



WORKPLACE DIVERSITY AND INCLUSION

A fundamental and important obligation for all of us, as U.S. Department of Agriculture (USDA) employees, is to ensure that we do our part to promote a diverse and inclusive workplace.

President George W. Bush has emphasized that our goal must be that of a welcoming society...a Nation where no one is dismissed or forgotten. The President's Management Agenda and USDA's Strategic Management Plan mandate a diverse workforce with the necessary skills to accomplish USDA's mission and goals. The USDA Secretary's Civil Rights Policy states that we must strive for a workplace that respects differences and embraces diversity.

A workplace that values diversity and inclusion is one where all employees demonstrate, on a daily basis, their respect for each individual's unique attributes, so that the workplace is free from harassment, discrimination, and intolerance. Our employees are our most important asset. We must show mutual respect and conform to the highest standards of conduct. To do so makes "people sense" and "business sense." When employees feel good about their jobs, enjoy coming to work, and believe that they are being treated fairly and with respect, they are more productive.

In a workplace that values diversity and inclusion, employees believe in equal access to opportunity for growth and advancement and are encouraged and supported to fulfill their potential for career growth; and managers recognize and reward employees for their contributions on the basis of merit and ability.

All USDA employees are encouraged to demonstrate diversity as a core value. It is incumbent upon each and every employee to take individual responsibility for creating and maintaining a respectful, supportive work environment. The success of USDA's mission depends on it.

A handwritten signature in black ink that reads "Margo M. McKay". The signature is fluid and cursive, with a long, sweeping underline that extends to the right.

Margo M. McKay
Assistant Secretary for
Civil Rights