



DEFENSE LOGISTICS AGENCY
HEADQUARTERS
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DEC 18 2020

MEMORANDUM FOR ALL DEFENSE LOGISTICS AGENCY (DLA) EMPLOYEES

SUBJECT: Policy Statement on Diversity and Inclusion

Diversity refers to all the different characteristics and attributes of the DLA total workforce that are consistent with DOD's core values, integral to overall readiness and mission accomplishment, and reflective of the Nation we serve. Inclusion is the process of valuing and integrating everyone's perspectives, ideas, and contributions into the way DLA functions and makes decisions. Diversity and Inclusion must work together to enable our workforce to contribute to their fullest potential. We must foster a culture that provides opportunities for every individual on the team to contribute through inclusion.

As our Nation's demographics shift, DLA understands that the future success of our Agency is dependent upon our ability to attract and retain the right people with the right skills, experience, and expertise. It is vital that we are proactive and strategic in our workforce planning. We must also strive to maintain a work environment where differences in culture, lifestyles, socio-economic background, views, and perspectives are valued, respected, and embraced. We cannot and will not lose sight of our greatest asset -- our people.

As the Agency's decision-makers, DLA's senior leaders, managers, and supervisors accept the responsibility to ensure our success in maintaining a diverse and inclusive workplace through recruitment, hiring, and personnel management. Each member of the DLA workforce plays a crucial role in the Agency's efforts to maintain a diverse and inclusive workplace. Let us all commit to respecting, welcoming, and honoring the contributions of all our colleagues. Remember we are stronger together, Team DLA.

A handwritten signature in black ink, appearing to read "McSkubic", is positioned above the printed name.

M. C. SKUBIC
Vice Admiral, SC, USN
Director