

## DIVERSITY, EQUITY, INCLUSION, AND ACCESSIBILITY SUMMIT

Summary of objectives and highlights on the 2023 Department of Defense (DoD) Diversity, Equity, Inclusion, and Accessibility (DEIA) Summit.

### **Objectives:**

- Gain insight from industry leaders and academic institutions on how DEIA improves organizational culture and increases operational effectiveness.
- Identify potential threats, risks, and barriers to recruiting and retaining top talent in mission critical roles.
- Engage DEIA professionals in collaborative conversations, and thought-leadership to develop and enact strategies in support of the DoD's mission challenges.

### **Discussion Summary:**

- DoD's Diversity Management Operations Center hosted the DEIA Summit at Joint Base Andrews, February 13-17, 2023.
- The summit comprised of a 2-day closed-door DoD leadership discussion and a 3-day DEIA practitioners forum.
- The Summit identified two themes
  - If talent pools are not expanded DoD **will not remain competitive as an employer**,
  - Research demonstrates how DEIA efforts contribute to an organization's effectiveness and, thus, mission accomplishment in DoD.
- Other potential gaps:
  - Importance of branding DoD as an employer of choice to attract, recruit, and retain talent from diverse pools in order to maintain a competitive and lethal force.
  - Disconnect between DoD's actions and negative perceptions of DoD in underrepresented communities among those eligible to serve.
  - Examination of the Department's approach to DEIA and highlight its function as a force multiplier for current operations, mission readiness, and future capabilities..
  - Need to leverage tools such as Employee Resource Groups (ERGs) as force multipliers; better utilization of ERGs will increase communication and understanding between leaders and underrepresented employees supporting the mission.