

## 2024 Current Fiscal Year Report: Defense Advisory Committee on Diversity and Inclusion

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### 1. Department or Agency

Department of Defense

### 2. Fiscal Year

2024

### 3. Committee or Subcommittee

Defense Advisory Committee on Diversity and Inclusion

### 3b. GSA

### Committee No.

84597

### 4. Is this New Fiscal Year?

No

### 5. Current Charter

10/23/2022

### 6. Expected Renewal Date

10/23/2024

### 7. Expected Term Date

### 8a. Was Terminated During Fiscal Year?

No

### 8b. Specific Termination Authority

### 8c. Actual Term Date

### 9. Agency Recommendation for Next Fiscal Year

Continue

### 10a. Legislation Req to Terminate?

Not Applicable

### 10b. Legislation Pending?

Not Applicable

### 11. Establishment Authority

Agency Authority

### 12. Specific Establishment Authority

Secretary of Defense

### 13. Effective Date

10/23/2020

### 14. Committee Type

Continuing

### 14c. Presidential?

No

### 15. Description of Committee

### 16a. Total Number of Reports

No Reports for this Fiscal Year

### 17a. Open

0

### 17b. Closed

0

### 17c. Partially Closed

0

### Other Activities

0

### 17d. Total

0

### Meetings and Dates

No Meetings

Current FY

Next FY

<b>18a(1). Personnel</b>		
<b>Pmts to Non-Federal Members</b>	\$0.00	\$0.00
<b>18a(2). Personnel</b>		
<b>Pmts to Federal Members</b>	\$342,000.00	\$360,000.00
<b>18a(3). Personnel</b>		
<b>Pmts to Federal Staff</b>	\$0.00	\$0.00
<b>18a(4). Personnel</b>		
<b>Pmts to Non-Member Consultants</b>	\$512,000.00	\$534,000.00
<b>18b(1). Travel and Per</b>		
<b>Diem to Non-Federal Members</b>	\$21,000.00	\$50,000.00
<b>18b(2). Travel and Per</b>		
<b>Diem to Federal Members</b>	\$6,200.00	\$8,000.00
<b>18b(3). Travel and Per</b>		
<b>Diem to Federal Staff</b>	\$0.00	\$0.00
<b>18b(4). Travel and Per</b>		
<b>Diem to Non-member Consultants</b>	\$0.00	\$2,000.00
<b>18c. Other(rents,user charges, graphics, printing, mail, etc.)</b>		
	\$8,200.00	\$20,000.00
<b>18d. Total</b>	\$889,400.00	\$974,000.00
<b>19. Federal Staff</b>		
<b>Support Years (FTE)</b>	2.00	5.00

**20a. How does the Committee accomplish its purpose?**

The committee provides the Secretary of Defense and the Deputy Secretary of Defense, through the Under Secretary of Defense for Personnel and Readiness (USD(P&R)), independent advise and recommendations on matters and policies relating to improve racial/ethnic diversity, inclusion, and equal opportunity within the Department of Defense (DoD), with primary focus on military

personnel.

**20b. How does the Committee balance its membership?**

The committee shall be composed of not more than 20 members, including prominent individuals from academia and the public and private sectors, with experience in one or more of the following disciplines: defense or national security, organizational or human resources management, constitutional or employment law, and diversity and inclusion.

**20c. How frequent and relevant are the Committee Meetings?**

The number of meetings is two per year.

**20d. Why can't the advice or information this committee provides be obtained elsewhere?**

The Secretary of Defense has determined that the committee's continued operations is essential to the Department of Defense.

**20e. Why is it necessary to close and/or partially closed committee meetings?**

Meetings are not closed to the public unless the Department of Defense determines that items on the planned agenda meet the closed-meeting provisions of 5 U.S.C. § 552b(c). Pursuant to DoD policy closed meetings can only be authorized by the DoD Sponsor, who is the Under Secretary of Defense for Personnel and Readiness, and only after consultation with the appropriate General Counsel.

**21. Remarks**

Biannual Business Meetings conducted 27 Oct 2022, 9 Dec 2022, 11-12 May 2023, and 14-15 December 2023.

