



PERSONNEL AND
READINESS

UNDER SECRETARY OF DEFENSE

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

MAR 10 2022

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

**SUBJECT: 2022 Department of Defense National Women's History Month Observance
Announcement**

The Department recognizes March 1-31, 2022, as National Women's History Month. This year's theme, "Women Providing Healing, Promoting Hope," is a tribute to the sustaining contributions of women serving as professionals, caregivers, and essential workers combating a global pandemic, leading change in their career fields, and instilling faith in their communities.

Women are serving at the forefront of the global response to the pandemic, including in Government and industry. In the past year, America's fight against coronavirus disease 2019, natural disasters, and social unrest presented unique demands affecting the American workforce, including those in critical national security, medical, science, technology, engineering, and mathematics fields. Many women balanced teaching children, caring for extended family members, and providing the innovative technologies and services that advance the strength of our warfighting capability.

Today's military is more inclusive than at any other time in history. Women serve in every occupation, to include fighter pilots, mechanics, and infantry personnel. They comprise approximately one-fourth of the Department's Total Force, and the Department relies on their perspectives, skills, and expertise to resolve critical national security matters.

The Department is committed to continuing to remove barriers to equal opportunity and foster an inclusive environment. As we celebrate Women's History Month this year, I call upon all of us to be mindful of the contributions and accomplishments of military and civilian women, both in the past and today. For resources and help with leading and organizing observances, visit: <https://www.defenseculture.mil/Human-Relations-Toolkit/Special-Observances/#womens-history-month>.

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

Gilbert R. Cisneros, Jr.