



DEPARTMENT OF THE ARMY
HEADQUARTERS, U.S. ARMY JOINT MUNITIONS COMMAND
2695 RODMAN AVENUE
ROCK ISLAND, IL 61299-6000

JUN 30 2023
*CPM 690-27


AMJM-EE

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Command Policy Memorandum – Diversity and Inclusion

1. The Army's definition of diversity is the different attributes, experiences, and backgrounds of our Soldiers, Civilians and Family Members that further enhance our global capabilities and contribute to an adaptive, culturally astute Army.
2. The U.S. Army Joint Munitions Command (JMC) strives to create a work environment that encourages and embraces diversity and inclusion as part of its core culture. No qualified employee or applicant will be excluded from employment or other benefits based on race, color, national origin, sex (gender), disability (mental and physical), age (at least 40), religion, genetic information or reprisal. Everyone will be treated fairly with dignity and respect.
3. The JMC will cultivate a diverse and inclusive environment where the talents, experiences and qualities of all employees are valued and appreciated. All personnel actions must be based upon merit factors, without bias or prejudice so all employees have the opportunity to excel and accomplish their career goals. Leaders should regularly monitor and analyze personnel practices to ensure there are no systemic barriers that negatively affect the hiring and retaining of a diverse workforce. All reasonable efforts will be taken to ensure a diverse applicant pool from which to choose.
4. We recognize that equal employment opportunity requires affirmative steps to ensure the full utilization of people of a diverse background. I expect all to demonstrate a firm commitment to strengthen diversity and inclusion at all levels of the organization.
5. The point of contact is Mr. Stoney L. Ross, AMJM-EE, 309-782-8557, DSN 793-8557, stoney.l.ross.civ@army.mil.

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RONNIE D. ANDERSON JR.
Colonel, LG
Commanding

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*This document supersedes CG Policy 690-27, 22 August 2022.