



Ms. Charmane S. Johnson

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Ms. Charmane S. Johnson, a 35-plus year public servant with the U.S. Department of Defense, joined the Office of the Secretary of Defense over 18 years ago as Director for DoD Policy on Equal Employment Opportunity and Special Emphasis Programs, administering Secretariat-level affirmative employment, diversity and outreach programs for women and protected group minorities. Primary career responsibility includes advancing outcomes to support diversity in the promotion, retention and advancement of women and minorities in the workforce where gaps exist, and DoD-wide pipeline programs for college students and post-doctoral faculty. She currently serves as key advisor with strategic oversight of operational Equal Employment Opportunity, Special Emphasis and Outreach Programs for Office of the Under Secretary of Defense for Personnel and Readiness, Diversity Management Operations Center. As Associate Director, she brings decades of professional experience in optimizing protected group anti-discrimination, hazing and bullying, outreach, workforce and student professional development, minority institution and human rights outcomes for marginalized communities. In these capacities, Ms. Johnson provided and continues to provide oversight and guidance for global and U.S. DoD Military Departments and Component Agencies, which includes Diversity, Equity, Inclusion and Accessibility programs that impact a total-force workforce comprised of 1.4 million active duty military personnel, 1.3 million Guard and Reserve personnel, over 950,000 DoD civilians, and countless applicants.

She served as DoD's Liaison for the White House Council on Women and Girls; the STEM Education Council; and the Council on Women in Peace and Security. During 2018-2022, Ms. Johnson deployed to Afghanistan for 19 consecutive months with the DoD Civilian Expeditionary Workforce, leading the Pentagon's Human Trafficking Prevention Program in the U.S. Central Command footprint, which also included oversight in Kuwait, Qatar, and Iraq. Prior to joining the DoD Personnel and Readiness family, Ms. Johnson served as Director, Minority College Relations Program for the U.S. Department of Army, where she was responsible for leading Army's minority college and university outreach. This included advancing mutually beneficial strategies and initiatives between Army senior leaders and Minority Institutions such as Historically Black, Hispanic Serving, Tribal Colleges, and Asian American Native American and Pacific Islander Serving Institutions.

A fast-tracker in her cohort, Ms. Johnson progressed as an EEO Practitioner for Department of Army EEO Intern Program 28, with the U.S. Army Corps of Engineers, and progressed to the senior ranks of DoD within ten years on her intern start date, and well ahead of her projected twenty-year matriculation date. She served in positions in Europe for over 5 years, including key leadership positions as EEO Director. Her last Director assignment in Europe was with the 6TH Area Support Group, Stuttgart, Germany. Prior assignments included EEO Director in Hanau, Germany, where in addition to her primary officer duties, she was hand-picked as Acting EEO Director, leading three additional Base Support Battalion EEO missions concurrently, in Darmstadt, Stuttgart, and Wiesbaden, Germany.

She is a graduate of one of the Department of Army's premier schools for civilian leader development, the U.S. Army Management Staff College, where she also took on additional leadership roles. Ms. Johnson completed a national certification with the National Association of Victim Advocacy as Sexual Assault Advocate, and is a Certified Mediator for over 30 years.

Charmane Johnson is a dedicated and recognized subject matter expert in her field, sought-after DoD-wide speaker, and mentor in the world of work for college students and women. Ms. Johnson's most recent awards and recognitions include two consecutive U.S. Global War of Terrorism Medals and Civilian Service Awards; a recently inducted member of the International Society of Female Professionals; recognized as "Professional Women of the Year," by the National Association of Professional Women; and for superior accomplishments in Afghanistan, a past Nominee for the United States President's Award for Combating Human Trafficking Prevention and Gross Violations of Civil Rights.

Ms. Johnson is currently pursuing a Doctoral Degree in Strategic Leadership; received a Master of Public Administration (M.P.A.) Degree; a Bachelor of Science Degree in Marketing and Merchandising; and, after high school, began her early pursuit of a Christian College Education graduating from a private HBCU in Texas, Southwestern Christian University.

In her spare time and to ensure work-life balance, Ms. Johnson pursues interests as a leader in ministry; author, and Founding President of small businesses in the fields of women's fashion; children's books; interior decorating; and, real estate. Ms. Johnson, a former First Lady in Ministry, was inducted in the Leroy Thompson Ministerial Alliance and graduated from the Ever Increasing Word Training Center. She serves on the Women's Leadership Team, including the Mentor in You Leadership Steering Team; and the Human Trafficking Leadership Team at Mount Gilead Full Gospel International Ministries. In addition, she is pursuing a National Certification in Interior Design with the New York Institute of Art and Design. Ms. Johnson is the proud mother of one daughter, Dominique, who is a travel nurse.