



DEPARTMENT OF DEFENSE
Defense Commissary Agency
Fort Lee, VA 23801-1800

DIRECTOR'S POLICY

DP 500-26
June 29, 2018

Human Resources Directorate
OPR: DeCA/CCH

SUBJECT: Diversity and Inclusion Policy

1. PURPOSE. This Director's Policy (DP) communicates the Director's Diversity and Inclusion Policy. This policy letter supersedes DP 500-26, "Defense Commissary Agency Coins, dated October 15, 2012.

2. POLICY.

a. I am firmly committed to diversity and inclusion in the workplace. At the Defense Commissary Agency (DeCA), we consider diversity and inclusion an integral part of our business strategy. Diversity and inclusion is an opportunity and responsibility that requires continuing commitment by providing accountability and leadership engagement.

b. Attracting, hiring and retaining the best qualified workforce and enhancing opportunities for all employees are crucial to DeCA's success in providing a premier customer experience in every store, and in order to provide a relevant and vital benefit to military members and their families. As DeCA undergoes a significant evolution, it's important to understand that we are not losing an important foundation for success — our commitment to diversity and inclusion. DeCA continually seeks to foster a culture of collaboration and change acceptance through proactive communication and inclusion.

c. DeCA's definition of diversity and inclusion is simple – obtaining and retaining a highly talented, committed workforce that is reflective of our global customers. This means that we are an open and inclusive workplace. Diversity and inclusion exist when we recognize and respect individual differences such that employees feel that they are valued and their work meaningfully contributes to the Agency's mission.

3. RESPONSIBILITIES.

a. Senior leaders shall provide executive support and leadership for diversity and inclusion; and encourage and foster a diverse and inclusive environment through role-modeling.

b. Managers and supervisors shall embrace and demonstrate support for diversity and inclusion for employees in their respective work areas and maintain an environment that encourages employees to do the same.

c. All employees shall take the initiative to become knowledgeable regarding diverse attributes and treat others with respect and dignity; understand their responsibility to DeCA and fellow employees relative to diversity and inclusion.

d. Affirmative Employment and Diversity Program and Inclusion Managers shall review and adopt the Diversity Program Plan and provide the leadership and support necessary for its deployment.

e. Affirmative Employment and Diversity Program Managers shall take an inclusive approach in the development and continuous improvement of the Diversity Program Plan; provide input on proposed diversity programs, initiatives, or ideas; and ensure alignment with DeCA's vision and mission

4. APPLICIABILITY. This DP assigns responsibility for accomplishing the requirements of DoD Publications program, in accordance with DoDI 5025.01. This DP applies to all DeCA activities and all DeCA personnel.

5. RELEASIABILITY. Cleared for public release. This DP is available on DeCA's internet website at www.commissaries.com.

6. EFFECTIVE DATE. This DP is effective immediately.

Robert J. Bianchi
Director