



**AMERICA'S ARMY:  
THE STRENGTH OF THE NATION™**

**Presentation  
for the  
Military Operations Research Society**

**COL John McPhaul  
Army Diversity Office  
26 January 2010**

# Report Documentation Page

Form Approved  
OMB No. 0704-0188

Public reporting burden for the collection of information is estimated to average 1 hour per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to Washington Headquarters Services, Directorate for Information Operations and Reports, 1215 Jefferson Davis Highway, Suite 1204, Arlington VA 22202-4302. Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to a penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number.

1. REPORT DATE <b>26 JAN 2010</b>		2. REPORT TYPE		3. DATES COVERED <b>00-00-2010 to 00-00-2010</b>	
4. TITLE AND SUBTITLE <b>America's Army: The Strength of the Nation</b>				5a. CONTRACT NUMBER	
				5b. GRANT NUMBER	
				5c. PROGRAM ELEMENT NUMBER	
6. AUTHOR(S)				5d. PROJECT NUMBER	
				5e. TASK NUMBER	
				5f. WORK UNIT NUMBER	
7. PERFORMING ORGANIZATION NAME(S) AND ADDRESS(ES) <b>Army Diversity Office, 1777 North Kent Street Suite 2000, Arlington, VA, 22209</b>				8. PERFORMING ORGANIZATION REPORT NUMBER	
9. SPONSORING/MONITORING AGENCY NAME(S) AND ADDRESS(ES)				10. SPONSOR/MONITOR'S ACRONYM(S)	
				11. SPONSOR/MONITOR'S REPORT NUMBER(S)	
12. DISTRIBUTION/AVAILABILITY STATEMENT <b>Approved for public release; distribution unlimited</b>					
13. SUPPLEMENTARY NOTES <b>Personnel and National Security: A Quantitative Approach (Unclass), 25-28 January 2010, Johns Hopkins University Applied Physics Laboratory, Laurel, Maryland</b>					
14. ABSTRACT					
15. SUBJECT TERMS					
16. SECURITY CLASSIFICATION OF:			17. LIMITATION OF ABSTRACT <b>Same as Report (SAR)</b>	18. NUMBER OF PAGES <b>9</b>	19a. NAME OF RESPONSIBLE PERSON
a. REPORT <b>unclassified</b>	b. ABSTRACT <b>unclassified</b>	c. THIS PAGE <b>unclassified</b>			



# Agenda

---

- **Diversity Definition**
- **Vision for Diversity**
- **Army Diversity Strategy**
- **Army Diversity Strategic Focus**

## Army Definition of Diversity

The different attributes, experiences, and backgrounds of our Soldiers, Civilians, and Family members that further enhance our global capabilities and contribute to an adaptive, culturally astute Army.



## Army Diversity Vision



**The national leader in embracing the strengths of diverse people in an inclusive environment ...investing in and managing talent, valuing individuals, and developing culturally astute Soldiers and Civilians who enhance our communities and are prepared for the human dimension of leadership and global engagements.**

