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THE JOINT STAFF
WASHINGTON, DC

DJSM 0069-20
08 June 2020

MEMORANDUM FOR ALL JOINT STAFF PERSONNEL

SUBJECT: Policy on Diversity and Inclusion

1. The Joint Staff is committed to diversity and inclusion, and echoes the spirit of the Department of Defense's Human Goals Charter, which states, "We gain a strategic advantage through the diversity of our total force and create a culture of inclusion where individuals are drawn to serve, are valued, and actively contribute to overall mission success."
2. The Joint Staff's success depends upon our ability to attract and retain individuals with the right skills, experience, and expertise. Therefore, it is an imperative that we are proactive and strategic in our workforce planning. We must strive to maintain a work environment where differences in culture, lifestyles, socio-economic background, views, and perspectives are valued, respected, and embraced. We cannot lose sight of our greatest asset—our people.
3. Each member of the Joint Staff plays a critical role in our efforts to maintain a diverse and inclusive workplace. Employees must respect and honor the contributions of their colleagues regardless of differences. Additionally, Joint Staff senior leaders, managers, and supervisors are responsible for maintaining a diverse and inclusive workplace through recruitment, hiring, and personnel management.
4. Please contact the Joint Staff Equal Employment Opportunity and Diversity Office for concerns with diversity and inclusion at 757-203-5456, 703-692-2471, or via e-mail at js.pentagon.dom.mbx.eeod-mailbox@mail.mil.

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

WILLIAM D. BYRNE, JR., RADM, USN
Vice Director, Joint Staff

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