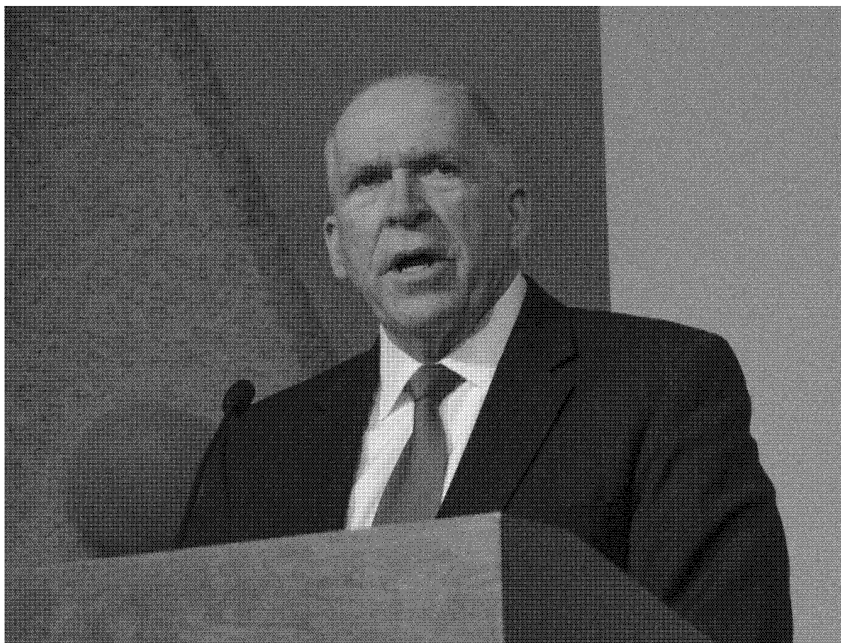




## (U) Six Officers Recognized with Don Cryer Award for Diversity and Inclusion



(U) In the Headquarters auditorium, D/CIA Brennan praises the 26 Donald R. Cryer Award nominees' work to advance diversity and inclusion at CIA.

(U) On 11 May, six officers received the Donald R. Cryer Award for Diversity and Inclusion at a ceremony held at Headquarters. Center for Mission Diversity and Inclusion (CMDI) Director Maja Lehnus thanked the 26 nominees for their contributions in fostering diversity and inclusion at the Agency.

(U) "Today we honor officers who have worked diligently to assure the Agency environment is one that supports and values the unique contributions each officer makes to the Agency mission," Lehnus said. "The Agency is a better place as a result of their service. As we honor them today, we also challenge them to continue their work so that others may follow their example."

(U) Director Brennan emphasized the importance of diversity and inclusion. "Fostering diversity is essential to who we are and what we do. On a very basic level, diversity matters to us because it is rooted in our Nation's abiding belief in equality of opportunity. But diversity is also a mission imperative for CIA. For a number of reasons, it is critical to performing the work that has been entrusted to us by the American people."

(U) The Director also praised Cryer, for whom the award is named, and his 40-year career at CIA. "Don, more than anyone else, has championed the cause of diversity and inclusion at CIA," he said.

(U) Cryer also spoke, highlighting the reasons for improving diversity and inclusion at the Agency: "Diversity and inclusion are not just about fairness and equality of opportunity, but also about building and empowering a diverse workforce that possesses the skills, cultural background, and experiences necessary to detect and defeat the worldwide threats against our nation."

(U) Lehnus presented the awards to the following officers:

(U) Gina Bennett, Directorate of Analysis (DA), was recognized for highlighting women's contributions across the Agency. She was featured in the October 2014 "Women in War" episode of the PBS Documentary "Makers: Women Who Make America" on the role of the Agency's female analysts in the "war on terror," and ensured that Agency Resource Groups and members of the DA's Diversity and Inclusion Group regularly participated in Structured Analytic Technique exercises.

(U) [redacted] Directorate of Support, was recognized for her work as co-chair of Director Brennan's Diversity in Leadership Study and for serving as the co-chair of the Black Executive Board, where she created strategies to develop

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the minority pipeline and stood-up a mentoring group for former CIA Deputy Director Avril Haines. In addition, she supported the Agency's Minority Bench-Strength Group, which has a mentoring forum with over 200 members.

(C) [redacted] Directorate of Operations (DO), was recognized for ensuring that the newest component in the DO, South Asia Division, developed a diverse workforce by using principles of fairness and transparency to guide staff selection. He partnered with various Agency offices to pioneer policies on flexible work schedules, inclusion, coaching, mentoring, workplace assessments, resiliency, and workplace wellness, which resulted in "sky-high" employee satisfaction levels.

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(C) [redacted] DO, was recognized for leading the effort to implement the ten recommendations from the Director's Advisory Group on Women in Leadership Study and identifying diverse Working Groups to ensure an inclusive implementation approach for each recommendation and to provide corporate development experiences for a wide range of officers. Additionally, she mentored junior officers from varying backgrounds and has shared her experiences and best practices with numerous Agency leadership classes.

