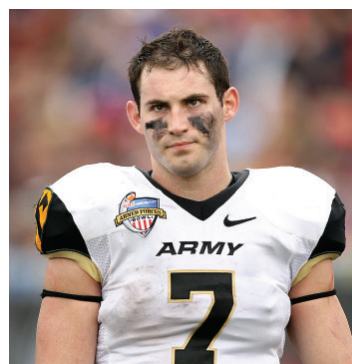


# DIVERSITY, INCLUSION, & EQUAL OPPORTUNITY



West Point  
**READY**   
READY TO SERVE. READY TO LEAD.





The United States Military Academy is fully committed to creating an environment both rich in diversity and inclusive of all.



West Point is the world's premiere leader development institution and ranks among the top five public colleges in the country. Annually, the United States Military Academy graduates approximately 1,000 leaders who will take their place in the "Long Gray Line" to serve the Army and the nation. It is critical that these graduates reflect the diversity and vibrancy of the Army they will lead, and are representative of the American citizenry they will protect. An inclusive West Point that welcomes the diverse backgrounds from across the society it serves will attract America's best talent to the Corps of Cadets and the United States Military Academy (USMA) staff and faculty.

High-performing people are those who are highly capable, are willing to apply that capacity in an inspired manner in support of the mission, and are empowered to make those contributions by inclusive leaders. It is important that West Point be able to attract the best our country has to offer. As America becomes more diverse, that best talent will be spread across a more diverse population. We must have an environment, the resources, and a strategy to attract and retain that talent and ensure every cadet's success at the Academy.

The Academy and the Army are committed to creating and sustaining a resourced (via appropriated dollars and private funding) institutional infrastructure that effectively and efficiently supports progress in achieving diversity, equity and inclusion strategic outcomes. To that end, the Department of the Army and USMA have made a significant commitment to diversity, equity and inclusion at West Point by establishing and funding the Office of Diversity, Inclusion and Equal Opportunity (ODIEO), including the appointment of a Chief Diversity Officer (CDO) and other supporting staff positions. The Superintendent has established three main priorities:

1. Recruitment and admission of cadets from diverse backgrounds
2. Ensuring an inclusive environment at West Point that supports development and retention of cadets from diverse backgrounds
3. Recruitment and retention of cadets, staff, and faculty from diverse backgrounds

Private funding is necessary in the following areas to help the Academy achieve its strategic objectives.

## DIVERSITY & INCLUSION ENDOWMENT & FUND

Funding from the Army fluctuates from year to year. The West Point Diversity & Inclusion Endowment & Fund will ensure that vital diversity and inclusion programs and Margin of Excellence initiatives continue to thrive, even during uncertain



funding scenarios. Additionally private funding ensures funding for programs that appropriated dollars cannot fund. This funding priority is a subset of the Superintendent's Endowment, ensuring that the objectives of the Diversity & Inclusion Endowment are being met. Specific programs supported by the Diversity and Inclusion Endowment include:

## WORKSHOPS & CONFERENCES

### *Leadership, Ethics, and Diversity in STEM (LEADS)*

Provides funding for at least 6 LEADS workshops per year (for middle school and high school students) in identified underserved areas and cities. These workshops are identified and managed by the Office of Diversity, Inclusion, & Equal Opportunity, the office of Admissions, and the Center for Leadership & Diversity in STEM as part of the Diversity & Inclusion Strategy.

### *Diversity & Inclusion Leadership Conference*

The West Point Diversity & Inclusion Leadership Conference brings together the West Point community, alumni, Army leaders, and nationally recognized diversity and inclusion experts to advance the collective knowledge of diversity and inclusion principles and practices in support of the West Point Diversity & Inclusion Strategic Plan and the Army Diversity Roadmap.

### *Women's Leadership Conference*

Every five years, the Academy and the West Point Association of Graduates host the Women's Leadership Conference, also known as Athena's Arena. The conference is guided and supported by West Point Women, a global network of West Point graduates providing mentorship, education, and support to women graduates and cadets of the United States Military Academy.



Cadets from the EXCEL Scholars program attended the Columbia GRAD LAB Conference in New York City. The conference highlighted the different paths toward applying for graduate programs in STEM as well as programs that support underrepresented minorities in the hard sciences.



