



DEPARTMENT OF DEFENSE
MISSILE DEFENSE AGENCY
5700 18TH STREET
FORT BELVOIR, VIRGINIA 22060-5573

EO

October 14, 2020

POLICY MEMORANDUM NO. 55

MEMORANDUM FOR ALL MDA PERSONNEL

SUBJECT: Diversity Policy

The Missile Defense Agency (MDA) is firmly committed to develop, foster, and sustain a culture in which diversity and inclusion is valued and leveraged and where all employees have equal access to opportunity. We continue to strive to create and maintain a highly qualified and capable workforce that is reflective of our society as a whole.

We will continue to maximize the strength of individual perspectives, experiences, and cultural backgrounds to successfully execute our mission. The realization of full inclusion will be obtained by a combination of commitment from top management coupled with a diligent desire from the remaining workforce to harness the strengths of our individual differences. Practicing inclusive management creates a high performing work environment where all employees are optimal contributors to mission objectives.

Infusing diversity into the fabric of MDA's culture promotes an environment necessary to develop innovative and ground-breaking technical solutions for the complex Missile Defense challenges we face today. We will continue to:

- Support a culture of professional and personal development to maximize individual strengths that contribute to our collective efforts in accomplishing our increasingly critical mission;
- Promote decisions that enhance management's ability to access diverse talent in pursuit of MDA's objectives;
- Foster unity of purpose and cohesiveness among the total workforce and integrate all talent into the mainstream; and
- Engage in and commit to the objectives of MDA and create a work environment that support, encourage, and develop the available talent.

We all share the responsibility to ensure diversity and inclusion throughout MDA. Employees who may have questions, raise concern or would like to report an event of non-compliance with this policy can contact our office at the equal-opportunity@mda.mil. It is my expectation that you will lead by example through your mentorship, service, and leadership.

This policy supersedes Policy Memorandum No. 55, dated November 14, 2017.

A handwritten signature in black ink, appearing to read "J. Hill", is positioned above the printed name of the Director.

J. A. HILL
Vice Admiral, USN
Director