



PERSONNEL AND
READINESS

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

AUG 17 2022

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

SUBJECT: 2022 Women's Equality Day Observance

The Department celebrates August 26, 2022 as Women's Equality Day. On this day, we acknowledge and celebrate the importance of the Women's Suffrage Movement and the resulting ratification of the 19th Amendment, which enshrined in our Constitution women's right to vote. It is also a time to raise awareness of issues that continue to adversely affect the careers and advancement of women today.

The fight for women's equality has moved forward as they have sought equal pay and access to previously closed military occupations, among other strides towards equality. Despite these advances, women still face discrimination and bias. Such unfair treatment constrains innovation and creates competitive disadvantages. The Department remains steadfast in cultivating a work environment that embraces talent throughout our Nation. Because the United States is a global leader in science, technology, engineering, and mathematics, our national security compels us to seek out and leverage the best and brightest talent, regardless of gender. In fact, we have made significant progress towards equity, and continue to strive for greater female representation in senior positions. Women occupy 25 percent of the Military Department senior leadership positions, and 14 percent of positions in the Combatant Commands and Joint Staff leadership. We must continue to increase this integration, as it is through diverse perspectives, experiences, and skillsets that we will keep our Nation secure.

We celebrate visionary women like Captain Elizabeth Okoreeh-Baah, United States Marine Corps, the first woman to pilot the MV-22 Osprey in 2006, encouraging the imagination of young girls to envision future possibilities in mission critical occupations for our Department. Similarly, Vice Admiral Sandra L. Stosz (Ret), United States Coast Guard, inspired others when she became the first woman Superintendent of the United States Coast Guard Academy, her alma mater.

The Department is committed to advancing our best qualified Service members and civilian employees to ensure our national security is strengthened by equal access to leadership opportunities, including full participation of women from every background. For more information on Women's Equality Day, I encourage you to visit:

<https://www.defenseculture.mil/Human-Relations-Toolkit/Special-Observances/#womens-equality-day>.

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

Gilbert R. Cisneros, Jr.