Students work with Cadets during a Renewable Energy workshop at Eximius College Preparatory Academy in New York City.



Cadet Gospel Choir, Cultural Affairs Seminar (CAS), National Society of Black Engineers (NBSE), and Excel Scholars focused on rebuilding roofing systems in the Pueblo community in San Juan, Puerto Rico.

## DIVERSITY & INCLUSION INITIATIVES

### *Excel Scholars Program*

The Excel Scholars Program is a Dean's-sponsored initiative started in 2010 to promote the personal and professional excellence of high performing cadets from underrepresented groups by encouraging them to strive for a higher standard and be an instrument for change. Excel accomplishes this mission through mentoring and promoting diversity of the cadet leadership participant pool; identifying promising cadets from historically underrepresented groups to participate in Excel; encouraging ongoing excellence in the academic, military, and physical dimensions of the West Point Leader Development System; and nurturing these cadets to compete for post-graduate scholarship opportunities. Excel provides targeted enrichment aimed at improving writing, communication skills, technical expertise, research opportunities, and leader development. As of May 2018, 22 underrepresented cadets have earned post graduate scholarships. Both Christian Nattiel '17 and Simone Askew '18, our two most recent Rhodes Scholars, began as Excel Scholars.

### *Diversity & Inclusion Cadet Clubs*

Provides extracurricular, educational, cultural, spiritual, and social outlets that play a part in the development of cadets—militarily, physically, academically, moral-ethically, spiritually, and socially. The CDO has oversight over fourteen cadet clubs which support understanding of cultural and other differences and support sustainment of an inclusive Corps of Cadets.

### *Diversity & Inclusion Academy Scholars Program*

Provides experiential learning opportunities, including cadet research, internships with members of the Congressional Tri-Caucus, and mission trips to Haiti and Puerto Rico.

## PARTNER ASSOCIATIONS

### *West Point Admissions*

West Point seeks regional, socioeconomic, religious and cultural diversity, as well as racial and ethnic diversity in its admissions. Effective and relevant admissions outcomes will continue to ensure that West Point cadets reflect the America

for which these exceptional men and women will someday serve as leaders. Through resolute recruitment and mentoring of prospective students of all backgrounds, we can ensure that cadets are provided with an experience and environment that offer myriad perspectives and learning opportunities—things that distinguish West Point from other institutions and help build leaders of character.

**Cadet Public Relations Council Special Trips:** Cadets attend community events, allowing potential candidates an opportunity to interact with cadets and to learn more about cadet life, academics, and student activities.

**Minority Visitation Program:** Highly qualified candidates and an accompanying parent travel to West Point and experience cadet life, including the barracks, academic classes/labs, athletics, and cadet clubs. Not only does the visitation program give qualified minority students the opportunity to experience West Point, but it also directly addresses many parents' misconceptions about West Point. In recent years, 88 percent of minorities who took part in this program, and were qualified for admission, attended West Point once offered admission.

**Summer Leaders Experience (funded):** High school juniors spend a week at West Point and take part in academic workshops, military training, physical fitness training, and intramural athletics, all led by cadets.

### *West Point Center for Leadership & Diversity in Science Technology, Engineering and Mathematics (CLD STEM)*

The center aims to increase the representation and improve the academic performance of underrepresented minority cadets in STEM. The United States is experiencing a shortage of mathematicians, scientists, and engineers that threatens our nation's ability to develop and advance its industrial base and compete internationally. Data show that minority populations comprise a very small percentage of these professions. In response, the center endeavors to play a leading national role in reforming and enriching diversity within STEM to more accurately reflect the needs of our changing society. The center is the lead entity executing the Mobile STEM Workshops and supports the missions of the LEADS Workshops.





Photo: Lee Ross '73

# FUNDING OPPORTUNITIES

**TOTAL FUNDING NEED** ..... **\$7.5 million**

Workshops and Conferences	.....	\$3.6 million endowment/\$144,000 annual
Diversity & Inclusion Endowment & Fund	.....	\$1 million/\$40,000 annual
Guest Lecture Series	.....	\$500,000 endowment/\$20,000 annual
DEI Initiatives		
EXCEL Scholars Program	.....	\$2.4 million endowment/\$96,000 annual

MARGIN OF  
EXCELLENCE



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