



DEFENSE LOGISTICS AGENCY  
LAND AND MARITIME  
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MEMORANDUM FOR DLA LAND AND MARITIME

SUBJECT: Diversity Policy

Diversity is a strategic imperative for DLA Land and Maritime, requiring an Action Plan to institutionalize a Diversity consciousness focused on inclusion within our **culture**.

We provide supply chain solutions to the greatest military in the world. We are a nation that welcomes and encourages active participation of every citizen by valuing people, despite their differences, fostering an environment of mutual trust and respect, promoting professional and personal growth, creating a supportive environment for each other, sharing information to promote full workforce participation, committed to forming a sense of community with respect and value individual contributions, regardless of race, ethnicity, gender, sexual orientation, color, religion, age or disability -- a democracy founded on the promise of equal opportunity for all. We are also a nation whose demographic makeup continually changes, reflecting the growth of minority populations both old and new and an enduring influx of new immigrants.

Diversity is critical to mission accomplishment and **performance**.

Everyone in DLA Land and Maritime contributes to mission success, and everyone brings to that collective effort, unique capabilities and individual talent. How we harness those capabilities and foster that talent bears considerable effect on our ability to successfully accomplish the mission with enhanced performance. Like any organization in time of **transformation** and change, we have an opportunity to thrive on the infusion of new ideas and the diversity of thought. When we embrace understanding the mores, customs and ideals of diverse cultures, as well as, the perspectives of other people we enhance our ability to promote democracy in times of peace or war.

Diversity is a **leadership** issue, and **everyone is a leader**.

DLA Land and Maritime will promote and engender a culture that embraces diversity through inclusionary practices. Our action plan includes communication, education, provision of policy guidance and programs for each of us to actively cultivate, advocate and nurture a work environment in which people are valued, respected, and provided the opportunity to reach their full personal and professional potential. We will recruit, educate, develop and retain leaders from our workforce and nation and for all occupations.

DLA Land and Maritime diversity is an asset in our corporate tool kit as we provide unparalleled support to our customers. DLA Land and Maritime is committed to improving that strength.

  
JAMES M. McCLAUGHERTY, SES  
Deputy Commander

  
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