



PERSONNEL AND
READINESS

UNDER SECRETARY OF DEFENSE
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WASHINGTON, D.C. 20301-4000

FEB - 7 2022

MEMORANDUM FOR SENIOR PENTAGON LEADERSHIP
DEFENSE AGENCY AND DOD FIELD ACTIVITY DIRECTORS

SUBJECT: 2022 Department of Defense Black History Month Observance

The Department recognizes February 1-28, 2022 as Black History Month. This year's theme, *Black Health and Wellness*, focuses on the overall well-being of the African American community.

The African American community has experienced violent crimes and encountered social, economic, and other inequities. These stressors can take a toll on the health and wellness of African Americans.

The Department is taking action aligned with Presidential directives to address inequities which may negatively affect the health and wellness of African Americans and other minority groups. Within the Department, we are determined to cultivate a work environment with leaders who understand our current and future success is connected to creating equitable opportunities for all. The Department is leveraging data, reviewing programs, and advancing transparency efforts. We have launched multiple diversity initiatives, to include implementing diversity and inclusion curricula at all levels of professional education for military and civilian leaders, and working with Historically Black Colleges and Universities to develop a pipeline of military and civilian talent. In addition, we are examining the Department's external-facing programs to determine how we can foster opportunities for underserved communities. We are committed to eradicating inequities and extremist behaviors in the Department and to promote an inclusive and equitable environment.

As a Department, we recognize that diversity of experience among members of an inclusive and cohesive team is an advantage in overcoming our adversaries. The ability to bring African Americans' talents and capabilities to our unifying purpose of national security is not only for the well-being of the Black community, but for the wellness of all Americans. For resources and help with leading and organizing observances, visit:
<https://www.defenseculture.mil/Human-Relations-Toolkit/Special-Observances/Black-History-Month/>.

A handwritten signature in black ink, appearing to read "Gilbert R. Cisneros, Jr.", is located below the text.

Gilbert R. Cisneros, Jr.