



Rockville, Maryland 20857

**HEALTH RESOURCES AND SERVICES ADMINISTRATION
POLICY STATEMENT
ON
WORKFORCE DIVERSITY AND INCLUSION**

The Health Resources and Services Administration (HRSA) is committed to promoting diversity and inclusion as it accomplishes its mission to improve health and achieve equity through access to quality services, a skilled health workforce, and innovative programs.

We define diversity as all the ways in which people differ, including innate characteristics (such as age, race, gender, national origin, mental or physical abilities and sexual orientation) and acquired characteristics (such as education, socioeconomic status, religion, work experience, language skills, cultural values, geographic location, family status, organizational level, work style, philosophical and intellectual perspectives, etc).

Inclusion is the process of enabling the full participation and contribution of all human resources in support of the mission of the organization by eliminating implicit and explicit barriers. Leveraging the diverse talents and attributes of the entire workforce will empower the full potential of all employees. This can be accomplished by ensuring fairness when configuring work opportunities, business processes, functional operations, rewards systems, work-life options, professional interactions, communications, information-sharing, and decision-making.

Managers, supervisors, and employees must work together to reflect our commitment to diversity and inclusion. This includes increasing employment and advancement opportunities of those groups underrepresented in the workforce by actively seeking creative methods to improve our outreach efforts and by creating a workplace culture that ensures fairness in the selection of individuals for career development programs and promotional opportunities.

As we embrace this policy we must strive to improve our organizational efficiency and effectiveness by creating a climate of innovation, opportunity, and success within HRSA that capitalizes on the cultural, professional, ethnic, and personal diversity of our workforce.

Date _____

James Macrae, Acting Administrator