

TRUMAN FACT SHEET

Diversity, Equity, Inclusion, and Justice

Truman Center for National Policy and Truman National Security Project are leaders in the movement to advance diversity, equity, inclusion, and justice (DEIJ) as national security imperatives. Because we know making progress requires more than mere statements of principle, Truman has taken aggressive action. In consultation with our Boards of Directors, Truman members, and a wide range of stakeholders, Truman continues to make strides toward creating a more just and equal world.

Expanding the diversity of Americans who contribute to every level of the U.S. national security and foreign policy community, not only enhances our nation's security, but also strengthens U.S. global leadership and moral authority. American foreign policy is strongest when a variety of thoughts and perspectives are reflected in our domestic policies and foreign affairs.

*The TruDiversity Communications and Media Task Force is leading an effort to lift up Black, Indigenous, and People of Color (BIPOC) voices through Chapter and Expert Group communications. The group has identified both short- and long-term goals anchored in racial equity to ensure Truman can effectively identify, recruit, train, support, retain, publish, and promote BIPOC members and communicators. See Truman's progress from January-October 2020 at **Appendix A**.*

RISING TO THE MOMENT

In the wake of the police brutality toward the Black community in America and the Black Lives Matter movement across the globe, our TruDiversity Initiative coordinated a Racial Equity Task Force with 11 Lines of Effort (LOEs) aimed to address systemic racial injustices plaguing underrepresented communities. These LOEs include a communications and media campaign, implicit bias training for law enforcement, policy recommendations to prevent military equipment transfers to local police departments, and measures to limit foreign malign influence here at home.

Truman also denounced white nationalism and the violent rhetoric directed toward protesters demonstrating in response to police killings of Black Americans. Notable actions include: our declaration that [racism is a national security issue](#); and public statements [against the use of military force on American civilians](#); and the unlawful presence of [unidentified federal law enforcement officers](#) in Portland, Oregon. Truman also sent a letter to Congress on behalf of the Truman membership calling for a public hearing with members of the Administration following the President's order to deploy federal officers to more American cities to quell protests.

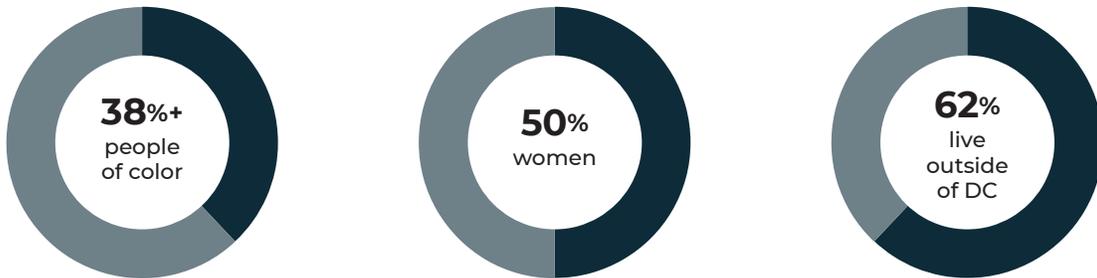
Truman Project and TruDiversity issued a [statement of support](#) denouncing the violence against the Asian American and Pacific Islander community exacerbated by the Trump Administration's xenophobic characterization of the novel coronavirus as the "China virus" and "kung-flu."

Truman Chapters held events highlighting white nationalism and anti-semitism as national security threats. The Truman Seattle Chapter hosted a notable event marking the 3rd anniversary of the violent "Unite the Right" rally in Charlottesville. The [event](#) featured Congressman Adam Smith and Truman members.

COMMITTING TO CHANGE

Truman and its nationwide network of Chapters are making a concerted effort to diversify our panels and speakers. Additional efforts are already underway to establish new measures to ensure diverse voices are elevated consistently and that diversity guidelines are applied when panels and other events are planned.

