DEPARTMENT OF THE ARMY
OFFICE OF THE JUDGE ADVOCATE GENERAL
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DAJA-ZA

17 JUL 2020

MEMORANDUM FOR Judge Advocate Legal Services Personnel

SUBJECT: Establishment of the U.S. Army Judge Advocate General's Corps Council on Diversity, Equity, and Inclusion

1. Our People are our most precious resource – Soldiers, Civilians, Family members – across component. How we value each other – and how we each perceive the resulting treatment – matters. It matters because it is essential to our effectiveness as a team. But more importantly, it matters because it is the essence of who we are and what we represent. How we treat each other reflects our values. And our values arise from our commitment to what is right, fair, and just, which are the foundations of our shared promise: Equal Justice under the Law for all.

2. Recent national events – and the dialogue it has prompted – present an opportunity to reflect on that promise. I am, therefore, establishing the Judge Advocate General's Corps Council on Diversity, Equity, and Inclusion ("the Council").

3. Mission: The Council will take a comprehensive look at ourselves as a regiment. It will ask whether the JAG Corps is truly as inclusive as it can – and therefore, should – be. Where we can improve, the council will propose approaches to make our organization more inclusive of the diversity that is the strength of the JAG Corps, our Army, and the Nation we serve. While the council's review is to be comprehensive, it will initially look, across component, specifically at –

a. Obstacles to inclusion;

b. Recruiting and accessions;

c. Assignments;

d. Training and education;

e. Promotions; and

f. Retention.

4. Structure: The voices of our Corps, from around the world, must be heard. Therefore, the Council shall establish subordinate advisory boards from the field ("field boards") to assist the council in its task. The Council will determine the number, alignment and distribution of field boards, subject to the goal of obtaining broad feedback from the field and drawing from the wide range of talent across our Regiment – Civilian and Soldier, Reserve