

ONE MILITARY COMMUNITY

Creating a more equitable place for all service members and their families to call home.



“Racism has no place in America, no place in our armed forces. We must, we can, and we will do better.”

— Staff GEN Mark Milley
The Chairman of the Joint Chiefs of Staff

Multiple events in the past year have highlighted the issue of racial inequality in America and shaped an ongoing national discussion. This conversation has been embraced by our military leadership – both uniform and civilian – who have made it clear that the military needs to do more.

As defense communities, we work to reflect the values of the military and support their mission – and that mission now includes strong efforts to address racial inequalities. At the same time, we also must recognize that the challenges of racism in the military – and how we end it – is not solely a military issue.

Once separated by fences and uniforms, defense communities and bases are now interconnected in every way – except sometimes in their diversity. While today our country’s military is more diverse than ever, some of our defense communities are the least diverse places in the country. This means the military may be asking service members to live in communities where they may not feel completely welcomed.

At the [Association of Defense Communities \(ADC\)](#), we believe this is something that we can do better. We are committed to supporting our communities in their local efforts to create more equitable and welcoming environments for all service members and their families to call home. Each community needs to determine how they want to reflect this issue in conversations locally. Our ADC initiative will provide the support, information and resources for those interested in exploring these issues.

ONE MILITARY, ONE COMMUNITY

ADC’s [One Military, One Community](#) initiative, made possible through the support of [Booz Allen Hamilton](#), is a national conversation within the greater military community working toward ensuring that every military family arriving at a new duty station will not face racism, intolerance or inequality.

The initiative will advance this goal by focusing on four key actions:



LISTENING

to those who have experienced racism and inequality to ground our efforts in their experiences



UNDERSTANDING

the issues of racism and inequality in military communities, and developing a strong analytical foundation



PLANNING

for collective action in every defense community by creating a roadmap



LEARNING

from each other through resources and engagements that enhance awareness, increase understanding, and continue the conversation

[Booz Allen Hamilton](#) is a values-driven company that understands its responsibility to create a more equitable world. Our purpose is to empower people to change the world. We’re committed to cultivating an environment that fosters respect, equity, and opportunity for all.

With Booz Allen’s support, ADC will move forward to foster collaboration on-and-off base, across defense communities, and through the organizations that support our service members and their families.

