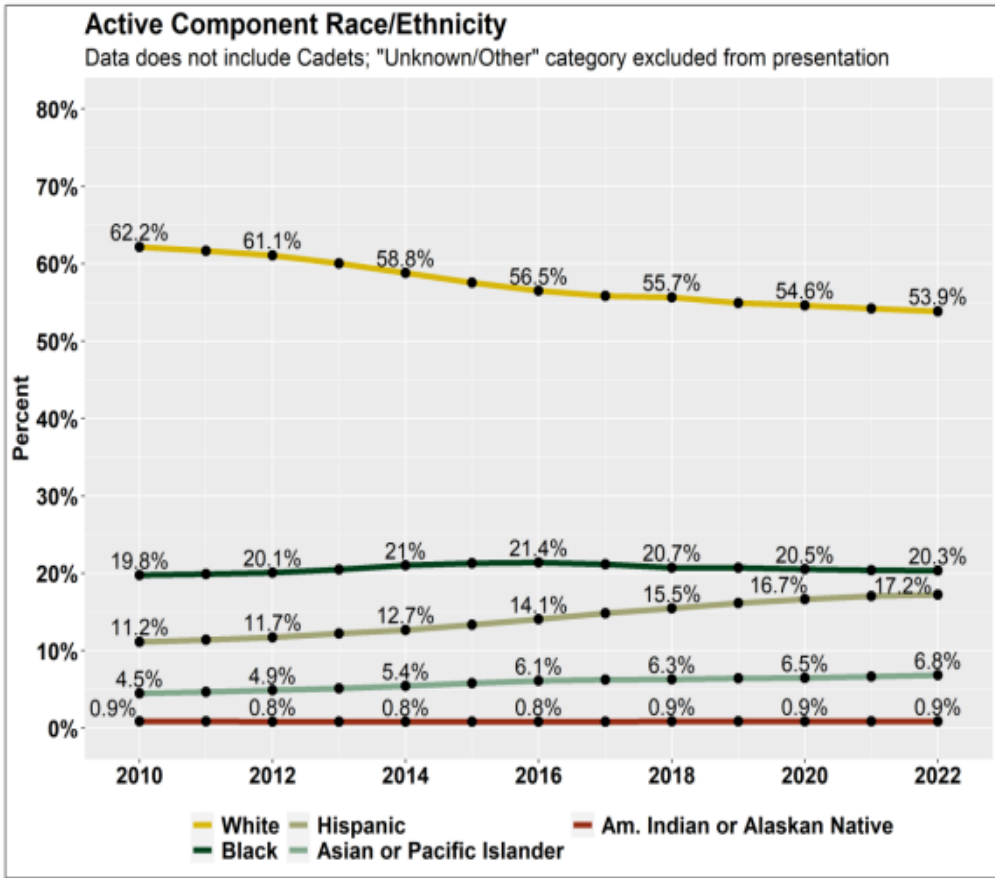
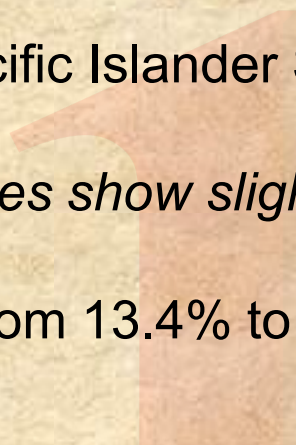
(Birmingham, 2017, p.1)



Demographic Trends (JUN 22)



- Reduction in the White Soldiers (62.2% to 53.9%)
- Increase in Hispanic Soldiers (11.2% to 17.2%)
- Increase in Asian/Pacific Islander Soldiers (4.5% to 6.8%)
- *Other Races/Ethnicities show slight or negligible change.*
- Females increased from 13.4% to 15.5%



*Unknown/Other accounts for ~1% of the AC per year and is not included in the above graph.

DIVERSITY is the FORCE!



Diversity Best Practices



- **Commitment of Organizational Leaders.** Diversity initiatives are about organizational transformation and may require a cultural change and visible leadership support.
- **Diversity Communications.** Planned internal and external communications are critical to success since diversity applies to every member of the total force.
- **Diversity Efforts Linked to Mission.** Soldiers and leaders, are focused on mission accomplishment. Alignment of diversity objectives with organizational goals integrates diversity into leader priorities.
- **Diversity Framework.** Success requires deliberate planning and execution of a strategy supported by a strategic plan and appropriate assessment tools to achieve a stated vision.
- **Accountability, Measurement, and Reporting.** Leaders at all levels must be held accountable for diversity initiative outcomes. Results should be tied to performance evaluations, future opportunities, and other mission-related measures of success.



Diversity Best Practices



- **Directing Reporting.** The senior diversity personnel must report to or have direct access to organizational leaders. This aligns diversity with mission accomplishment and signals the importance.
- **Talent Management and Succession Planning.** Attracting, developing, and retaining individuals with the potential for success. Requires proactive management and development to enhance skill levels, support preparation for advancement, and ensure competitiveness for future opportunities.
- **Diversity Training and Education.** Provides an understanding of diversity principles and individual differences, vital to creating inclusive environments.
- **Employee Involvement.** Promotes the concept of ownership. Employees may provide advice, assist with recruiting and retention, and contribute to professional development and organization success.
- **Advisory Groups.** Success is enhanced by a variety of internal and external advisory committees that contribute to awareness of trends and issues.



Leader Responsibilities



- **Develop Leaders.** Teach all leaders and Soldiers to identify unconscious bias, navigate difficult conversations, and address conflicts and microaggressions.
- **Define and Uphold Standards.** Soldiers rely on their leaders to communicate exactly what the standard is and then follow through by consistently applying the standard. Ill-defined or changing standards leave room for subjective leadership and erode soldiers' trust in their leaders.
- **Promote Unity of Effort.** Give small teams an opportunity to rally around a common purpose: a mission, FTX, or a squad/platoon-wide goal. Leaders who know their people can tap into individual motivations and build connections across their team.
- **Encourage Difficult Conversations.** Teams are better when they acknowledge their differences and learn about one another. A team experiencing healthy conflict - such as respectful, empathetic conversations about personal topics - is genuinely building inclusion and belonging.



Diversity



An Army leader's ability to recognize this diversity and demonstrate self-control, balance, and stability greatly affects their interactions with others

- A diverse and inclusive force is effective at the point of contact.
- A diverse and inclusive force is resilient.
- A diverse and inclusive force attracts and retains talent.
- A diverse and inclusive force helps young Americans, families, and veterans trust and relate to the U.S. Army.
- A diverse and inclusive force represents American values abroad.

As an organization that has declared “People First!,” we have an obligation to follow through on this promise by ensuring respect and decency across our formations!

