



DEPARTMENT OF THE ARMY
CHIEF OF ENGINEERS
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WASHINGTON DC 20310-2600

DAEN-ZA

24 SEP 2020

COMMANDING GENERAL'S POLICY MEMORANDUM #10

SUBJECT: Diversity and Inclusion

1. As the Chief of Engineers, I am strongly committed to creating and maintaining a culture where people of diverse backgrounds are included, valued and respected. This culture helps foster an environment where each employee is able to maximize their potential, thereby increasing their contributions to the strategic goals and objectives of USACE. This commitment to diversity and inclusion empowers our workforce to better accomplish USACE's mission.
2. Diversity goes beyond the efforts required to be in compliance with equal employment opportunity and antidiscrimination laws and regulations. In order to continue meeting our mission of delivering vital public and military engineering services, we must ensure that diversity and inclusion strategies are integrated into USACE policies, practices and procedures as diversity and inclusion drives innovation, creativity and competitive strength, as well as, employee productivity, engagement and retention.
3. I call upon all Supervisors, Managers and Leaders to embrace diversity and inclusion to ensure that all Civilian and military personnel understand that leadership supports and promotes differences within USACE, which increases the productivity of the workforce. I also expect leadership, in conjunction with the Director of Office of Diversity and Leadership, the Director of Human Resources and the Executive Director of Human Capital to support training, mentoring and developmental programs that better equip our workforce to support all USACE activities. I encourage employees to participate in special emphasis program observances, employee resource groups, and mentoring opportunities to increase engagement and awareness in the workplace. This will ensure that all USACE employees have the skills necessary to navigate successful career progressions.
4. USACE is fully committed to leveraging diversity and inclusion best practices to identify and develop the best talent, create effective teams, achieve excellence, and accomplish our mission. I expect all employees to respect the value of diversity and inclusion.

A handwritten signature in black ink, appearing to read "Scott A. Spellmon".

SCOTT A. SPELLMON
Lieutenant General, USA
Chief of Engineers