

Your people are your greatest competitive asset. Federal agencies must implement diversity strategies that capitalize on the unique skills and talents of their workforce. To accomplish this goal the following steps must be taken: (1) Create a workforce that values diversity; (2) Identify diversity as a business issue; (3) Integrate diversity into an established strategic plan; (4) Educate and train managers and employees to value diversity; (5) Train managers to manage diversity; (6) Develop diversity-friendly policies and practices; (7) Make a long-term commitment to diversity.

Supervisors and managers, both military and civilian, are responsible for: implementing the Affirmative Employment and Affirmative Action Programs aimed at improving the representation of minorities, women, and disabled persons, including veterans, in all areas where they are underrepresented; achieving full integration and greater utilization of minorities, women, and disabled persons within their organization; and creating a workplace free from discriminatory practices, including sexual harassment.

Additional information regarding Affirmative Employment Programs may be obtained through the following web sites:

10-Point Plan (Hispanics):

<http://www.opm.gov/employ/diversity/html/10point.htm>

Affirmative Employment for People with Disabilities:

http://www.cpms.osd.mil/vip/per_data/22.htm

Management's Role: http://www.cpms.osd.mil/vip/per_data/221.htm

Employment Programs: http://www.cpms.osd.mil/vip/per_data/222.htm

Non-Competitive Selective Placement:

http://www.cpms.osd.mil/vip/per_data/2221.htm

Merit Promotion & Special Employment Programs:

http://www.cpms.osd.mil/vip/per_data/2222.htm

Special Emphasis Programs: http://www.cpms.osd.mil/vip/per_data/23.htm

Affirmative Employment Program Plan (AEPP) and Federal Equal Employment Opportunity (FEEEO) Recruitment Programs:

http://www.cpms.osd.mil/vip/per_data/25.htm