



Animal and Plant Health Inspection Service (APHIS) Diversity and Inclusion Policy Statement

United States
Department of
Agriculture

Animal and Plant
Health Inspection
Service

Washington, DC
20250

The Animal and Plant Health Inspection Service (APHIS) has a long-standing commitment to support civil rights and provide a discrimination-free workplace. Equally important and just as vital to our success as an Agency is our commitment to Diversity and Inclusion, which I have made a priority for my office and all employees. What do Diversity and Inclusion mean to APHIS? Think of Diversity as the spectrum of human similarities and differences and Inclusion as the way an organization configures opportunity, interaction, communication, information and decision making to realize the potential of diversity. Simply quoted, "*Diversity is the Mix, Inclusion is making the Mix work.*"

With our Diversity and Inclusion mission within APHIS, we will seek to accomplish many things. We will strive to ensure and utilize employees' and teams' talents, backgrounds, and capabilities. We will look to foster environments where diverse ideas are highly valued and employees are encouraged to offer their perspectives and viewpoints before critical decisions are made. And we will aspire to help individuals reach their potential and maximize their contributions to the Agency mission.

In supporting Diversity and Inclusion, APHIS must also cast the widest possible net in searching for the best talent. Every Agency hiring and recruitment initiative must ensure that we are bringing on broad talent from the widest possible range of sources. This means recruiting at institutions that we may not have recruited from before and partnering with community and professional organizations to establish an APHIS workplace that is fully reflective of the Nation's diversity. And, once employees are on board, we must make a commitment to retain them through mentoring, coaching and developing them to their full potential.

For APHIS to be an Employer of Choice, every member of the Agency community must advocate for, promote, and most importantly, practice the principles of Diversity and Inclusion in everything that we do. As APHIS' Diversity and Inclusion Champion, I am personally committed to ensuring that APHIS fosters a more inclusive culture that improves our organizational creativity, decision making, employee morale, and job satisfaction.

This Diversity and Inclusion Policy Statement must be distributed Agency-wide and posted in all work areas to ensure the APHIS workforce is aware of and promotes its Diversity and Inclusion responsibilities. This policy statement will also be posted on the Office of Civil Rights, Diversity and Inclusion website at: www.aphis.usda.gov/civil_rights.

Kevin Shea
Acting Administrator

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