Truman strives to be a diverse organization, and our efforts have paid off. The 2020 Truman Member class was the most diverse in the organization's history. (Please see **Appendix B** for member demographic data trends for each entering membership class.) The 2020 class included:



Diversifying the candidate pool for staff and interns is a top priority. Truman is using best practices in human resources, like providing a compensation range for all roles, to ensure an equitable recruitment and hiring experience. Additionally, Truman internships come with stipends and opportunities for college credit, and do not require relocation, leveling the playing field for emerging leaders of all backgrounds.

Truman is committed to cultivating an environment of learning and growth for members and staff alike.

- Truman made robust commitments to its Board and membership to establish a strategy to improve DEIJ in national security and throughout the Truman experience.
- Truman staff celebrated Juneteenth with a dedicated day of learning and reflection and employees receive a floating day of paid leave to observe their religious and cultural heritage as desired.
- Truman has made robust organizational commitments through its participation in efforts with partners like [Women of Color Advancing Peace and Security](#), [Gender Champions in Nuclear Policy](#), [Leadership Council for Women in National Security](#), and the [Think Tank Diversity Action Statement](#).

Truman ensured the holistic integration of a DEIJ lens throughout our programming during our annual conference (TruCon) held from October 1-4, 2020. Our public programming on [Oct 1](#) and [Oct 2](#) highlighted DEIJ directly and our diverse speakers reflected our ongoing commitment to elevating BIPOC voices. This included lifting up Latinx voices through 'Stories of Self' video segments in honor of National Hispanic Heritage Month. On member days (Oct 3-4), this focus continued with a dedicated presentation of Truman-wide DEIJ efforts and organizational strategies presented by our member-led initiative TruDiversity.

TruCon20 was Truman's largest annual conference on record, a testament to the resonance of Truman's chosen theme for these conversations--that our strength as a global power is rooted in our commitment to human rights, democracy, and the rule of law at home. Diversity, therefore, is an indispensable framing for the national security conversation, and integral to Truman's mission to develop the next generation of national security leadership.

Elevating Our Members

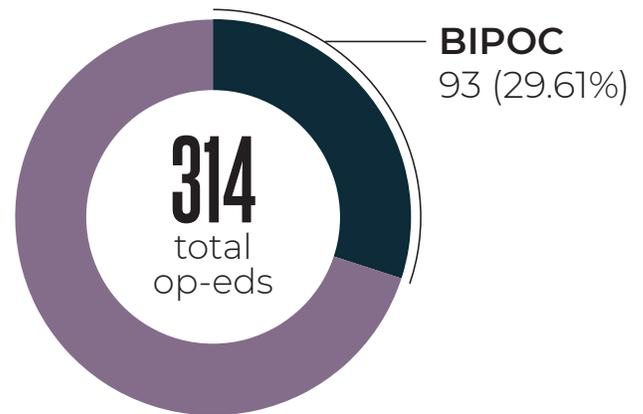
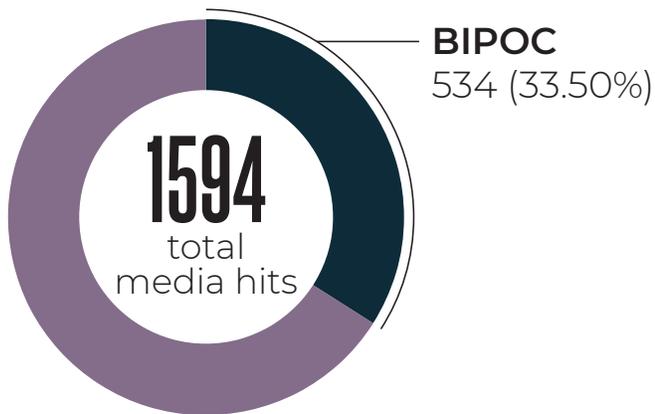
APPENDIX A: COMMUNICATIONS DATA

JANUARY-OCTOBER 2020



Media hits in 2020

(Media hits tracked by HQ as of 10/30)



Social Media Stats

(January–October 2020)

