



DEPARTMENT OF THE TREASURY  
WASHINGTON, D.C.

SECRETARY OF THE TREASURY

August 27, 2013

**MEMORANDUM FOR ALL TREASURY EMPLOYEES**

**FROM:** Jacob J. Lew 

**SUBJECT:** Diversity and Inclusion Call to Action

The values of diversity and inclusion must be fundamental priorities in all that we do every day. Research and experience have demonstrated that an inclusive environment – one that fosters diverse perspectives and participation – leads to greater productivity and innovation. Accordingly, a diverse and inclusive workplace culture is a business imperative.

All employees throughout Treasury must demonstrate the characteristics of fairness, open mindedness, cooperation, supportiveness, and empowerment. This involvement must be visible, intentional, and continuous.

**It starts with personal accountability.** We are each responsible to act in accordance with fairness and respect and engage in frank discussions that promote introspection and mutual understanding.

**It continues with education.** Treasury has made available educational opportunities about how to best leverage the full potential of a diverse and inclusive environment. You can participate in these educational activities to further advance a workplace culture where all people feel their unique talents and perspectives are valued, respected, and fully utilized.

**And, it must be put into practice.** Everyone must work to help address vestiges of unintentional bias and other obstacles to inclusion that may exist in our workplace and business activities. Employees with procurement responsibilities must also support the established socio-economic programs that improve business diversity.

Under my predecessor, Treasury strengthened its commitment to diversity and inclusion at every level and across its bureaus. We can be proud of the successes achieved throughout Treasury. But, we have more work to do. We must continually gauge our progress in these areas. Maintaining our upward trajectory is essential for our continued progress as a department and in our service to the American people.