

Congress of the United States

Washington, DC 20515

May 20, 2024

General (Ret.) Lester Lyles
Chair
Defense Advisory Committee on Diversity and Inclusion
U.S. Department of Defense
1000 Defense Pentagon
Washington, D.C. 20301

Dear General Lyles:

On January 11, 2024, the Subcommittee on National Security, Border, and Foreign Affairs (Subcommittee) heard testimony regarding “The Risks of Progressive Ideologies in the U.S. Military.” Witnesses at this hearing discussed the long-term, possibly negative ramifications of prioritizing diversity, equity, and inclusion (DEI) programs at the Department of Defense (DoD).¹ The Subcommittee remains concerned that under the guise of DEI, promotions are being rewarded based on sex, gender, ethnicity, and race at the expense of merit. In 2022, DoD established the Defense Advisory Committee on Diversity and Inclusion (DACODAI) to provide independent advice and recommendations on matters and policies related to DEI in the Armed Forces.² The Subcommittee understands DACODAI is working to release a final report. Our warfighters deserve to be led by the best qualified leaders. Therefore, the Subcommittee is requesting information and an update regarding the publication of this report as soon as possible.

Stand Together Against Racism and Radicalism in the Services (STARRS), an educational organization that includes retired military members, assembled a study of over one thousand unsolicited comments from military service members, veterans, and their respective families. Their findings showed that many did not feel comfortable recommending military service because of the DEI policies instituted throughout DoD.³ Americans have the right to expect that their sons and daughters in uniform are led, trained, and equipped by the very best. The Subcommittee understands that the STARRS report was provided to DACODAI, but it is unclear the extent to which DACODAI will incorporate that information into its final report.

DoD’s emphasis on diversity and inclusion over mission effectiveness and capability concerns our nation’s national security and safety. To assist the Subcommittee in its understanding of DACODAI’s role and how it will incorporate the best available information

¹ *The Risks of Progressive Ideologies in the U.S. Military: Hearing Before H. Comm. on Oversight & Accountability*, 118th Cong. 2 (statement of Will Thibeau, Dir. American Military Project & Matthew Lohmeier, Author).

² *Defense Advisory Committee on Diversity and Inclusion Overview*, available at <https://www.dhra.mil/DACODAI/> (last accessed Apr. 2, 2024).

³ *What Military Service Members, Veterans and Parents are Saying*, STARRS (Nov. 28, 2023), available at <https://starrs.us/wp-content/uploads/2023/03/what-military-people-are-saying-1DEC23.pdf>.

into its final report, please provide the following documents and information as soon as possible but no later than June 3, 2024:

1. All documents related to the methodology to be used to complete DACODAI's final report to the Secretary of Defense;
2. All documents related to DACODAI's final report, including material relied on in the report such as interviews, qualitative and quantitative analysis, and inputs from outside organizations such as STARRS; and
3. All documents containing any preliminary findings of DACODAI.

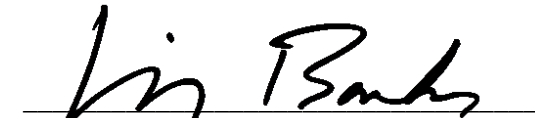
To arrange for the delivery of responsive information or to ask any related follow-up questions, please contact the Committee on Oversight and Accountability Majority staff at (202) 225-5074. The Committee on Oversight and Accountability is the principal oversight committee of the U.S. House of Representatives and has broad authority to investigate "any matter" at "any time" under House Rule X.

Thank you in advance for cooperating with this inquiry.

Sincerely,



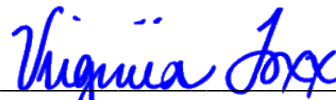
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Chairman
Subcommittee on National Security,
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Jim Banks
Chairman
Subcommittee on Military Personnel
House Armed Services Committee



Paul A. Gosar, D.D.S.
Member of Congress

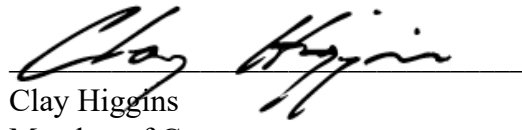


Virginia Foxx
Member of Congress

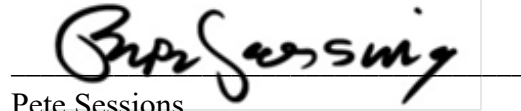
General Lyles

May 20, 2024

Page 3 of 3



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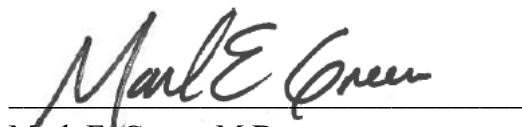
Scott Perry
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Michael Waltz
Member of Congress



Mark E. Green, M.D.
Member of Congress



Ralph Norman
Member of Congress

cc: The Honorable Robert Garcia, Ranking Member
Subcommittee on National Security, the Border, and Foreign Affairs, House Committee on
Oversight and Accountability

The Honorable Andy Kim, Ranking Member
Subcommittee on Military Personnel, House Armed Services Committee