

**From:** [DIST A:DontReplyToSender](#)  
**Subject:** Memorandum from Assistant Secretary for Water and Science  
**Date:** Tuesday, August 31, 2010 7:51:39 AM

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**TO:** Bureau of Reclamation

**FROM:** Anne Castle /s/  
Assistant Secretary for Water and Science

**CC:** Ken Salazar, Secretary  
Rhea Suh, Assistant Secretary for Policy, Management and Budget

**SUBJECT:** Support for Inclusive Workplace

The office of the Assistant Secretary for Water and Science is strongly committed to a diverse and inclusive work environment. We support and embrace the conclusion that these are key elements to providing a strong, productive, and creative work force. Diversity and inclusivity also can provide a stronger link that connects the Department of the Interior with the American people.

The Bureau of Reclamation recognizes that each and every employee brings a unique background of experiences and knowledge, and that it is this mosaic of thought and skills that makes us strong. It is our responsibility as federal employees to facilitate and encourage that diversity of backgrounds. We embrace differences in thought, background, education, marital status, experience, socio-economic status, sexual orientation, gender identification, occupation, language, and geographic location. Recognizing these differences, it is our responsibility to provide a safe and accepting work environment that allows all employees to reach their greatest potential, and each one of us must take personal responsibility for this result. My office will work with Reclamation to enhance the level of diversity within your work force. Our focus is to assist you to expand your outreach methods and employee pool so that the Department of America represents the face of America.

Over the next few months, we will be devoting our efforts to identifying appropriate diversity and inclusion goals for Reclamation and this office.

We'll be holding ourselves and our managers responsible for meeting those goals. This commitment is necessary to assure that we are walking the walk, not just talking the talk.

We in the office of Water and Science are committed to doing our part to provide an inviting work environment that supports the recruitment, retention, and development of a work force that can reach its full potential because a multiplicity of background and experiences are participating. We are committed to Secretary Ken Salazar's vision of a more inclusive and representative work force within the Department of the Interior.

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