TWEETS HIGHLIGHTING TRUMAN MEMBERS/BOARD



BIPOC
103 (47%)

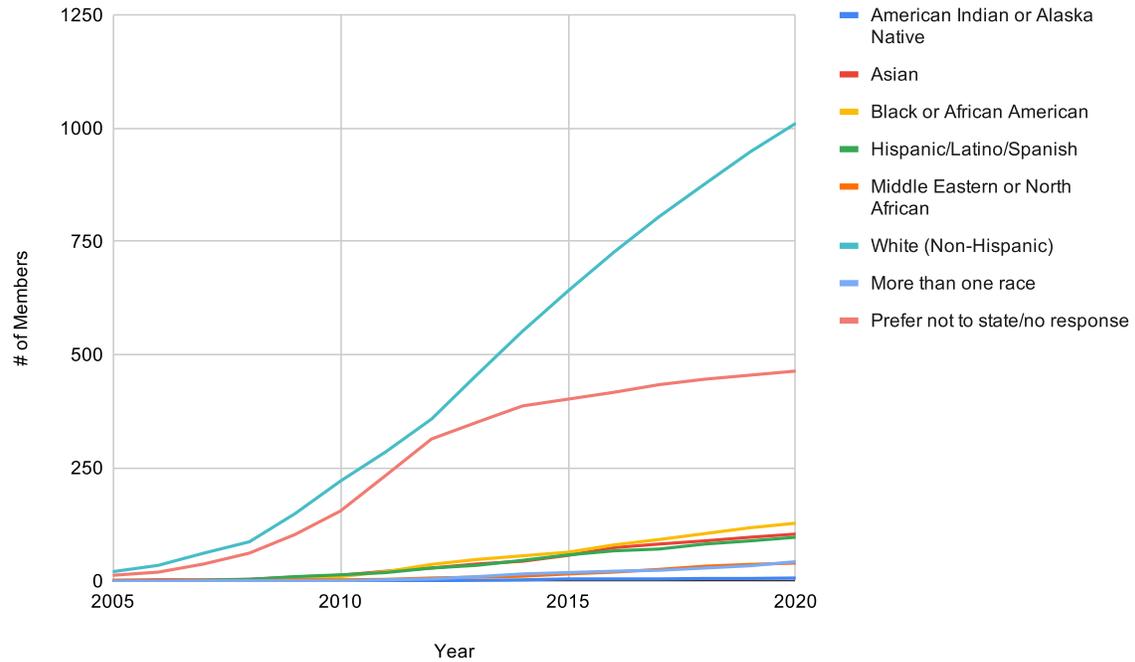
 **220** total tweets

APPENDIX B

(AS OF OCTOBER 2020)

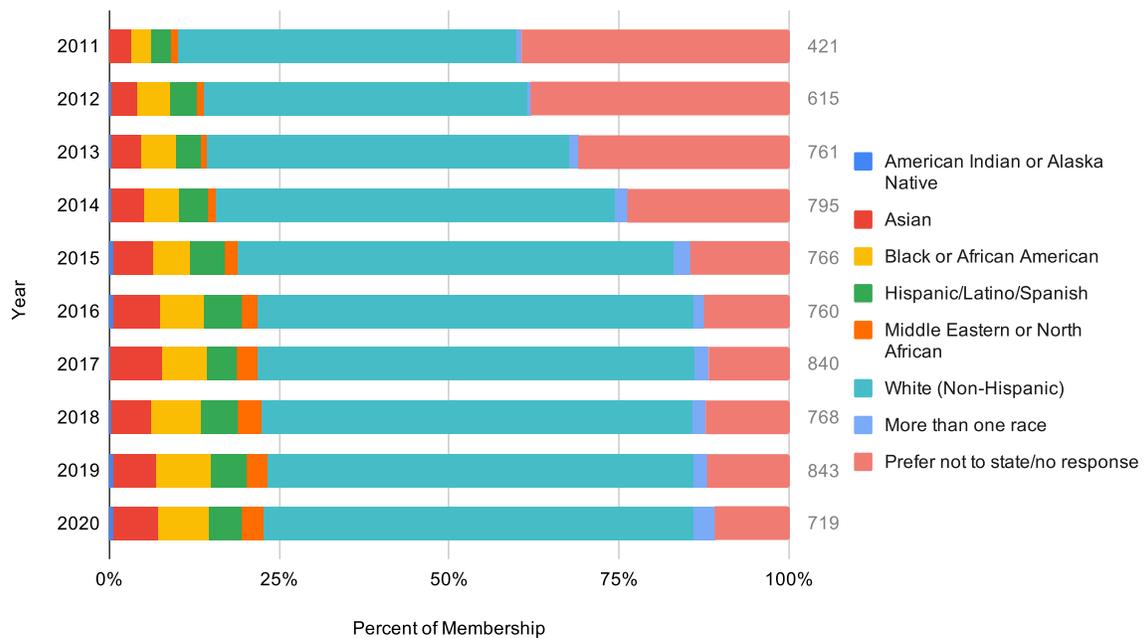
Racial Demographic of Total Truman Membership (2005-2020)

