

~~CONFIDENTIAL~~ [redacted]

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Subject: **Message from the Director: Director's Advisory Group on Women in Leadership**

To: [redacted]

This message is digitally signed.

~~(U//A//FO)~~ When I welcomed [redacted] exceptional officers into the Senior Intelligence Service in April, I also noted my concern that the number of women considered competitive for the SIS ranks is not where it should be. As you know, former Secretary of State Madeleine Albright—a member of my External Advisory Board (EAB)—has agreed to lead a group of your peers, other EAB members, and outside experts to help identify strategies to address my concern and recommend solutions.

~~(U//A//FO)~~ I am pleased to announce that the new group—the Director's Advisory Group (DAG) on Women in Leadership—has been hard at work for the past few months drawing on Agency, academic, and private sector resources and expertise on this issue. The group, which is co-chaired within the Agency [redacted] will be reaching out to you soon for your input. Our senior leaders were briefed late last week on the DAG's work so far and on the group's plans to survey the workforce while drawing on previous studies.

~~(U//A//FO)~~ I have tasked the DAG with the following mission: to answer the overarching question of why women at CIA from the GS-13 level and above are not achieving promotions and positions of greater responsibility in proportion to their overall representation in the workforce. I am looking for the group to deliver actionable recommendations to make the Agency a government and industry leader in enhancing career opportunities for women. Four action teams will look at how promotions, assignments, career development, and career choices affect the professional progression of women. Although the focus will be on women, I am confident all Agency officers will benefit from the DAG's efforts.

~~(U//A//FO)~~ Over the next few months, you will see more from me and from the DAG to ensure this group's efforts are as transparent as possible. Your Agency leaders have the utmost confidence in the group charged with this mission, and we ask you to give the members your forthright opinions and your thoughtful ideas so the DAG can develop and recommend best practices to ensure a level playing field for the entire Agency workforce.

David H. Petraeus

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