



DEPARTMENT OF THE ARMY  
WASHINGTON DC 20310-0200

24 JUN 2020

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Elimination of Department of Army (DA) Photos for Officer Selection Boards

1. References:

- a. Army Regulation (AR) 135-155 (Promotion of Commissioned Officers and Warrant Officers Other Than General Officers), 13 July 2004.
- b. AR 600-8-29 (Officer Promotions), 25 February 2005.
- c. AR 640-30 (Official Army Photographs), 6 December 2019.
- d. Army People Strategy 2020, October 2019.

2. Background. The strength of our Army comes from our diversity. Developing and maintaining qualified and demographically diverse leadership is critical for mission effectiveness and is essential to national security.

- a. Effective leaders understand that organizational success depends on the ability of people of different backgrounds to work together, while bringing the value of their diverse experiences to the mission.

- b. Diversity is critical to every aspect of Talent Management in our Army, but it is especially important in the selection process. Our Soldiers must be confident that equal opportunity exists in the selection process.

3. Purpose. Effective August 1, 2020, the requirement for Officer selection boards to include DA Photos as part of their consideration for promotion is suspended. Elimination of the photos will help ensure that selection boards are as fair and impartial as possible.

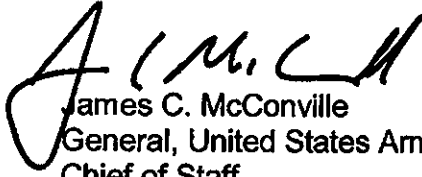
4. The Army is committed to ensuring our promotion processes remain consistent with our Army values, the Army People Strategy, and our Talent Management initiatives.

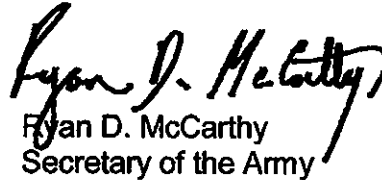
- a. We will continue to support focused, disciplined inquiries of our promotion and evaluation processes and systems, to include research and data capture/storage.

- b. Evaluation of the use of DA Photos on warrant officer and enlisted promotion considerations shall take place beginning in August 2020.

SUBJECT: Elimination of Department of Army (DA) Photos for Officer Selection Boards

5. Implementation instructions will be provided through MILPER messaging. An Army Directive will be published no later than 30 September 2021 that will integrate this provisional policy change, along with the results of the inquiries, into the listed references.

  
James C. McConville  
General, United States Army  
Chief of Staff

  
Ryan D. McCarthy  
Secretary of the Army

**DISTRIBUTION:**

Principal Officials of Headquarters, Department of the Army  
Commander  
U.S. Army Forces Command  
U.S. Army Training and Doctrine Command  
U.S. Army Materiel Command  
U.S. Army Futures Command  
U.S. Army Pacific  
U.S. Army Europe  
U.S. Army Central  
U.S. Army North  
U.S. Army South  
U.S. Army Africa/Southern European Task Force  
U.S. Army Special Operations Command  
Military Surface Deployment and Distribution Command  
U.S. Army Space and Missile Defense Command/Army Strategic Command  
U.S. Army Cyber Command  
U.S. Army Medical Command  
U.S. Army Intelligence and Security Command  
U.S. Army Criminal Investigation Command  
U.S. Army Corps of Engineers  
U.S. Army Military District of Washington  
U.S. Army Test and Evaluation Command  
U.S. Army Human Resources Command  
Superintendent, U.S. Military Academy  
Director, U.S. Army Acquisition Support Center  
Superintendent, Arlington National Cemetery  
Commandant, U.S. Army War College  
Director, U.S. Army Civilian Human Resources Agency  
(CONT)

**SUBJECT: Elimination of Department of Army (DA) Photos for Officer Selection Boards**

**DISTRIBUTION: (CONT)**

**CF:**

**Director, Army National Guard**

**Director, Business Transformation**

**Commander, Eighth Army**