



UNITED STATES SPECIAL OPERATIONS COMMAND

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SOAE

DD MMM 2023

POLICY MEMORNADUM 23-10

MEMORANDUM FOR SPECIAL OPERATIONS FORCES ACQUISITIONS, TECHNOLOGY AND LOGISTICS PROGRAM EXECUTIVE OFFICES AND DIRECTORATES

SUBJECT: Including Diversity, Equity, and Inclusion in Manpower Augmentation Requirements

- Purpose:** To provide direction on the inclusion of Diversity, Equity, and Inclusion (DE&I) as a subfactor within a vendor's management plan for manpower augmentation evaluations.
- Discussion:** This memorandum provides guidance to consider the implementation of DE&I within the acquisition process in accordance with Executive Order (EO) 13985, *Advancing Racial Equity and Support for Underserved Communities Through the Federal Government*. USSOCOM values DE&I and seeks to partner with manpower augmentation providers that share those values. We value the difference in thought, experience, and contributions that a diverse team can bring. Likewise, we desire the enhanced creativity and productivity that a diverse team will provide to SOF operations.
- Actions:** For all new manpower augmentation service solicitations and task orders that include a Management evaluation factor (or like intent), program managers and contracting officer should consider the inclusion of a DE&I subfactor, or equivalent evaluation mechanism. Section L and M will provide proposing vendors the opportunity to inform the government how they pursue DE&I within their organization.
- Attached is an example of DE&I Section L and M language. You are encouraged to tailor this language to best meet the needs of your solicitation.
- Any questions regarding this policy can be directed to Mrs. Jennifer Metty, Chief, Procurement Support Division, at (813) 539-0463, or jennifer.metty@socom.mil.

JAMES H. SMITH
Acquisition Executive

Attachment

Example SECTION L

MANAGEMENT PLAN (STAFFING APPROACH)

L.1.1. USSOCOM greatly values diversity, equity and inclusion and seeks to team with industry partners that share those same values. As such, the Offeror shall:

Example Executive Summary: The offeror is to address the following subfactors; current or planned activities based on Executive Order (EO) 13985 promoting the removal of any barriers for members of underserved communities, supporting the goals and actions laid out in the Department of Defense Equity Action Plan, dated April 2022 and meeting the SOCOM small business goals.

Example Subfactor 1: Describe the senior leadership/corporate commitment recognizing the importance of ensuring equity of its workforce to include their approach to attract, hire, subcontract, and retain a diverse and inclusive workforce.

Example Subfactor 2: Describe the approach for embracing the difference in thought, experience, and contributions that a diverse team can bring. Describe how you will enhance creativity and productivity through a diverse team in support of SOF operations.

EXAMPLE SECTION M

MANAGEMENT PLAN (STAFFING APPROACH):

This factor will be evaluated as “Acceptable” or “Unacceptable.” To be considered technically acceptable each subfactor submission must earn an “Acceptable” rating.

M-1 Acceptable” or “Unacceptable” Criteria	
Rating	Description
Acceptable	Proposal indicates an acceptable approach: To be considered Acceptable, the proposal shall demonstrate a detailed approach for promoting diversity of thought, experience, and contributions, and a detailed approach to attract, hire, subcontract, retain, promote, and provide equity in professional compensation. Offeror should also discuss removal of any barriers to opportunity for employment, skills and other opportunities.
Unacceptable	Proposal indicates an unacceptable approach: The proposal does not demonstrate a detailed approach for promoting diversity of thought, experience, and contributions or for the removal of barriers to attract, hire, subcontract, retain, promote, and provide equity in professional compensation.