



DEFENSE TECHNICAL INFORMATION CENTER
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22 SEP 2021

IN REPLY
REFER TO: DTIC-D

MEMORANDUM FOR ALL DEFENSE TECHNICAL INFORMATION CENTER EMPLOYEES

SUBJECT: Policy Statement on Diversity and Inclusion

The Defense Technical Information Center (DTIC) is strongly committed to diversity and inclusion in the Federal workplace.

“Diversity” refers to all the different characteristics and attributes of the DTIC total workforce. Inclusion denotes the process of valuing and integrating individual perspectives, ideas, and contributions into a collaborative, supportive, and respectful environment that increases the participation and contribution of all employees. Diversity and inclusion must work together to enable our workforce to drive innovation and mission success. It is not enough to just build a diverse team – we must provide opportunities for every individual on the team to contribute through inclusion.

We must also strive to maintain a work environment where differences in culture, lifestyles, socio-economic background, views, and perspectives are valued, respected, and embraced. We can achieve more by leveraging the background and thought diversity of all personnel. We cannot and will not lose sight of our greatest asset – our people.

DTIC’s ability to attract, develop, and retain a diverse, skilled, and agile workforce is vital to our continued success. As the Agency’s decision makers, every manager and supervisor must take time to carefully review personnel decisions (hiring, training and career development, assignments, promotions, reasonable accommodations, and other benefits/privileges of employment) to ensure that all employees are treated fairly.

Diversity and inclusion are the key foundations to ensure that a fair and equitable work environment exists throughout DTIC, with senior leaders, supervisors, managers, at all levels that respect, appreciate and value every employee’s individual identity.

Let us all commit to respecting, welcoming, and recognizing the contributions of all our colleagues. Remember we are stronger together!

Thank you for your support and commitment

A handwritten signature in blue ink, appearing to read "C. Thomas", written over a large, stylized blue circular mark.

Christopher E. Thomas
Administrator

Administrator's Statement on Diversity and Inclusion

We are all more similar than we are different. There is strength in our common values as Americans. There are also benefits in our differences.

Our goal in pressing for diversity is not to point out and dwell on differences, but rather to recognize that differences fill out a team, make us stronger, and enable our products and services to better meet our customers' expectations.

Supporting diversity means that we recognize differences between people and acknowledge that these differences are a valued asset. Diversity refers to differences in terms of various attributes such as race, age, sex and more. I believe that every person can contribute to DTIC's mission, differences in ability increase the potential for productivity. DTIC seeks to provide an inclusive environment, where we reflect the diversity of our society and let each employee know that their uniqueness/diversity is an asset.

When I first took a job after college, I was the only one under 40 and the only one without military service. The leadership of my company were all retired military white males. At that time their experience and backgrounds were well suited to bidding and working Pentagon contracts. But when the company decided to bid on a commercial contract, we completely failed. We did not understand private sector needs, rules, regulations, and personalities. We did not understand the culture, the priorities, the risk tolerance. And as the Pentagon changed my company recognized the need to change and the benefit diversity provided. What I, at 22, brought was an eagerness to learn new programming languages, new operating systems, and new technologies, and to approach things in different ways. I imagine my learning disability helped to drive my interest in technology and its ability to help mitigate my spelling and reading challenges.

DTIC's mission is currently under review, and we are at a technological inflection point. In order to transition to an organization that continues to provide value to the Department, we must ensure that we work efficiently and effectively. Fostering diversity provides us with the perspective of our user community and ensures that we all work better as a team. Teamwork enhances productivity, boosts morale, and inspires employees to do their best, with the understanding that employees will be judged based on their work - not on superficial identifiers.

Innovation is needed to move us forward. Innovation is an extension of creativity through the implementation of creative new ideas provided by a diverse, motivated workforce. When presented with a problem, each employee approaches the solution in a different manner based on their culture, education, and skills, which leads to multiple solutions. DTIC needs a multi-faceted problem-solving attitude.

I want everyone to know that their unique perspectives are valued and appreciated, and that, as we look to AI and ML technologies, we must focus the agency on teamwork and common goals and objectives.

We support a diverse customer population and the diversity of skills and experiences within the agency will help us connect with current and potential customers, as we listen to their voices and acknowledge their information needs.

DTIC's Diversity and Inclusion Policy Statement is attached with this message and located in the Human Resources tab, EEO Policy on SharePoint. The purpose of this policy is to remove any kind of bias within the organization. A more diverse workplace culture addresses unconscious bias on the basis of race, sex, religion, etc. I want to ensure that everyone's voice is heard. Together we will move the agency forward.