

Diversity in our Nation's Armed Forces



Diversity is top of mind for military leaders who are focused on recruiting the most qualified candidates for service. According to [Pew Research Center statistics released in 2017](#), as the country has become more racially and ethnically diverse, so has the U.S. military: Racial and ethnic minority groups made up 40 percent of Defense Department active-duty military in 2015, up from 25 percent in 1990. The U.S. Army remains the largest branch of the U.S. military, so it is crucial that our Nation's strongest force represent gender, racial

and ethnic diversity. Read below about the Army's diversity work and SAY Committee members who are making an impact in their communities. We encourage you to share this content within your networks.

Strengthening the U.S. Army through Diversity

The [Army Diversity Roadmap](#) illustrates ongoing efforts to close the diversity gap within the Army and prepare our Nation's youth to be future leaders. Years of academic research shows that diversity and inclusivity of both a range of cultural backgrounds and genders ensure employees, and in this case Soldiers, feel valued and promote increased innovation and greater teamwork.

Q&A with SAY Committee Member Raquel Tamez



Raquel Tamez is a first-generation American who is a role model in her community. She is also the CEO of the Society of Hispanic Professional Engineers (SHPE). Driven by a passion for education and propelling STEM career opportunities for the Hispanic community, Raquel joined the SAY Committee to support the SHPE's partnership with the Army in building tomorrow's leaders.

Read the full Q&A with Raquel [here](#).

Former Army Officer BK Haynes Works for Opportunities for Alabama State University Students



BK Haynes, a retired officer, was commissioned into the Army through ROTC and is a former professor of Military Science at Florida A&M University. He continues his advocacy through his current role as director of Veterans and Military Affairs at Alabama State University. He helps connect students to opportunities that enhance their education, build their skills and prepare them for military service or a civilian career.

He focuses on recruitment, retention, development and graduation to help military minded students advance through the academy. On campus, Officer

Haynes has helped increase military participation by four percent and his department serves approximately 18 percent of the student body on meeting military and academic requirements during their college years.

He says the greatest challenge that students face is properly preparing for the Armed Services Vocational Aptitude Battery (ASVAB), which measures a student's readiness for academic and occupational success in the military. He believes school counselors should treat the ASVAB like they treat the SAT or ACT. His department offers refresher labs, so students can improve their aptitude test scores and successfully enlist in the military.

Office Haynes' perspective on diversity in the military was recently published by the Montgomery Advertiser. You can read his opinion editorial [here](#).

100 Black Men of America Conference

For five days in June, the U.S. Army took part in the 2018 100 Black Men of America (100BMOA) National Conference in Hollywood, FL, alongside more than 19,000 total attendees. BG Kevin Vereen of USAREC presented remarks during the kickoff luncheon for the Board of Directors, as well as during a Salute to Youth Luncheon, where he spoke to the importance of partners like the 100BMOA and the benefits afforded by today's modern Army.

BG Vereen, who was honored as an honorary member of the 100BMOA, joined other Army representatives by taking part in panels throughout the conference, a community empowerment project, a youth excursion and other networking events.



BG Kevin Vereen becomes an honorary member of the 100 Black Men of America.