



DEPARTMENT OF THE ARMY
HEADQUARTERS, EIGHTH ARMY
UNIT #15236
APO, AP 96271-5236

10 NOV. 2020

EACG

10 NOV 2020

MEMORANDUM FOR 8A Headquarters and Major Subordinate Commands

SUBJECT: Commander's Intent -- 8A's Strength in Diversity

1. Recent events have brought to light the continuing challenges associated with racial discrimination and inequality within the United States and its institutions, including our Army. **My intent** is that Eighth Army leaders at all levels tackle this challenge head-on. Diversity consists of the inclusion of people of different races, cultures, religions, ethnic background, gender identity, sexual orientation, and economic backgrounds.

2. Within Eighth Army, members of our community identified three major themes critical to eliminating these forms of discrimination and supporting Strength in Diversity: **trust**, **accountability** and **transparency**. This document outlines the way ahead and guidance for Eighth Army commands, Soldiers, DA Civilians, and our military community to ensure Eighth Army remains free of any form of discrimination. There is no better time to place this topic at the forefront of our collective dialogue to ensure we are always putting people first.

3. **Trust** is critical in our formations, and lack of trust erodes and degrades the cohesiveness of our teams, impacts readiness, and our ability to "Fight Tonight". Building trust starts with our Eighth Army family, and is inclusive of our diverse backgrounds. Soldiers trust their leaders when they know they are sincerely cared for.

4. **Accountability and transparency** go hand-in-hand with building trust. As we continue to talk to our Soldiers about challenges with discrimination, we must demonstrate that we are taking an active approach to resolving those issues and concerns, and providing candid feedback to our units about the steps we are taking to make our team strong and ready.

5. I acknowledge that each of your units are unique and have different dynamics. To that end, I am directing command teams to **do three things**:

(a) Leaders will **create Strength in Diversity Councils** and will support activities, programs, and best practices at the BDE-level IAW OPORD 20-08-20-01.

(b) Each major subordinate command will **appoint a Strength in Diversity representative** to attend semi-annual summits IAW WARNO 21-10-14-05, while ensuring all members of the command support strength in diversity programs and best practices.

(c) You will **report on your activities and initiatives at each Quarterly Training Brief**.

Through Strength in Diversity efforts, I am confident that we can make Eighth Army a place where Soldiers will continue to be proud to serve.

EACG
Strength in Diversity

6. Solving our challenges with racial discrimination will not happen overnight. Nor will it occur by executing tasks in an OPOD. It will take **repeated interaction and consistent leader engagement**.

Cdres,

Please maintain
momentum on this.

This is very
important for our
Army!



WILLARD M. BURLESON III
Lieutenant General, USA
Commanding