



PERSONNEL AND
READINESS

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

SEP 12 2022

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

SUBJECT: 2022 Department of Defense National Hispanic Heritage Month Observance

The Department observes National Hispanic Heritage Month from September 15, 2022 to October 15, 2022. During this time, we celebrate the histories, culture, and contributions of Americans whose ancestors came from Central America, South America, Spain, Mexico, and the Caribbean.

This year's Hispanic Heritage Month theme is, "**Unidos: Inclusivity for a Stronger Nation.**" Fostering an inclusive environment is crucial for the Department's success. Not only does an inclusive environment attract and retain critical personnel, it enables the Department to gain the strategic advantage when we capitalize on the strengths of the talented individuals whose diverse experiences and perspectives reinforces our ability preserve and protect our military interests at home and abroad.

Today, Hispanic and Latino Americans remain a key component of the Department's workforce, comprising 17 percent of active duty Service members and 8 percent of the DoD civilian workforce. As we celebrate their many contributions, we are mindful of individuals like, Air Force Lieutenant General Marc H. ("Sass") Sasseville, the 12th Vice Chief of the National Guard Bureau and the first Hispanic American to be named Commander of the 113th Wing, District of Columbia Air National Guard. As a Lieutenant Colonel, he demonstrated exceptional courage and leadership when terrorists attacked the United States on September 11, 2001. Lieutenant General Sasseville was one of the F-16 fighter pilots activated to find and alleviate the enemy's aerial threat against our country. We also must recognize retired Joe R. Campa Jr., who served as the 11th Master Chief Petty Officer of the Navy, the most senior enlisted member of the U.S. Navy. Both distinguished themselves as professionals in arms serving with distinction, a small representation of the many Hispanic Americans who serve every day selflessly and honorably for the security and safety of our Nation.

As the Department's first Chief Diversity and Inclusion Officer, it is my honor to lead the Department's diversity and inclusion initiatives. I ask that we all embrace the brilliance and possibilities of every culture, and as Americans, the very backgrounds that join us together as an integral part of our success. For resources and help with leading and organizing observances, visit: <https://www.defenseculture.mil/Human-Relations-Toolkit/Special-Observances/#national-hispanic-heritage-month>.

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

Gilbert R. Cisneros, Jr.