



**The Secretary of Energy**  
Washington, D.C. 20585

April 7, 2015

MEMORANDUM FOR ALL DEPARTMENT OF ENERGY EMPLOYEES

FROM: ERNEST J. MONIZ

Handwritten signatures of Ernest J. Moniz and Elizabeth Sherwood-Randall in black ink.

ELIZABETH SHERWOOD-RANDALL

SUBJECT: Policy Statement on Diversity and Inclusion

An inclusive, safe, and empowering workplace — where the backgrounds, talents, and viewpoints of all employees are welcomed and valued — fosters a culture of esteem, mutual trust, and respect. This includes an environment where our employees are inspired to achieve their full potential while maximizing their contributions to our mission.

Addressing America's energy, environmental, and nuclear challenges through transformative science and technology can best be accomplished by effectively recruiting and retaining a skilled and high performing workforce. To ensure our Nation's security and prosperity, the Department of Energy must continuously seek highly talented people. Sustainable relationships with our diverse communities, educational institutions, and professional organizations will help the Department attract a workforce that reflects the best of every segment of our society.

Our appreciation of different perspectives will enable trust, open communications, creativity, innovation and the empowerment that is characteristic of world-class leadership and high performing organizations. Your leadership team is committed to ensuring that the Department of Energy maintains the inclusive work environment that underpins continued scientific and technological excellence. We call on each of our executives, managers, supervisors and employees to join us in this important commitment.

For more information, contact the Office of Diversity and Inclusion at (202) 586-1981 or visit <http://www.energy.gov/diversity/services/diversity-and-inclusion>.

