



Animal and Plant
Health Inspection
Service

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Wildlife Services

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**Wildlife Services
Diversity and Inclusion Policy Statement**

As the Deputy Administrator for Wildlife Services (WS), I want to affirm APHIS' Diversity and Inclusion Policy Statement and underscore WS collective commitment to supporting civil rights and ensuring a discrimination-free workplace. This means respecting the civil rights of all employees, job applicants, clients, and customers; and providing equal opportunities for everyone. Not only does workplace diversity encourage broader perspectives and new approaches but it also enhances WS effectiveness and credibility.

I am committed to ensuring WS utilizes employees' and teams' diverse talents, backgrounds, and capabilities. WS will continue to foster environments where innovation, new ideas, and individual attributes are highly valued and employees are encouraged to offer their perspectives and viewpoints before critical decisions are made. WS' managers and supervisors will dedicate themselves to helping all individuals reach their full potential by providing developmental and mentorship opportunities that enhance employees' capabilities while also creating a diverse pool of candidates for mission-critical positions.

Additionally, WS will target the widest possible audience for our vacancies. We will recruit at institutions that we may not have recruited from before and partner with community and professional organizations to establish a WS workplace that is reflective of the Nation's diversity.

I am dedicated to ensuring WS' effectively fosters a culture that improves our organizational creativity, decision making, employee morale, and job satisfaction, and I am confident that I can count on our Management Team and each and every one of you as we strive to meet these goals while continuing to provide excellent service to our customers.

William H. Clay
Deputy Administrator