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(U) [redacted] DA, was recognized for his work as co-founder and co-chair of the Near East Affinity Group. As a result of his efforts, the Agency is preparing a new policy to [redacted]

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[redacted] He also championed the importance of foreign language proficiency and cultural awareness, including organizing an event with [redacted] support that point.

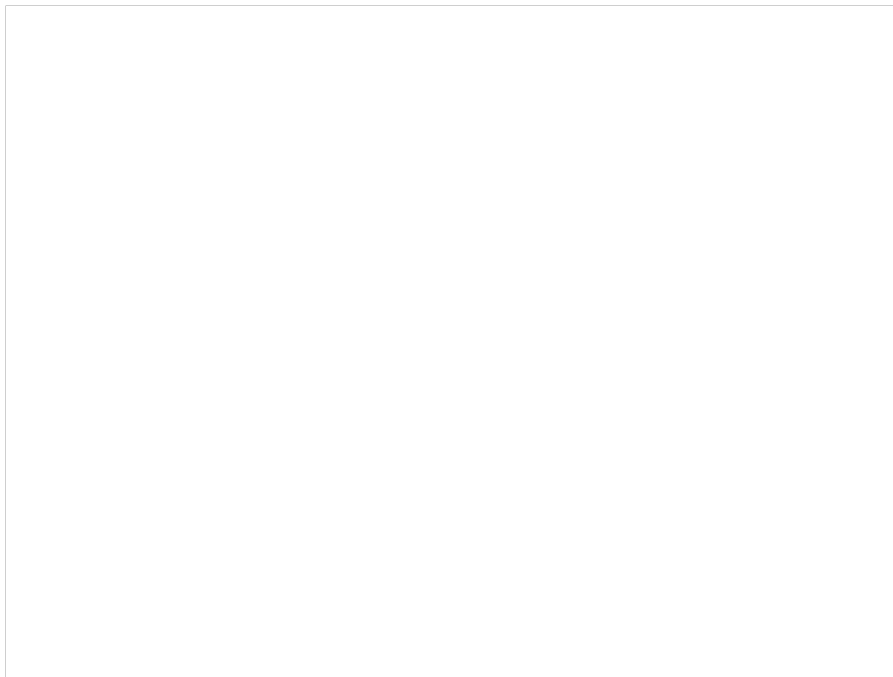
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(C) [redacted] DO, was recognized for consistently communicating the value of diversity and inclusion to enable officers with diverse skills, backgrounds, and experiences to better meet CIA's mission. He is a founding supporter of the Resiliency Working Group, champions the Directors Advisory Group on Women in Leadership, the Disability Advisory Panel, and American Veterans Employee Resource Group, and partnered with multiple Agency entities to raise awareness of post-traumatic stress and suicide among military veterans.

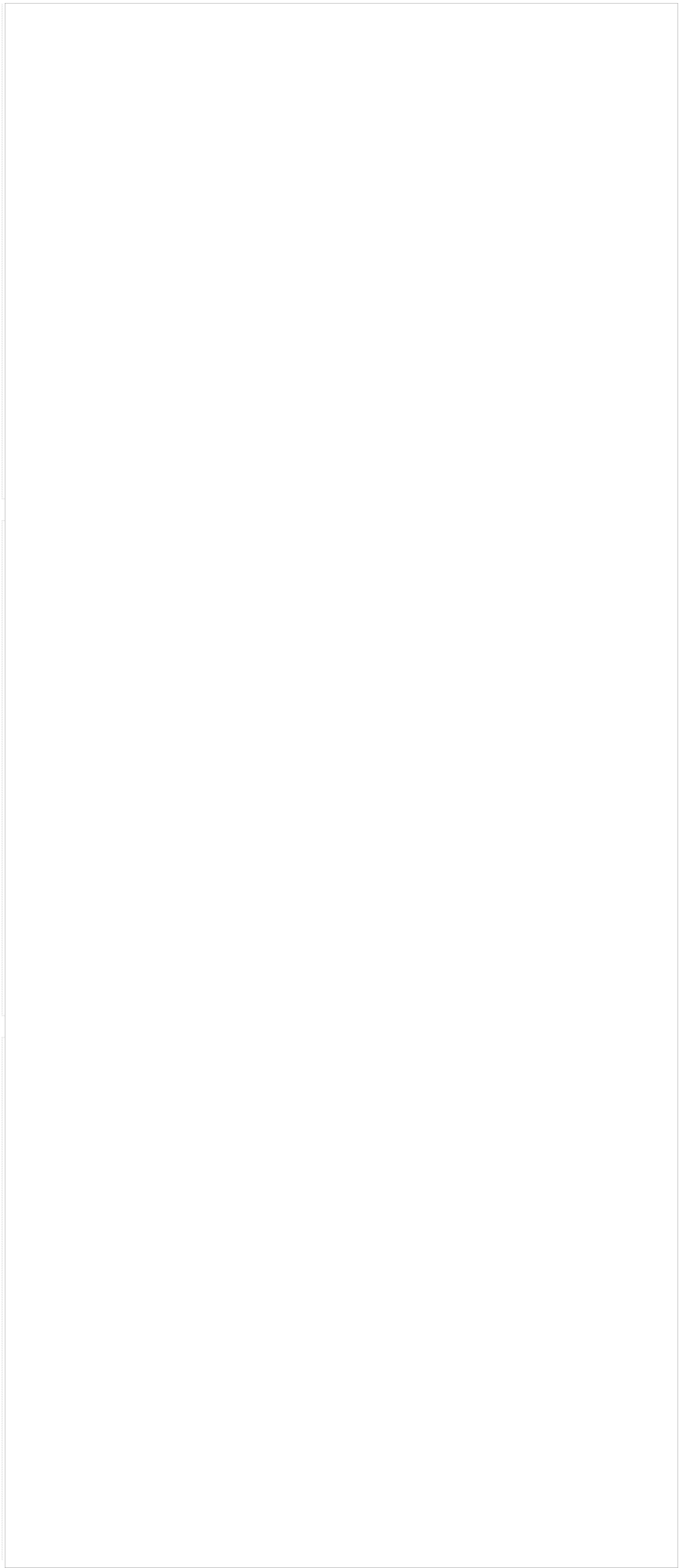
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(U) For additional information on CMDI's activities [redacted] A video of the ceremony is available [redacted] (This article and these photographs are CONFIDENTIAL.)