**L**

**D**

**R**

**S**

**H**

**I**

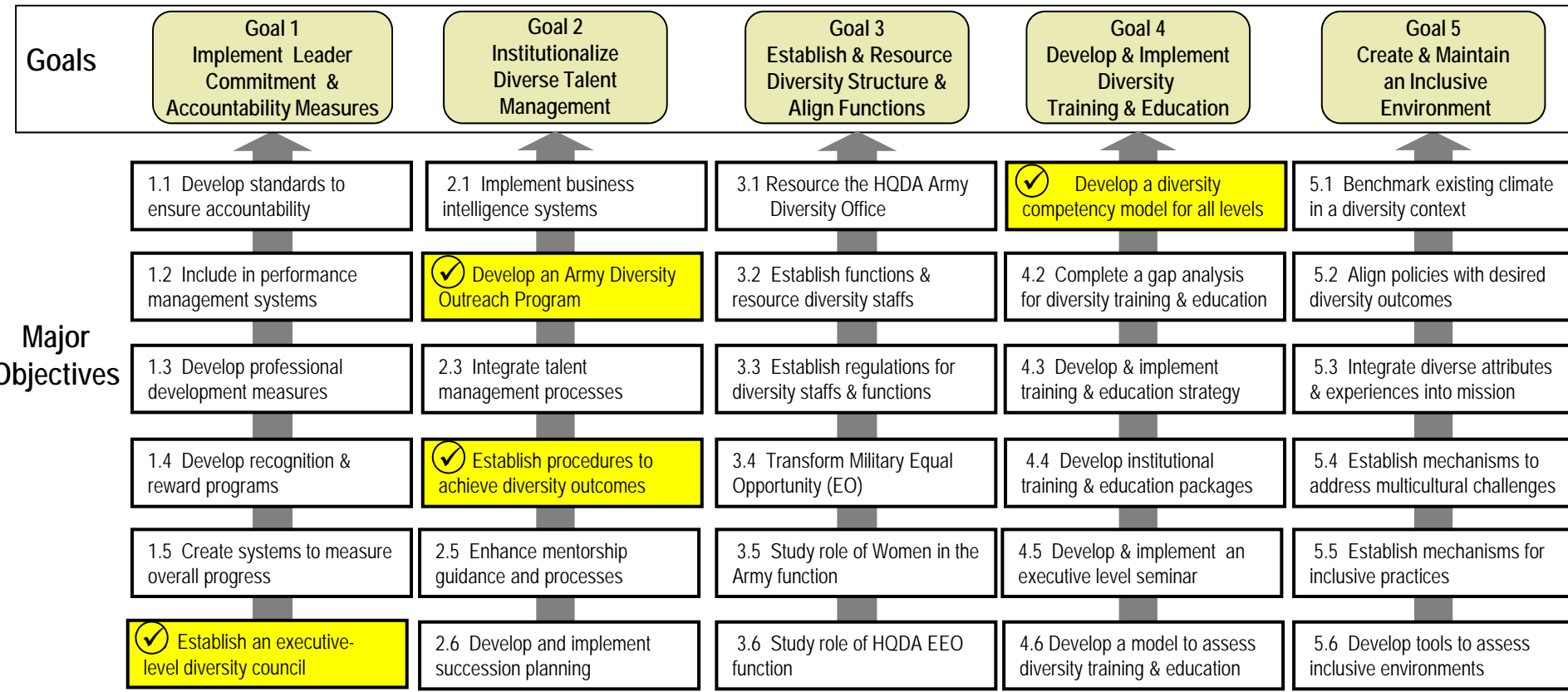
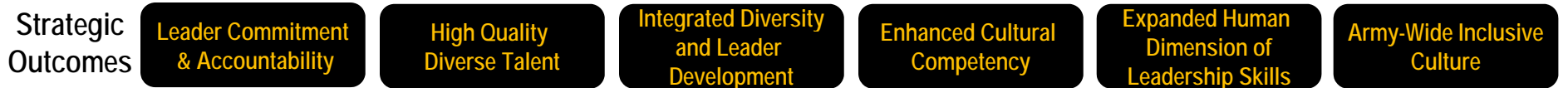
**P**



U.S. ARMY

# Army Diversity Strategy Map

**Diversity Mission:** To develop and implement a strategy that contributes to mission readiness while transforming and sustaining the Army as a national leader in diversity.



✓ Current ADO focus areas

# Army Diversity Strategic Focus

## GOALS

- Implement Leader Commitment & Accountability
- Institutionalize Diverse Talent Management
- Establish & Resource Diversity Structure & Align Functions
- Develop & Implement Diversity Training & Education
- Create & Maintain an Inclusive Environment

## STRATEGIC OUTCOMES

### **LEADERSHIP**

- Leader commitment & accountability
- High quality diverse talent
- Integrated Diversity and Leader Development

### **MISSION EXECUTION**

- Enhanced cultural competency
- Expanded Human Dimension of Leadership Skills
- Army-Wide Inclusive Culture

## LINK TO MISSION



**INEVITABILITY: Recruiting Talent = Recruiting Diversity**

**America's Talent Will Be Diverse**



---

YOUR QUESTIONS?



ARMY STRONG.<sup>SM</sup>





# BACK-UPS



# Army Diversity Office History

---

- **May 2003:** Commission on Officer Diversity (CODA) Study initiated
- **June 2005:** Army Diversity Office created in Army G1
- **November 2007:** Army Chief of Staff, General George Casey, announced creation of a Diversity Task Force
- **February 2008:** Secretary and Chief of Staff of the Army signed a Charter for the Army Diversity Task Force

MISSION: Conduct a holistic assessment of Army diversity efforts and make recommendations that ensure implementation of a world-class diversity program

- **July 2008:** ADO produced and published an Interim Report with four recommendations
- **November 2008:** SA/CSA directed transition of ADTF to a revitalized Army Diversity Office with direct reporting
- **April 2009:** SA/CSA/SMA sign an Army Policy Statement on Diversity
- **June 2009:** Final ADTF (Draft) Report submitted for staffing
- **August 2009:** Developed, coordinated and executed Senior Executive Diversity Awareness Training
- **November 2009:** Completed final draft of ADTF Final Report and ADO Concept Plan
- **January 2010:** ADO realigned under the Assistant Secretary of the Army, Manpower & Reserve Affairs