Based on dataset of members who have paid dues at least once between 2011-2020



Racial Demographics by Dues Year

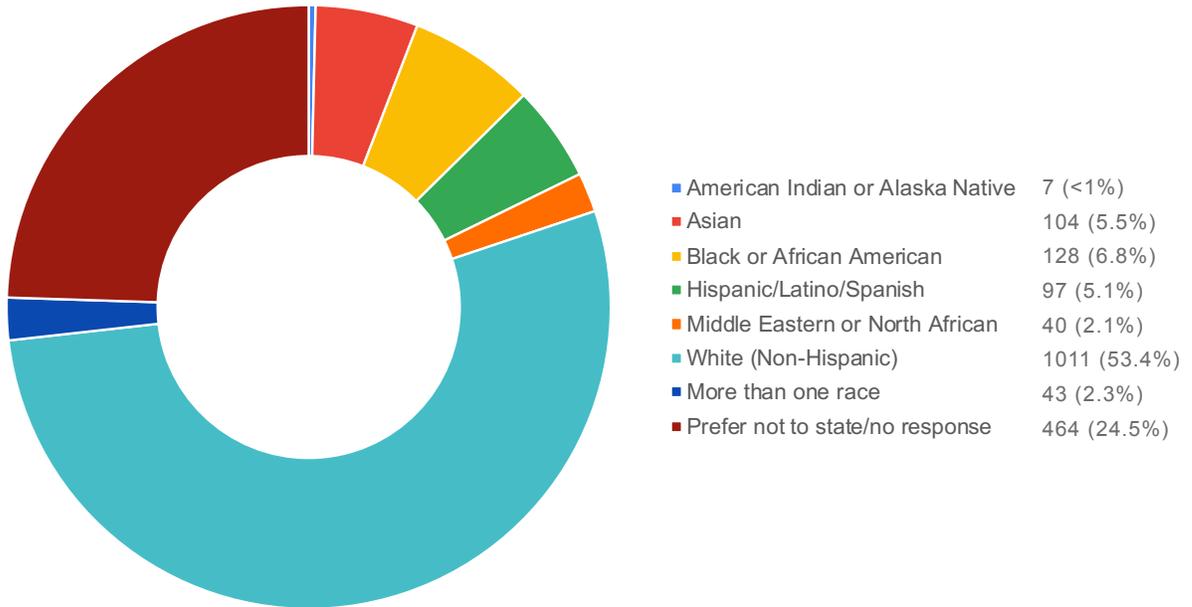
Based on dataset of members who have paid dues at least once between 2011-2020



APPENDIX B, CONTINUED

Demographics of Truman in 2020 (n = 1894)

Based on dataset of members who have paid dues at least once between 2011-2020



Gender by Dues Year

Based on dataset of members who have paid dues at least once between 2011-2020

