Biography



DEFENSE COMMISSARY AGENCY

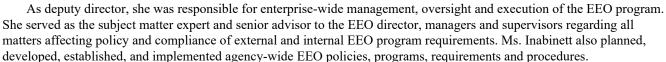
1300 E Avenue, Fort Gregg-Adams, Virginia 23801-1800

Rachel D. Inabinett Director of Equal Employment Opportunity

Rachel D. Inabinett is the director of the Equal Employment Opportunity Office for the Defense Commissary Agency, headquartered at Fort Gregg-Adams, Va. DeCA has annual sales exceeding \$4 billion, with more than 13,000 employees serving in a headquarters element and five geographic areas supporting 235 commissaries located in 13 countries worldwide. Her selection was effective Feb. 11, 2024.

As EEO director, she is responsible for the agency's EEO policies and programs, including writing final EEO decisions for the agency director, overseeing alternative dispute resolution facilitation for EEO disputes, managing the formal discrimination complaints process, developing and assessing affirmative employment (MD-715) programs, conducting EEO training, conducting workplace climate assessments at commissaries and overseeing the agency's diversity program.

Ms. Inabinett was selected to her current position after serving as deputy director of EEO at DeCA headquarters from October 2021 to February 2024.



From July 2016 to October 2021, Ms. Inabinett served as the complaints manager for the Missile Defense Agency at Redstone Arsenal, Alabama. There she assisted in developing and coordinating seminars and training programs relating to EEO and diversity management; conducted research and analyses of EEO programs to identify trends and barriers; evaluated the EEO program for compliance and effectiveness and ensured program compliance with EEO laws and DoD regulations; and developed policies and agency procedures to implement and sustain a compliant EEO program.

Ms. Inabinett began her federal career in 1992 as a secretary and collateral duty counselor in Ansbach, Germany Throughout her government career, she has served in a variety of positions of increasing responsibility. Her assignments included service at as an equal employment opportunity specialist and later manager at Fort Leavenworth, Kansas; and principal EEO advisor at the Defense Logistics Agency where she managed the equal employment opportunity program for personnel in Germany, Italy, Spain, and Afghanistan, and was instrumental in establishing the first ever EEO Office in Europe for DLA.



2002, Master's degree in Human Resources Development, Webster University, St. Louis, Missouri 1989, Bachelor's degree in Political Science History-Pre-Law, Morris College, Sumter, South Carolina

CAREER CHRONOLOGY

- 2024 Present, Director, Equal Employment Opportunity Directorate, DeCA Headquarters and Support Center, Fort Gregg-Adams, Virginia
- 2021 2024, Deputy Director, Equal Employment Opportunity Directorate, DeCA Headquarters and Support Center, Fort Gregg-Adams, Virginia (known as Fort Lee until April 27, 2023)
- 2020 2021, Equal Employment Specialist (Complaints Manager), Missile Defense Agency, Redstone Arsenal, Alabama
- 2020 2020, (January August) Equal Employment Specialist (Acting EO Director), Missile Defense Agency, Redstone Arsenal, Alabama
- 2016 2020, Equal Employment Specialist (Complaints Manager), Missile Defense Agency, Redstone Arsenal, Alabama



- 2015 2016, Equal Employment Specialist, Defense Logistics Agency (DLA Europe and Africa), Kaiserslautern, Germany
- 2008 2015, Equal Employment Specialist, Fort Leavenworth, Kansas
- 2002 2008, Equal Employment Opportunity Manager, Fort Leavenworth, Kansas
- 1999 2002, Equal Employment Specialist, Fort Leavenworth, Kansas
- 1994 1997, Equal Employment Specialist, Fort Drum, New York
- 1994 1994, (August November) Equal Opportunity Assistant, Fort Drum, New York

TRAINING COURSES

EEOC Examining Conflicts in Employment Law Conference - August 2023

DEOMI Biennial EEO Curriculum Compliance Review - May 2023

DoD Investigations and Resolution Directorate Customer Meeting - 2022

DoD ADR Symposium (IRD/WHS) - 2022

Harassment Outreach EEOC - June 2021

EEO Refresher Counselor Training EEOC - May 2021

Illegal Harassment in the Workplace EEOC Webinar – May 2021

Race and Color Discrimination EEOC Webinar – February 2021

Latest Federal Sector Developments at EEOC Office of Federal Operations, August 2020

EEOC Director's Meeting and Portal Training, 2019

DoD Combatant Command Workgroup - 2019

DoD ADR Symposium (IRD/WHS) - November 2019, 2018 & 2017

Investigations & Resolution Meeting - April 2019, 2018 & 2017

Advanced Mediation Training (Atlanta) - August 2018

Basic Mediation Certification (Atlanta) – March 2018

Final Agency Decision Writing Course (EEOC) – September 2017

Accept/Dismiss (EEOC) – August 2017

Mediation Certification Course (DEOMI) – 2015

Defense Logistics Agency EEO Symposium – 2015

EEO Officer's Capstone Course - 2014

EEO Counselor Certified Instructor - 2012

Disability Program Management Course – 2011

EEO Manager's Course - 2003

Computer/Electronic Accommodations Program Seminar - 2002

HQs Army Civilian Personnel Training - 2000

Complaints Processing Training – 1999

Department of the Army Mediation Training – 1999

Basic Staffing for Equal Employment Opportunity Course – 1997

Equal Employment Specialist Course – 1996

Defense Civilian Personnel Data System - 1995

(Current as of May 2024)