Promote diversity and inclusion within Army

6. This priority does not include Command activities, unless authorised by DGPERS-A. The Diversity and Inclusion Activities within Army are broken down into three key areas:

7. This activity will be TARPed for and managed by DGPERS-A.

a. **Enhancing Capability Through Gender Diversity** (CA Directive 16/12). This includes actions to support the recruiting and retention of women such as: support to DFR; recruiting initiatives such as the Army Pre-Conditioning Course, Recruit to Area, Recruit When Ready,
Join with a Friend and 12 month Initial Minimum Period of Service provisions; implementation of a networking and mentoring program through the Army Women’s Networking Forum; conduct of the CA’s Women’s Workshops; and support mechanisms such as discrete use of Deliberately Differentiated Employment Offers and increased use of Flexible Work Arrangements.

<table>
<thead>
<tr>
<th></th>
<th>2013-14</th>
<th>2014-15</th>
<th>2015-16</th>
<th>2016-17</th>
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<tr>
<td>SUPPLIERS</td>
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UPDATE BRIEF FOR 2A (THROUGH DGM-A AND DCA) ON THE ARMY
OUTPLACEMENT PROGRAM

1. Purpose. To update you on the Army Outplacement Program (AOP).

2. Recommendations. It is recommended that you:
   a. note the success of the pilot outplacements in 2013; and
      NOTED / PLEASE DISCUSS
   b. note the intent for the AOP in 2014.
      NOTED / PLEASE DISCUSS
6. **Cost.** The individual costs associated with participating in the program have been reviewed. While the AOP was intended to be cost neutral, it is proposed that participants will be eligible to claim for a clothing allowance from DGPERS-A and purchase an Army branded gift from the Army Shop using unit funds.
Purpose: To seek your agreement to allocate supplementary funding and coordination of two professional development programs to CM-A.

Recommendations

- Note the intent to centralise funding for professional development programs in CM-A.
  
  \( \text{NOTED} \) \( \text{PLEASE DISCUSS} \)

- Note the supplementary bid for funding for FY13/14:
  
  \( \text{NOTED} \) \( \text{PLEASE DISCUSS} \)

- Approve supplementary funding of $101,200 and transition of responsibility for \( \text{PROFESSIONAL DEVELOPMENT FUNGING} \) and GLAM to CM-A.
  
  \( \text{APPROVED} / \text{NOT APPROVED} / \text{PLEASE DISCUSS} \)

Background

1. Throughout 2013 CM-A has selected personnel for a range of professional development programs that are funded by either CM-A or Pers Branch in an ad-hoc manner. DGCM-A intent is to centralise the selection and funding for these programs into CM-A for FY13/14.

Proposal

2. The programs currently being considered under this proposal are:

   b. Great Leaders Are Made (GLAM) Program: Funding is sought for six female O4 - O5s to attend the three day (across three months) professional development course in preparation for SUC and unit command (O4 - O5). There are three courses annually with two participants per course.

3. The financial bid for this programs is as follows:

   \[
   \begin{array}{|c|c|c|c|}
   \hline
   \text{Course} & \text{Course Cost} & \text{T&S} & \text{Participants} & \text{Total} \\
   \hline
   \text{GLAM} & $3,300 & $8,000 & 6 & $67,800 \\
   \hline
   \end{array}
   \]

4. These two programs nest well with the Chief Executive Women Leader’s Program which is currently funded in the CM-A FY13/14 allocation.

Consultation: A/DGPERS-A, CM-A Business Manager
Prepared By: LTCOL D. Benson  \( \text{CA LTCOL-B} \)  Ext 47812  \( \text{04 Sep 13} \)
Cleared By: COL C. Dobson  \( \text{DOCM-A} \)  Ext 47946  \( \text{Sep 13} \)