## Designated Federal Officer

Shirley Saoit Raguindin Executive Director

Committee Members	Start	End	Occupation	Member Designation
				Special Government
Bagby, Byron	09/19/2022	09/18/2026	Managing Partner of BMB Solutions, LLC	Employee (SGE) Member
Beldo-Lilley, April	09/19/2022	09/18/2026	Director, Executive Operational Planning, USAA for the CEO	Special Government Employee (SGE) Member
			Consultant Principal, WestExec	
			Advisors; Visiting Senior Fellow at Harvard Kennedy School's Belfer Center for Science and International Affairs	Special Government
Brooks, Vincent	09/19/2022	09/18/2026	Military Liaison, University of Texas at San Antonio, Founder and Vice President, Veteran and Military Affairs; Founder and CEO of Carrington Firmin LLC	Employee (SGE) Member
Carrington Firmin, Lisa	09/19/2022	09/18/2026	Adjunct Professor of Law, Georgetown University, Google Corporate Counsel	Special Government Employee (SGE) Member
Carter, Phillip	09/19/2022	09/18/2026	University, Google Corporate Counsel	Employee (SGE) Member

Participant Name	Start Date	End Date	Current Position	Special Government Employee (SGE) Status
Gillespie, Lawrence	09/19/2022	09/18/2026	Aviation Consultant for a S. American Government; Serves on the Defense Intelligence Agency Advisory Board, and International Advisory Board for Forbes and Manhattan, Inc. Founder and CEO, Greg Jenkins Consulting; Leadership and Social Media & Marketing Co-Chair(s) for the Inclusion Allies Coalition; United Nations Alliance of Civilizations Intercultural Leaders	Special Government Employee (SGE) Member
Jenkins, Gregory	09/19/2022	09/18/2026	Former Director, Integrated Resiliency Office, Headquarters USAF, Pentagon Professor, US Naval War College, Distance Learning Education Program; Adjunct Professor, Pacific Rim Christian University	Special Government Employee (SGE) Member
Johnson, James	09/19/2022	09/18/2026	Senior Manager, Diversity and Inclusion, Tesla; Manager, Human Resources, Tesla; Defense Council Member, Truman National Security Project	Special Government Employee (SGE) Member
Kaneakua, Walter	09/19/2022	09/18/2026		
Kavanaugh, Kristen	09/19/2022	09/18/2026		

Lee, Thomas	09/19/2022	09/18/2026	Professor of International Law, Fordham Law; Co-Director, Special Center on AAPI and the Law, Visiting law professor at Columbia, Harvard, and the University of VA Director, Workforce, Development and Health Program, RAND Project Air Force; Senior Social Scientist, Professor, Pardee RAND Graduate School Chairman, KBR Corp.,; Jobs Ohio (the economic development entity for the State of Ohio), and Frontier Technologies, Inc. Chairman, NASA Advisory Council, and Chairman of the National Space Council's User Advisory Group	Special Government Employee (SGE) Member
Lim, Nelson	09/19/2022	09/18/2026	Chairman, KBR Corp.,; Jobs Ohio (the economic development entity for the State of Ohio), and Frontier Technologies, Inc. Chairman, NASA Advisory Council, and Chairman of the National Space Council's User Advisory Group	Special Government Employee (SGE) Member
Lyles, Lester	09/19/2022	09/18/2026	Dept. Chair & Associate Professor of History, Univ. of WY	Special Government Employee (SGE) Member
Means, Jeffrey	09/19/2022	09/18/2026	CEO Booz Allen Hamilton; Board of Directors, Booz Allen Hamilton; Chairman, Board of Directors for Children's	Special Government Employee (SGE) Member
Rozanski, Horacio	09/19/2022	09/18/2026	Founder, Managing Partner, Private Investment Group	Special Government Employee (SGE) Member
Sandoval, Alfredo	09/19/2022	09/18/2026		

Szelwach, Celia	09/19/2022	09/18/2026	Served as a Professor of Practice for Leadership and Organization Development and Change at Cabrini University; Owner, PCS2 Consulting LLC Professor of the Practice and Director of External Education and Outreach, Edmund A. Walsh School of Foreign Service Security Studies Program, Georgetown University Vice Chair, Board of Directors, National Military Intelligence Foundation; Board of Director for Operational Sciences Institute; Advisor, US Strategic Command Strategic Advisory Group Intelligence Panel, Adjunct Staff, Institute for Defense Analysis Board of Trustees, Fort Monroe Authority, and St John's College High School; Board of Directors, Navy Federal Credit Union	Special Government Employee (SGE) Member
Urban, Heidi	09/19/2022	09/18/2026		Special Government Employee (SGE) Member
Urrutia-Varhall, Linda	09/19/2022	09/18/2026		Special Government Employee (SGE) Member
Wilson, Frances	09/19/2022	09/18/2026		Special Government Employee (SGE) Member

