



## DEFENSE CONTRACT MANAGEMENT AGENCY

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FORT LEE, VA 23801-1809

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DCMA-DPS 004

### MEMORANDUM FOR ALL DCMA EMPLOYEES AND APPLICANTS

**SUBJECT: Director's Policy Statement on Diversity and Inclusion**

The Defense Contract Management Agency (DCMA) 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. This commitment to diversity and inclusion empowers our workforce to better accomplish DCMA's mission.

Diversity goes beyond the efforts required to be in compliance with equal employment opportunity and antidiscrimination laws and regulations. In order to continue meeting our mission in supporting the warfighter, we must ensure that diversity and inclusion strategies are integrated into our agency policies, practices and procedures as diversity drives innovation, creativity and competitive strength as well as employee productivity, engagement and retention.

I call upon all supervisors, managers and leaders to embrace diversity and inclusion to ensure that all civilian and military personnel understand that leadership supports and promotes differences within the agency, which increases the productivity of the workforce. I also expect leadership, in conjunction with the Director of Equal Employment Opportunity, the Executive Director of Human Capital, and the Agency's Special Advisor for Diversity and Inclusion to support training, mentoring and developmental programs that better equip our workforce to support the warfighter. I encourage 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 DCMA employees have the skills necessary to navigate successful career progressions.

DCMA is fully committed to leveraging diversity and inclusion best practices to identify and develop the best talent, create effective teams, achieve excellence and realize mission success. I expect all employees to respect the value of diversity and inclusion.

A handwritten signature in black ink, appearing to read "David H. Lewis", is positioned above the typed name.

David H. Lewis  
VADM, USN  
Director