



DEPARTMENT OF THE ARMY
WASHINGTON DC 20310-0200

26 JUN 2020

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Elimination of Department of Army (DA) Photos, and Race, Ethnicity and Gender Identification Data for Officer, Warrant Officer, and Enlisted Selection Boards (Updated)

1. References:

- a. Army Regulation (AR) 135-155 (Promotion of Commissioned Officers and Warrant Officers Other Than General Officers), 13 July 2004.
- b. AR 135-156 (Reserve Component General Officer Personnel Management), 17 May 2007.
- c. AR 600-8-19 (Enlisted Promotions and Reductions), 16 May 2019.
- d. AR 600-8-29 (Officer Promotions), 25 February 2005.
- e. AR 640-30 (Official Army Photographs), 6 December 2019.
- f. Army People Strategy 2020, October 2019.

2. Background. The strength of our Army comes from our diversity. Developing and maintaining qualified and demographically diverse leadership is critical for mission effectiveness and is essential to national security.

a. Effective leaders understand that organizational success depends on the ability of people of different backgrounds to work together, while bringing the value of their diverse experiences to the mission.

b. Diversity is critical to every aspect of Talent Management in our Army, but it is especially important in the selection board process. Our Soldiers must be confident that equal opportunity exists at every stage of their career.

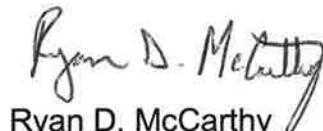
3. Purpose. Effective 1 August 2020, the requirement for officer, warrant officer and enlisted selection boards to include the DA Photo as part of the board file is suspended. Data that identifies a Soldier's race, ethnicity, and gender on the Officer Record Brief and the Enlisted Record Brief will be redacted as a part of the board file. These changes will help ensure that selection boards are as fair and impartial as possible.

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4. The Army is committed to ensuring that our promotion processes remain consistent with our Army Values, the Army People Strategy, and our Talent Management initiatives. We will continue to support focused, disciplined inquiries of our promotion and evaluation processes and systems, to include research, and data capture and storage.

5. Implementation instructions will be provided through MILPER messaging. An Army Directive will be published no later than 30 September 2021 that will integrate this provisional policy change, along with the results of the inquiries, into the listed references.


James C. McConville
General, United States Army
Chief of Staff


Ryan D. McCarthy
Secretary of the Army

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