



# Department of Defense Education Activity

## POLICY MEMORANDUM

10-DMEO-005  
DATE: APR 21 2010

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SUBJECT: Diversity Policy Statement

References: (a) DoDEA Community Strategic Plan, 2006-2011  
(b) Section 2000e of title 42, United States Code  
(c) DoD Directive 1020.02, "Diversity Management and Equal Opportunity (EO) in the Department of Defense," February 05, 2009

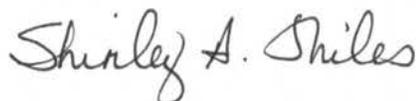
It is the policy of the Department of Defense Education Activity (DoDEA) that the DoDEA workforce will be motivated, diverse, and committed to continuous growth and development resulting in exemplary performance and optimum student achievement (see Goal 3 of Reference (a)). DoDEA's vision focuses on integrating diversity into the very fabric of all management practices and decisions, thus creating an organizational culture that embraces a broader mixture of diversity, leveraging and valuing the skills, abilities, experiences, and contributions of every employee. Diversity encompasses more dimensions than race, color, religion, sex, national origin, age, and disability. Diversity also includes socio-economic status, political beliefs, education, sexual orientation, and other ideologies. Diversity incorporates the ideas of acceptance, respect, and inclusion. It means understanding that each individual is unique and recognizes our individual differences. We must continually strive to understand, value, and incorporate the differences of each employee in order to build and maintain a multicultural workplace reflective of the growing diversity and inclusion in our worldwide communities.

To ensure and maintain the attractiveness of a DoDEA career, the culture shall be such that every employee is encouraged to rise to his or her very highest level of responsibility utilizing his or her abilities based on merit, ability, and potential; free from social, personal, or institutional barriers of prejudice or discrimination based unlawfully on race, sex, color, national origin, age, religion, disability, reprisal, marital status, sexual orientation, status as a parent, political affiliation, or other prohibited non-merit factors as prohibited by Reference (b), as amended, and other applicable laws, executive orders, and regulations.

All DoDEA personnel at all grade levels and occupations are expected to be fully committed to the concepts and application of diversity management and equal opportunity in employment. As a sound business strategy, DoDEA is also committed to maximizing the performance capacity represented in the diversity of those recruited, hired, retained, developed, and promoted. Organizations that tie diversity and inclusion to their business strategy are known to increase performance and customer satisfaction. Every administrator, manager, and supervisor must demonstrate a dynamic leadership that values inclusion of all employees as part of the DoDEA team and views diversity as vital to the DoDEA mission. DoDEA supervisory and non-supervisory employees will fully support this policy and ensure that all personnel understand that they are valued and able to achieve their full potential while contributing to the DoDEA mission.

Infusing diversity into our core mission injects DoDEA with a continuous stream of fresh ideas and innovative capabilities. Our ability to recruit, retain, promote, and train a diverse, high-quality workforce is essential for our progress and mission accomplishment. DoDEA values its employees and is committed to the principles of building and maintaining a diverse, high-quality, motivated workforce. DoDEA leaders are expected to demonstrate their commitment to diversity by building an environment that respects the individual and ensures that each employee is provided with an equal opportunity to develop his or her fullest potential to contribute to the DoDEA mission.

All DoDEA administrators, supervisors, managers, and employees shall take proactive measures to ensure that this diversity policy is disseminated throughout the DoDEA workforce. In essence, every employee is responsible for fostering an inclusive team atmosphere and being a contributing part of the DoDEA team. This policy should be posted on all official bulletin boards in compliance with DoD Directive 1020.02, February 5, 2009 (Reference (c)). Questions concerning this policy should be addressed to Chief, DMEO Office, at telephone number (703) 588-3232.



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Director