



THE SECRETARY OF THE INTERIOR
WASHINGTON

AUG 16 2010

Memorandum

To: All Employees
From: Secretary *Ken Salazar*
Subject: Department of the Interior Inclusive Workplace Statement

President Obama and I very much share the view that we need to build a more inclusive Government that better reflects the diverse face of America.

At the Department of the Interior, we have a tremendous opportunity to advance our mission by bringing differing viewpoints and experiences to the work we do on behalf of all Americans. This is one reason why I put in place one of the most diverse leadership teams in the Department's history.

We serve an increasingly diverse public that relies on our ability to recruit, retain, and develop a workforce that relates to the people of America. We are committed to employing the best people to do the best job possible and recognize that achieving a diverse workforce is integral to our success, as is creating a supportive culture that ensures our ability to retain that workforce.

This Inclusive Workplace Statement is a first for us. It means establishing a Department that ensures no one is shut out or left behind. Our goal is to make the Department the best place to work in America, where all of our employees are respected, quality of work life is valued, and everyone achieves their potential.

Embracing diversity is about welcoming differences of thought, background, education, marital status, experience, socio-economic status, occupation, language, and geographic location. It is about:

- Being an integral part of the Department regardless of the position you hold or where you work.
- Embracing all voices and perspectives, talents, roles, and viewpoints to build a stronger and healthier organization, improve our decisions, and enhance our ability to meet the needs of the public.
- Promoting creativity, innovation, and results.

Supervisors and managers are expected to be role models that exhibit behaviors of inclusion, acceptance, and accountability. All employees are expected to adhere to our guiding principles of integrity, fairness, trust, ethical and legal behavior, and zero tolerance for discrimination.

Please join me in making the Department the best place to work in America.