DEPARTMENT OF THE ARMY
OFFICE OF THE JUDGE ADVOCATE GENERAL
2200 ARMY PENTAGON
WASHINGTON, DC 20310-2200

1 MAR 2022

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MEMORANDUM FOR JUDGE ADVOCATE LEGAL SERVICE PERSONNEL

SUBJECT: **POLICY MEMORANDUM 22-11** – Diversity, Equity, Inclusion, and Accessibility

1. The Soldiers, Civilians, and Family members of the Judge Advocate Legal Service (JALS) are our most valuable resource and greatest strength. Comprised of all components, our team's formidable diversity of unique attributes, experiences, demographics, perspectives, and backgrounds truly enables our Army to accomplish any mission in an increasingly complex and competitive global environment. We strive to attract, recruit, develop, and retain a high quality and diverse team of legal professionals who reflect our Nation and enable those seeking to serve to see themselves in our Corps.

2. Within the JALS, we are committed to building and maintaining a work environment where Diversity, Equity, Inclusion, and Accessibility form the fundamental principles for developing and building cohesive teams. All JALS personnel will learn, understand, support, and comply with the Army's policies on Diversity, Equity, Inclusion, and Accessibility as detailed in the Diversity, Equity, and Inclusion Annex to The Army People Strategy, as amended, and related policies. The principles of these policies must be reflected and remain evident in all of our office procedures, practices, training, and education efforts.

3. Our performance as public servants demands our professional commitment to treat all people equally, fairly, and with civility and respect. These values reflect the most fundamental premises of our democracy: Equal Protection under the Law, and Liberty and Justice for All. I expect every JALS member to embrace the values of equality, fairness, unity, and respect for others. I charge leaders across JALS to be deliberate in providing inclusive workplaces where all of our personnel feel valued and empowered to develop, contribute, belong, and succeed while selflessly serving our Nation.

4. Our Army and our JALS team are stronger because of our diversity, and we have a collective responsibility to ensure every member of our force has the opportunity to reach his or her potential. I am dedicated to leveraging the strength of our diverse force and ensuring fair treatment for all its members, and I call upon all of JALS to lead with open-mindedness, respect, and tolerance. Similarly, I expect all JALS members to embrace this notion and to express it in workplace interactions and through everyday practices.

5. Proponent. The Office of The Judge Advocate General is the proponent for this policy. The point of contact is the Director, Office of Diversity, Equity, and Inclusion at 571-256-8128.

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STUART W. RISCH
Lieutenant General, USA
The Judge Advocate General

Encl
Definitions of Key Terms

Diversity, Equity, Inclusion, and Accessibility

Diversity. Diversity includes all attributes, experiences, cultures, characteristics, and backgrounds of the total force which are reflective of the nation we serve and enable the Army to deploy, fight, and win.

Equity. Equity is the fair treatment, access, opportunity, choice, and advancement for all Soldiers and Civilians, while striving to identify and encourage drivers and identify and eliminate barriers that have prevented the full participation of the total force.

Inclusion. Inclusion is the process of valuing and integrating each individual's perspectives, ideas, and contributions into the way an organization functions and makes decisions; enabling workforce members to achieve their full potential in focused pursuit of organization objectives.

Accessibility. Accessibility means the design, construction, development, and maintenance of facilities, information and communication technology, programs, and services so that all people, including people with disabilities, can fully and independently use them.

- For the Army, Diversity isn't about reaching an exact number.
- It's about building high performing and cohesive teams.
- Its about knowing your people – from the unique attributes and characteristics that each Soldier and Civilian bring, to empowering your people as valued members of a team and using their qualities to build readiness and support the mission.

Dignity is a Given. Respect is Earned.