(b) (6) (b) (6) USARMY HQDA OTJAG (USA)

From: USARMY Pentagon HQDA OTJAG Mailbox TJAG Sends <usarmy.pentagon.hqda-otjag.mbx.tjag-sends@mail.mil>
Sent: Thursday, March 25, 2021 4:35 PM
Subject: TJAG AND DJAG SENDS VOL 40-23

***TJAG AND DJAG SENDS VOL 40-23 - (Establishment of the Office of Diversity, Equity, and Inclusion, Office of The Judge Advocate General)

Establishment of the Office of Diversity, Equity, and Inclusion, Office of The Judge Advocate General

On July 26, 1948, President Harry S. Truman signed Executive Order 9981 to end racial segregation and discrimination in the military. President Truman's order set in motion a wave of reforms for equality and inclusion, not only in the military, but across the federal work force and public education. And we all know that almost seventy-three years later, much work remains to be done. As an Army, we must lead the way to ensure opportunities for all. The Judge Advocate Legal Services (JALS) is our Nation's premier law firm. Because we are, we can and must be better. To this end, consistent with the recommendation of the JAG Corps Council on Diversity, Equity, and Inclusion and following a review of recent survey feedback from JALS personnel, we are establishing the Office of Diversity, Equity, and Inclusion (ODEI) within the Office of The Judge Advocate General.

The ODEI's mission will be to provide leadership and guidance in the formulation, execution, and management of policies and practices that foster a diverse, equitable, and inclusive environment consistent with the core values of the JALS. To accomplish this mission, the ODEI's charter includes data analysis and metrics, policy review and development, training, advisory support, and diversity recruiting (EO, EEO, and SHARP are beyond the scope of the DEI's charter). The ODEI will accomplish its mission through mutually supportive engagements with all JALS activities that are primarily responsible for the missions of recruiting, retaining, and developing JALS personnel. The ODEI will also work closely with the JAG Corps Council on Diversity, Equity, and Inclusion on developing recommendations for diversity, equity, and inclusion initiatives.

We are pleased to announce (b) (6) as the ODEI's first director. (b) (6)(b) (6) was chosen for this extremely important assignment based on his outstanding record of leadership in our Regiment and is precisely the right person to lead the ODEI as it begins its work. In the very near term, (b) (6) (b) (6) will engage JALS leaders with requests for statistical data and other information that the ODEI will use to formulate initiatives in conjunction with our Council; JALS leaders will expeditiously support these requests, as they represent opportunities to support the advancement of diversity, equity, and inclusion in our formation.

Achieving diversity, equity, and inclusion is ultimately the responsibility of all JALS members and, most especially, leaders. Recognizing that the outcome of our efforts to become a more diverse, equitable, and inclusive organization will primarily depend on how sincerely we incorporate these values into our attitudes and actions, the ODEI is one more step in doing what must be done so that we - individually and as a team - can realize our full potential, for the ultimate benefit of our Army and Nation.

People First, Be Ready, and Stay Healthy!

https://www.jagcnet2.army.mil/TJAGDJAGSends40-23

CHARLES N. PEDE
Lieutenant General, USA