United States Department of the Interior

OFFICE OF SURFACE MINING
RECLAMATION AND ENFORCEMENT
Washington, D.C. 20240

AUG 30 2010

Memorandum

To: All Employees

From: Joseph G. Pizarchik
Director

Subject: Diversity and Inclusion Policy Statement

Creating an inclusive workplace and valuing diversity is about respecting one another's differences. Since taking the helm at the Office of Surface Mining Reclamation and Enforcement (OSM), I have learned a lot about the OSM workforce. I am appreciative of the varied talents and dedication that each of you brings to the workplace. America is a melting pot of immigrants and first Americans, which is one of our greatest strengths. Leveraging our differences to accomplish our mission and respecting each other while doing so is a cornerstone for our success and the success of every organization.

This is why I am committed to a workplace that recognizes, appreciates and values the array of characteristics that make individuals unique in an atmosphere that promotes and celebrates our individual and collective differences. OSM's continued success is contingent on our ability to recruit, select, develop, promote and retain applicants and employees of differing thoughts, backgrounds, education, marital status, socio-economic status, occupation, language and geographic location. The benefits derived from a diverse workforce are unlimited; and, we should embrace the perspectives brought to the workplace by each individual.

In alliance with the Secretary, I am committed to creating a workforce that reflects the nation's diversity, employs the best people to do the best job possible, and recognizes that achieving an inclusive work environment and diverse workforce is integral to OSM's success. Therefore, all executives, managers, supervisors and employees are called upon to be role models who exhibit behavior of inclusion, acceptance and accountability. I am confident that each of us will do our part to ensure a diverse and inclusive workplace. Together all of us can make a difference in making OSM an employer of choice where all are welcome and treated with dignity and respect.

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