

# **Updates on DoD Directives and DoD Instructions: Pregnancy Discrimination, Diversity and Inclusion, and Equal Opportunity**

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**PERSONNEL AND READINESS**



# Overview

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- Mission and Vision
- Objectives
- Timeline
- Discrimination Policy



## ODEI Mission and Vision

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- Vision:
  - Foster a diverse and inclusive mission ready Total Force
- Mission:
  - Direct and oversee policies and programs to promote a DoD culture of dignity and respect that values diversity and inclusion as readiness imperatives



## ODEI Objectives

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- Develop and reissue *DoD Policies and Guidance*
- Establish and execute *Compliance Frameworks*
- Engage in broader/deeper *Strategic Planning and Assessment* to better understand organizational climate and emerging issues
- Provide policy oversight *Training/Education/Research* for DoD diversity management and equal opportunity programs
- Develop and implement a *Strategic Communications Plan*



## Anti-Discrimination Policies

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- DoD Directive (DoDD) 1020.02E, “Diversity Management and Equal Opportunity in the DoD,” June 8, 2015, with changes incorporated November 29, 2016
- DoD Instruction 1350.02, “DoD Military Equal Opportunity Program”
  - Under revision



## Pregnancy Discrimination Policy

- The Pregnancy Discrimination Act of 1978, which prohibits pregnancy discrimination in employment, does not include Service members.
- DoD Directive 1020.02E prohibits unlawful employment discrimination based on sex (to include pregnancy) for DoD civilian employees, but does not explicitly list pregnancy as a form of sex-based discrimination against Service members.
- July 14, 2020, “Immediate Actions to Address Diversity, Inclusion, and Equal Opportunity in the Military Services” memo, the Secretary of Defense states:
  - *The Department will update its military equal opportunity policy to prohibit pregnancy-based discrimination.*
- ODEI is working with stakeholders to update the policies as directed by the Secretary.