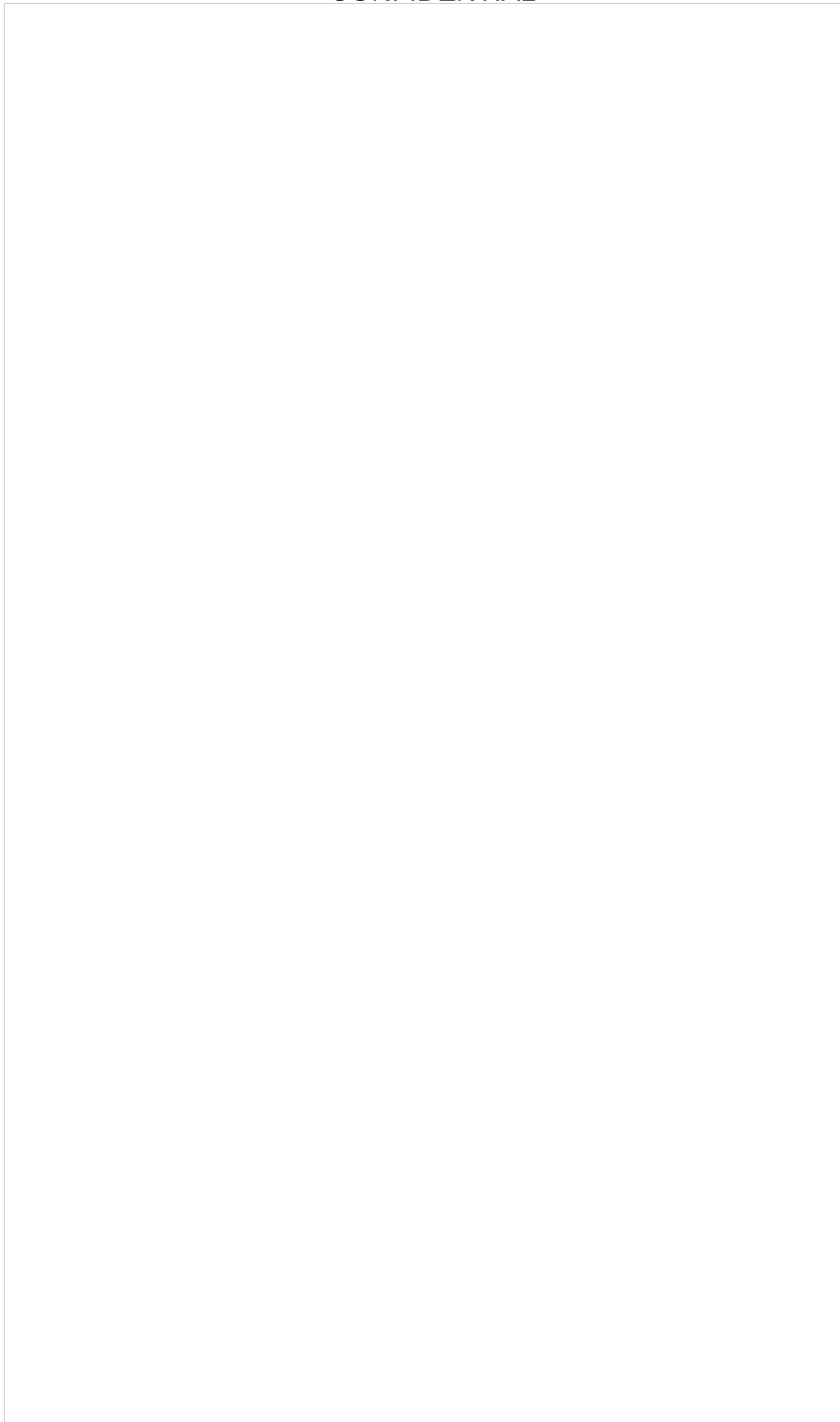
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