



EEOP ALIGNMENT WITH DA&M STRATEGIC GOALS



EEOP's mission is to foster an inclusive and respectful workplace environment that allows all personnel to succeed as they support the defense of our nation. The office strives toward the vision of being recognized as a leader in promoting early resolution of workplace disputes and in advisory services to management.

DA&M Strategic Goals

EEOP Strategic Goals

Goal 1: Customer Focus
DA&M delivers integrated support and services that are valued by customers and reflect best practices.

Goal 2: Operations Focus
DA&M operations are integrated, efficient, and agile.

Goal 3: Measurement, Analysis, and Knowledge Management
DA&M systematically measures and analyzes performance to inform decision-making, promote efficiency, and enable transparency.

Goal 4: Workforce Focus
DA&M attracts and retains a highly-skilled, versatile and motivated workforce that reflects diversity and is prepared to meet 21st Century challenges.

Goal 1: Workforce Inclusion
Monitor recruitment of qualified applicants, focusing on groups with low participation and representation rates to create a high-performing workforce drawn from all segments of American society.

Goal 2: Workplace Equity
Cultivate and encourage a culture of collaboration, flexibility, and fairness to enable all employees to reach their full potential and maximize retention.

Goal 3: Accountability
Develop strategies to equip leaders to manage robust affirmative employment programs (AEP) that measure results and promote a culture of inclusion.

Goal 4: Educate the Workforce
Promote a discrimination-free workplace by leveraging all forms of educational media and training to improve communication skills and conflict management in the workplace, creating a culture of inclusion at WHS.

Goal 5: Early Resolution
Promote the use of ADR during the informal and formal stages of the EEO complaints process, and encourage the early resolution of all workplace disputes.

Goal 6: Effective Administration of the EEO Complaints Process
Incorporate process improvements and standard operating procedures, monitor timelines and performance metrics, in order to improve the efficiency of the process.

EEOP Values:

Professionalism • Leadership • Dignity & Respect • Customer Service
diversity@whs.mil • 571-372-0832