



DIRECTOR'S POLICY 500-26

DIVERSITY AND INCLUSION POLICY

Originating Component:	Human Resources Directorate
Effective:	March 24, 2023
Releasability:	Unlimited. This Director's Policy (DP) is approved for public release and is located on the Defense Commissary Agency's (DeCA) internet website at www.commissaries.com .
Reissues and Cancels:	DP 500-26, "Diversity and Inclusion Policy," June 29, 2018

1. PURPOSE: This DP communicates the Director's Diversity and Inclusion Policy.

2. POLICY.

a. DeCA is committed to creating and maintaining a culture that values and leverages diversity to encompass a full range of talents, skills, perspectives, backgrounds and life experiences. This culture helps foster an environment where each employee is able to maximize their potential, thereby increasing their contributions to the strategic goals and objectives of our Agency and is a key part of our business strategy.

b. We have the responsibility to foster and instill a positive culture of collaboration and change acceptance through commitment, accountability, and proactive communication. I call upon all supervisors, managers, and leaders to embrace diversity and inclusion and ensure that all civilian and military personnel understand that leadership supports and promotes differences within the Agency, which increases the productivity of the workforce.

c. DeCA's definition of diversity and inclusion is simple – obtaining, building, and retaining a highly talented, committed workforce that is reflective of our Agency values, our

nation's many cultures, and our global presence. We shall be a diverse and inclusive workplace when we recognize and respect individual differences, with dignity and respect, and when employees feel that they are valued and their work meaningfully contributes to the Agency's mission.

d. My expectation of DeCA leadership, in conjunction with the Director of Equal Employment Opportunity, and the Director of Human Resources, is to support training, mentoring, and developmental programs that better equip our workforce to deliver the commissary benefit. I encourage all employees to participate in special emphasis program observances, employee resource groups, and mentoring opportunities to increase engagement and awareness in the workplace. This will ensure that all DeCA employees have the skills necessary to navigate successful career progression.

e. DeCA's hiring practices will leverage best practices that consider candidates with a full range of talents, skills, perspectives, backgrounds, and life experiences. Attracting, hiring, and retaining the best qualified workforce is crucial to DeCA's success in providing a premier customer experience in every commissary.

3. RESPONSIBILITIES.

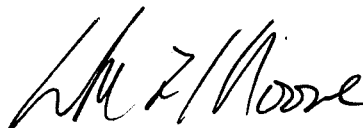
a. Leaders at all levels shall support and lead with a diversity and inclusion mindset; and inspire and foster a diverse and inclusive culture and environment through role modeling.

b. All managers and supervisors shall embrace and demonstrate support for diversity and inclusion for employees in their respective work areas and maintain a culture and environment that inspires employees to do the same.

c. All employees shall take the initiative to become knowledgeable and act positively relative to DeCA's diversity and inclusion policy, especially with their responsibility to treat fellow employees and patrons with respect, civility, and dignity.

d. Affirmative employment and diversity program and inclusion managers shall review and adopt the Agency's diversity program plan and provide the leadership and support necessary for its deployment. They shall use an inclusive approach in the development and continuous improvement of the plan with input on proposed diversity programs, initiatives, or ideas while ensuring alignment with DeCA's values, vision and mission.

4. APPLICABILITY. This DP assigns responsibility for accomplishing the requirements of DoD publications program, in accordance with DoDI 5025.01. This DP applies to all DeCA activities and all DeCA personnel.



William F. Moore
Director