



PERSONNEL AND  
READINESS

**UNDER SECRETARY OF DEFENSE**  
4000 DEFENSE PENTAGON  
WASHINGTON, D.C. 20301-4000

**MAY 31 2023**

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

**SUBJECT: 2023 Department of Defense Lesbian, Gay, Bisexual, Transgender, Queer, and Intersex Pride Month Observance**

The Department recognizes June 1, 2023 to June 30, 2023, as Lesbian, Gay, Bisexual, Transgender, Queer, and Intersex (LGBTQI+) Pride Month. During the month of June, we recognize and value the contributions of the DoD civilian employees and Service members in the LGBTQI+ community who serve our country.

The 2023 theme for LGBTQI+ Pride Month is "Equality Without Exception." Members of the LGBTQI+ community serve their country, fully contribute to the DoD mission, and deserve a welcoming environment which enables them to reach their full potential. As the largest employer in the world, DoD's reputation as a diverse and inclusive organization is essential to attracting and retaining the highly qualified talent necessary to execute our national security mission. To remain the world's preeminent military force, we need to ensure DoD provides a professional, innovative, and globally competitive work environment where all qualified Americans can serve their country. To this end, the Department will continue its efforts to embrace a work culture focused on enhancing operational effectiveness, expanding talent pools to meet future warfighting capabilities, and promoting the best qualified individuals regardless of their gender identity or sexual orientation.

Every Service member and DoD civilian employee is entitled to dignity, respect, and equal opportunities for professional success. As a Department, we reaffirm our commitment to diversity and inclusion for every team member. For more information, I encourage you to visit: <https://www.defenseculture.mil/Human-Relations-Toolkit/Special-Observances>.

A handwritten signature in black ink, appearing to read "Gilbert R. Cisneros, Jr.", is located below the text.

Gilbert R. Cisneros, Jr.