



PERSONNEL AND
READINESS

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

JAN - 3 2021

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

SUBJECT: 2022 Department of Defense Dr. Martin Luther King, Jr., Day Observance

The Department recognizes January 17, 2022 as Dr. Martin Luther King, Jr., Day. On this day we commemorate and celebrate the legacy of Dr. King's lifetime commitment to equality, justice, and civil rights for all.

The enduring theme "*Remember! Celebrate! Act! A Day On, Not A Day Off!*" is a call to America to transform Dr. King's legacy into personal action through service. While it is a day of remembrance and celebration, it is also a time to demonstrate our resolve by getting involved and working together to strengthen and embrace the values of community – reinforcing a sense of belonging, a connectedness without boundaries—a commitment to be a part of something greater than ourselves. This call is DoD's reminder to execute acts of service in consideration of the principles that America was founded upon – the belief that all people are created equal, regardless of color, gender, sex, or creed.

In recognition of Dr. King's life, the Department remains committed to cultivating a culture of service, equitable opportunities, and inclusion. We have embraced a number of internal initiatives across the Department, to include expanding transparency in promotions, updating civilian employee recruiting content to reach a broader workforce, and increasing virtual development opportunities. In addition, DoD continues to collaborate and partner with Historically Black Colleges and Universities, Minority Serving Institutions, and K-12 communities to connect with educators and students to ignite interest in employment to support our mission readiness requirements.

As we reflect on this day, I encourage all of us to uphold Dr. King's legacy of equality and service. Commit to demonstrating acts of kindness, compassion, and civility to those you encounter within the workplace and your community. Use this day to give back to your communities, schools, faith-based groups, and non-profit organizations. For resources and help with leading and organizing observances, visit: <https://www.defenseculture.mil/Human-Relations-Toolkit/Special-Observances/#martin-luther-king-jr-birthday>.

A handwritten signature in black ink, appearing to read "Gilbert R. Cisneros, Jr.", written in a cursive style.

Gilbert R. Cisneros, Jr.