



PERSONNEL AND
READINESS

OFFICE OF THE UNDER SECRETARY OF DEFENSE
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WASHINGTON, D.C. 20301-4000

MAY 29 2024

MEMORANDUM FOR SENIOR PENTAGON LEADERSHIP
DEFENSE AGENCY AND DOD FIELD ACTIVITY DIRECTORS

SUBJECT: 2024 Department of Defense Pride Month Observance

The Department of Defense recognizes June 1-30, 2024, as Pride Month. During this month, we celebrate the principles of inclusion, belonging, and equal opportunity for DoD civilian employees and military members, regardless of their sexual orientation or gender identity, to serve our great Nation.

Pride Month is an opportunity to salute members of the Lesbian, Gay, Bisexual, Transgender, Queer, and Intersex community who served our Nation in the past, often at great personal sacrifice, while providing a sense of belonging for those who currently serve and welcoming those who may be contemplating military or civilian service. We express in one voice, "Pride in All Who Serve – A Place for All to Serve," a powerful message that reinforces the Department's commitment to dignity, respect, civility, and compassion for all those who are members of our DoD family. In celebrating Pride Month, we pause to remember the courage and resilience of those trailblazers who fought for equal rights and acknowledge the ongoing journey towards full equality.

As the largest Federal employer in the United States, it is imperative we recognize and harness the skills and talents of all our military and civilian personnel. By doing so, we not only uphold our position as a global military superpower, but also maintain our competitive advantage in a rapidly evolving technological landscape. Our commitment to inclusivity must be unwavering. We welcome all individuals who meet the qualifications to serve, irrespective of their gender identity or sexual orientation. When we embrace the full spectrum of human potential, we ensure our workforce remains dynamic, innovative, and prepared to meet the unprecedented obstacles facing today's warfighters.

As we observe Pride Month, let us affirm our commitment to honoring and uplifting the dignity and worth of all individuals, recognizing that true equality can only be achieved when it is extended to every person without exception. Our goal is to foster an environment where everyone's dignity is upheld, thereby promoting a sense of security for individuals both physically and emotionally. For more information, I encourage you to visit:
<https://www.deomi.mil/Special-Observances/#pride-month>.

A handwritten signature in black ink, appearing to read "Ashish S. Vazirani".

Ashish S. Vazirani
Performing the Duties of the Under Secretary of
Defense for Personnel and Readiness