



DEPARTMENT OF DEFENSE

DEFENSE ACQUISITION UNIVERSITY  
OFFICE OF THE PRESIDENT  
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FEB 7 2014

MEMORANDUM FOR ALL DEFENSE ACQUISITION UNIVERSITY PERSONNEL

SUBJECT: Defense Acquisition University Diversity Policy

The Defense Acquisition University (DAU) employs highly qualified and diverse men and women to help meet its mission. We are stronger and more effective because our workforce includes individuals with backgrounds, characteristics, and attributes that reflect our Nation's rich diversity. Our diverse backgrounds and experiences bring inherently different outlooks and ways of thinking, the key to innovation in organizations. We have created an inclusive environment where everyone is valued and encouraged to provide ideas critical to innovation, optimization, and mission success.

Diversity management is not just about Equal Employment Opportunity and Affirmative Action. These laws establish a framework for expectations of nondiscrimination and DAU abides by them in its hiring and promotion practices. Diversity at DAU goes beyond race and gender; it is not limited to visible differences. We value diversity in our workforce and work diligently to attract and retain a workforce that represents a range of personal and professional backgrounds, experiences, and perspectives--including varying age, ethnicity, gender, disability, race, sexual orientation, gender identity, religion, national origin, political affiliation, socioeconomic and family status, and geographic region as well as different opinions and approaches to work.

It is my policy to promote diversity within the organization by:

- Supporting a DAU culture that values inclusion of all DAU personnel and students and views diversity as a potential force multiplier in support of mission accomplishment;
- Establishing training, mentoring, and development approaches that ensure all DAU personnel have the skills to navigate career progression successfully; and
- Developing management systems that measure and report diversity management and Equal Opportunity progress.

I expect all employees to foster effective diversity management across the university, sustain progress over time, and ensure accountability for results. The DAU organizational culture reflects our ongoing commitment to build and maintain a workplace environment that supports the efforts of all employees to effectively carry out DAU's mission while ensuring that all employees are encouraged to excel as public servants.

A handwritten signature in black ink, appearing to read "James P. Woolsey".

James P. Woolsey  
President