**Number of Committee Members Listed: 20**

**Narrative Description**

The Committee shall conduct studies, make findings, and provide recommendations on matters and policies relating to improving racial/ethnic diversity, inclusion, and equal opportunity within the DoD, as determined by the Secretary of Defense and the Deputy Secretary of Defense (“the DoD Appointing Authority”), or the Under Secretary of Defense for Personnel and Readiness (USD(P&R)). All DAC-DI work will be in response to written terms of reference (ToR) approved by the DoD Appointing Authority or the USD(P&R) unless otherwise provided by in statute or Presidential directive.

**What are the most significant program outcomes associated with this committee?**

Checked if  
Applies

Improvements to health or safety	<input checked="" type="checkbox"/>
Trust in government	<input checked="" type="checkbox"/>
Major policy changes	<input checked="" type="checkbox"/>
Advance in scientific research	<input type="checkbox"/>
Effective grant making	<input type="checkbox"/>
Improved service delivery	<input type="checkbox"/>
Increased customer satisfaction	<input checked="" type="checkbox"/>
Implementation of laws or regulatory requirements	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>

**Outcome Comments**

Not Applicable

**What are the cost savings associated with this committee?**

Checked if Applies

None	<input checked="" type="checkbox"/>
Unable to Determine	<input type="checkbox"/>
Under \$100,000	<input type="checkbox"/>
\$100,000 - \$500,000	<input type="checkbox"/>
\$500,001 - \$1,000,000	<input type="checkbox"/>
\$1,000,001 - \$5,000,000	<input type="checkbox"/>
\$5,000,001 - \$10,000,000	<input type="checkbox"/>



Over \$10,000,000  
Cost Savings Other

☐  
☐

### Cost Savings Comments

The DACODAI saw an increase in operational costs, due to 50% filled authorized positions.

**What is the approximate Number of recommendations produced by this committee for the life of the committee?**

9

### Number of Recommendations Comments

The committee submitted it's first Annual Recommendation Report to SecDef on 01 March 2024.

**What is the approximate Percentage of these recommendations that have been or will be Fully implemented by the agency?**

0%

### % of Recommendations Fully Implemented Comments

Unable to determine number of implemented recommendations since the committee submitted it's first Annual Recommendation Report to SecDef on 01 March 2024.

**What is the approximate Percentage of these recommendations that have been or will be Partially implemented by the agency?**

0%

### % of Recommendations Partially Implemented Comments

0

**Does the agency provide the committee with feedback regarding actions taken to implement recommendations or advice offered?**

Yes ☐ No ☐ Not Applicable ☒

### Agency Feedback Comments

Not applicable at this time since the committee submitted it's first Annual Recommendation Report to SecDef on 01 March 2024.

**What other actions has the agency taken as a result of the committee's advice or recommendation?**

Checked if Applies

- |                                   |                          |
|-----------------------------------|--------------------------|
| Reorganized Priorities            | <input type="checkbox"/> |
| Reallocated resources             | <input type="checkbox"/> |
| Issued new regulation             | <input type="checkbox"/> |
| Proposed legislation              | <input type="checkbox"/> |
| Approved grants or other payments | <input type="checkbox"/> |
| Other                             | <input type="checkbox"/> |

**Action Comments**

Awaiting SecDef comments on DACODAI first submission of the Annual Recommendation Report to determine if action is required.

**Is the Committee engaged in the review of applications for grants?**

No

**Grant Review Comments**

N/A

**How is access provided to the information for the Committee's documentation?**

Checked if Applies

- |                           |                                     |
|---------------------------|-------------------------------------|
| Contact DFO               | <input checked="" type="checkbox"/> |
| Online Agency Web Site    | <input checked="" type="checkbox"/> |
| Online Committee Web Site | <input checked="" type="checkbox"/> |
| Online GSA FACA Web Site  | <input checked="" type="checkbox"/> |
| Publications              | <input checked="" type="checkbox"/> |
| Other                     | <input type="checkbox"/>            |

**Access Comments**

Committee website is operational.