



DEFENSE COUNTERINTELLIGENCE AND SECURITY AGENCY

27130 TELEGRAPH ROAD
QUANTICO, VA 22134-6801

March 26, 2024

MEMORANDUM FOR ALL DCSA PERSONNEL

SUBJECT: Diversity, Equity, Inclusion, and Accessibility

Point of Contact: Office of Diversity and Equal Opportunity (DEO), dcsa.eeo@mail.mil

Background. DCSA is committed to building and fostering a culture of diversity, equity, inclusion, and accessibility (DEIA). The success of our mission is dependent upon the environment in which we build strong teams based on inclusivity and trust. To enhance our mission, we highlight our values and how those core beliefs intersect with our mission-critical roles as Gatekeepers. DCSA leaders are accountable to our people and our mission.

DCSA seeks to improve equal opportunities through workforce initiatives built around four primary goals: 1) demonstrate leadership commitment and accountability to DEIA principles; 2) recruit, engage and retain diverse talent; 3) embrace equity as a central component of an inclusive culture; and 4) leverage consistent, easily accessible programs for the diverse needs and abilities of the workforce.

Applicability. This policy applies to DCSA employees and all personnel detailed or assigned to DCSA (e.g., joint duty assignments and internships).

Policy. Managers and supervisors must establish an environment where employees can embrace their unique characteristics such as age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that strengthen our workforce. DCSA will provide avenues to promote inclusive behaviors across the enterprise and ensure equality for underrepresented groups.

DCSA employees must treat all individuals with courtesy, dignity and respect, both internal to DCSA and when engaged with external partners and the general public. DCSA will provide training to reinforce DEIA principles and enable employees to operate with a shared understanding of appropriate and respectful workplace interactions.

Individuals from all walks of life are welcome at DCSA. We all share responsibility to ensure our workplace is safe, healthy and inclusive. I expect and encourage all employees to integrate our Agency values — people, mission, integrity, service, and innovation — into their daily work and make DCSA one of the best places to work in the Federal Government. Employees who believe they have been subjected to any kind of discrimination that conflicts with the Agency's policies should seek assistance from a supervisor, EEO counselor, or a diversity representative.

Our workforce is DCSA's most valuable resource, and it is strengthened by diverse cultures, ethnicities, backgrounds, and life experiences. The sum of our perspectives and talents is the strength of your Gatekeeper culture. Conducting ourselves consistent with DEIA principles fosters an environment based on trust and is squarely aligned to the Agency's strategic goals and national security mission.

A handwritten signature in black ink, appearing to read "DmCattler". The signature is fluid and cursive, with a long horizontal stroke at the end.

David M. Cattler
Director