



PERSONNEL AND
READINESS

UNDER SECRETARY OF DEFENSE

4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

JAN 12 2023

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

SUBJECT: 2023 Department of Defense Dr. Martin Luther King, Jr. Day Observance

The Department of Defense recognizes January 16, 2023 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 people, and carry forward the enduring theme: "Remember! Celebrate! Act! A Day On, Not A Day Off!"

Dr. King once said, "Injustice anywhere is a threat to justice everywhere." Our Armed Forces are stronger today because of the courage and determination of Dr. King who called upon Americans to work together to become a stronger and more unified nation.

The Department is committed to honoring Dr. King's legacy. That means recognizing and appreciating the diversity and unique talents of all who serve, protecting our civilians and Service members from hateful and discriminatory acts, and ensuring everyone within the Department is treated with dignity and respect.

Dr. King gave a voice to our greatest ideals, stirred the conscience of our nation's citizens, and made us believe in the dream of a more perfect union. In keeping with his memory, the Department of Defense is unwavering in its pursuit to uphold the ideals of Dr. King. Every civilian employee and Service member must do their part in fostering a culture of dignity, diversity, inclusivity, and respect. We must continue to transform Dr. King's legacy to action and work together to create lasting change that makes us stronger as a Department and as a nation. We can do much more together than apart.

As we remember Dr. King's remarkable legacy, let us recommit ourselves to his ideals, the principles he stood for, and the challenges that remain. For resources 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.