

Agency diversifies talent pool

Cassandra Locke | DCMA Public Affairs



From left: Stanley Broadus, Stepheny Finnie and Rick Bedford, Defense Contract Management Agency Forward recruiting team, contribute to the agency's number one Human Capital strategic initiative: to attract, recruit, develop and retain a high-performing and diverse workforce representative of the public it serves.

The Defense Contract Management Agency's number one Human Capital strategic initiative is to

attract, recruit, develop and retain a high-performing and diverse workforce representative of the public it serves.

According to Karen R. Penn, DCMA Diversity, Inclusion and Recruiting Division director, more than 60 percent of DCMA's workforce is eligible to retire in the next five years.

"While there may be a delay in retirements due to the current economy, we must still ensure we have a pipeline of top talent comprised of the right people for the right seats in our acquisition workforce," said Penn.

According to Penn, labor force statistics reveal an extremely diverse talent pool, and the federal government aims to have a workforce reflective of such diversity. Recent and pending executive orders require federal agencies to implement strategies for improving overall diversity with a particular focus on veterans, Hispanics and individuals with disabilities. Several special appointing authorities exist to facilitate expedited, noncompetitive appointments for veterans, 30 percent or more disabled veterans and individuals with targeted disabilities.

"Diversity is more than race and gender ... it includes the full range of talents, skills, perspectives, backgrounds and life experiences that make an individual unique."

— Karen R. Penn, Defense Contract Management Agency Diversity, Inclusion and Recruiting director

"It is important for employees to understand that diversity is more than race and gender — that it includes the full range of talents, skills, perspectives, backgrounds and life experiences that make an individual unique," said Penn.

"When we acknowledge, nurture, enhance and leverage the richness of diversity and incorporate such into all our practices, policies and procedures, we can leverage such as a catalyst for increased productivity, creativity and innovation and as a competitive strength in fulfilling our mission in providing unparalleled support for our nation's warfighters."

The team will also be able to better attract, recruit and retain a diverse, high-

performing workforce reflective of the public served.

According to Mariangela Monsalve, DCMA diversity and recruitment coordinator, the agency has spent the last year focused on recruitment.

"For the first time, we have been soliciting and analyzing the demographics of candidates, which enable us to understand the diversity yield of our recruitment efforts and to conduct return on investment analyses and course correct when necessary," said Monsalve.

She said the agency's current pipeline of talent reflects improved diversity across all demographics.

"We also regularly have local area field recruiters, Keystones, subject-matter experts and special emphasis program coordinators at all of our recruitment and hiring events," she said. The diversity team has also worked with the Office of Equal Employment Opportunity to provide EEO and diversity training.

According to Penn, plans for this fiscal year call for an agency diversity council and continued collaboration with the Office of EEO to ensure DCMA leads the way in executing the pending executive order in the Department of Defense's forthcoming diversity and inclusion strategy. 