



DEPARTMENT OF THE ARMY  
OFFICE OF THE ASSISTANT SECRETARY  
MANPOWER AND RESERVE AFFAIRS  
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WASHINGTON DC 20310-0111

SAMR-EI (600A)

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Diversity, Equity, Inclusion, and Accessibility Through Equal Employment Opportunity (EEO) Special Emphasis Programs and Employee Resource Groups.

1. Department of the Army relies on several tools to assist in making the Army an employer of choice. Attracting a talented and diverse workforce while maintaining an inclusive workplace for Army Civilians is a priority of Army leaders and I am honored to lead this effort. I am pleased to share the attached guidance on reaffirming the value of EEO Special Emphasis Programs (SEPs) and Employee Resource Groups (ERGs).
2. The Army encourages commands, organizations, and activities to harness the power of the SEPs and ERGs to ensure an inclusive and cohesive workforce. ERGs are uniquely positioned to understand the perspectives and issues of their communities and should collaborate with stakeholders within the organization to appropriately address areas of concern and develop plans of action.
3. ERGs serve as a catalyst for workplace inclusion by leveraging diversity to create a competitive advantage. These groups provide recommendations on issues impacting the group and serve as a critical enabler in resolving matters before they develop into inhibitors to organizational success.
4. The Army is committed to improving existing EEO Programs and sharing best practices. The point of contact for this action is Ms. Angela Love, Program Manager. She can be reached at (202) 403-1595 or [angela.g.love2.civ@army.mil](mailto:angela.g.love2.civ@army.mil).

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