RECOMMENDED OVERALL THRUST**: **The Corps' efforts in fostering Diversity, Equity, and Inclusion (DEI) are nested in the Army's campaign plan known as the Army People Strategy, and its DEI Annex. It is also about building trust and making sure that everyone is included.

- ***What does the DEI board do**?*
  - Two of the Army's 5 DEI goals concern the demonstration of Army leaders' commitment to further DEI, and the establishment and resourcing of structures that support that commitment.
  - In support of these Army goals, our Corps has three DEI-focused organizations that reflect our commitment to DEI: the DEI Council (DEIC), the DEI Field Boards, and the Office of DEI.
    - DEIC: TJAG stood up the DEIC in summer of 2020. It consists approximately twenty senior leaders of our Corps, charged with conducting a comprehensive look at the following to identify any obstacles to DEI and reduce/eliminate barriers to success for all our personnel:
      - Recruitment, hiring, and accessions;
      - Assignments;
      - Training and education; and
      - Promotions and retention.
    - DEI Field Boards: This past Spring, the DEIC stood up 9 field boards across the Corps to help the DEI Council accomplish its mission. The 9 field boards consist of approximately 10 volunteers each, from all our components and rank structures.
    - ODEI:
      - On the recommendation of the DEIC, TJAG organized and resourced ODEI (ultimately becoming a three-person office).
      - Since Summer 2021, and currently led by COL Luis Rodriguez, ODEI's mission is to provide full-time leadership and guidance in the formulation, execution, and management of policies and practices that foster a DEI environment consistent with the core values of our Corps.
  - These three DEI-focused organizations meet frequently and work together to recommend well-informed initiatives for our leadership to consider and adopt to further DEI in our Corps.
- ***And, what is their measurable end goal?*** Our DEI-focused organizations are devising initiatives that can result in measurable DEI improvements. For example:
  - Recruitment and Accessions: We can examine how we can strengthen our Corps' efforts to attract more diverse candidates. A measurable goal here for any new recruitment tools would be for the percentage of diverse personnel (race/ethnicity and gender) whom we select and access to at least reflect or best current law school student enrollment demographics [see attached slide for current percentages].
  - Retention: Our retention numbers may also serve to indicate, to a certain extent, how inclusive we are beyond recruitment. A measurable goal here for our retention tools