



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.

As deputy director, she was responsible for enterprise-wide management, oversight and execution of the EEO program. She served as the subject matter expert and senior advisor to the EEO director, managers and supervisors regarding all matters affecting policy and compliance of external and internal EEO program requirements. Ms. Inabinett also planned, developed, established, and implemented agency-wide EEO policies, programs, requirements and procedures.

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.



EDUCATION

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)