



**DEFENSE LOGISTICS AGENCY
LAND AND MARITIME
P.O. BOX 3990
COLUMBUS, OHIO 43218-3990**

MEMORANDUM FOR DLA LAND AND MARITIME

JUL 20 2020

SUBJECT: Diversity and Inclusion Policy Statement

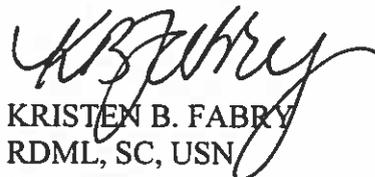
Diversity and Inclusion is a strategic imperative for DLA Land and Maritime, requiring an action plan to institutionalize a diversity consciousness focused on inclusion, hard work, respect, and integrity within our culture. Diversity and Inclusion is critical to mission accomplishment and performance and the responsibility of leadership and all DLA Land and Maritime employees.

We are a nation whose demographic makeup continually changes, reflecting the growth of minority populations - both old and new - and a steady influx of new immigrants. DLA Land and Maritime welcomes and encourages the active participation of every associate by valuing people and their differences.

Everyone in DLA Land and Maritime contributes to mission success and everyone brings to that collective effort unique capabilities and individual talent. Like any organization in times of transformation and change, we have an opportunity to thrive on the inclusion of new ideas and the diversity of thought. When we embrace understanding the mores, customs and ideals of diverse cultures, as well as the perspectives of other people, we enhance our ability to promote democracy in times of peace or war.

DLA Land and Maritime will promote a culture that embraces diversity and inclusion. Through effective communication, education, policy and programs, we will cultivate a work environment wherein individuals are valued and respected. We will recruit, develop and retain leaders from our nation and within our workforce for all occupations and develop a workforce that reflects the diversity of individuals that make up our country. Diversity and Inclusion is a corporate asset that enables us to provide unparalleled support to our customers. We are committed to improving that strength.

A copy of this policy statement will be posted on all official bulletin boards. If you have any questions, please contact the Office of Equal Employment Opportunity and Diversity at (614) 692-2577 or DSN 850-2577.


KRISTEN B. FABRY
RDML, SC, USN
Commander