

May 21, 2021



Policy Statement on Diversity and Inclusion

The rich diversity of the United States is a core source of our national strength and a cherished part of our national identity. As the agency that represents the United States to the world, the U.S. Department of State has an opportunity—and a responsibility—to build a diplomatic workforce that reflects America’s diversity. Diversity makes us stronger and more creative. It is how we bring to bear people’s many ideas, experiences, expertise, and contributions for the benefit of our organization and our country. We simply cannot advance America’s interests and values around the world without a workforce that is truly representative of the American people.

Beyond diversity, we are committed to inclusion. It is not enough simply to hire a diverse workforce. We must also build a workplace culture where all employees are truly included, where people’s differences are respected, and where employees feel empowered to bring their authentic selves to work instead of trying to fit into a narrow mold. When a workplace is inclusive, everyone can contribute to their fullest abilities—and the entire organization benefits.

I hope you will join me in creating a workplace culture built on trust, collegiality, teamwork, humility, and sincere respect for our colleagues and fellow citizens. Let us pledge to:

- Stand up for fairness, equity, inclusion, and accessibility at work, both in our domestic offices and in our missions worldwide.
- Integrate diversity and inclusion into every phase of the employment process, including recruitment, hiring, training, performance reviews, and promotions.
- Do the work of educating ourselves about others’ diversity and honor its value in creating resilient and inclusive work environments, including through formal training offered by the Department.
- Embrace the goals and objectives that will be outlined in the Department’s Diversity and Inclusion Strategic Plan and hold ourselves accountable for achieving them.
- Honor longstanding Merit System Principles (5 USC 2201) and practice the Department’s Leadership and Management Principles (3 FAM 1214).
- Practice respect for all of our colleagues, no matter their title, from the Foreign Service, Civil Service, locally employed staff, contractors, and eligible family members to every other member of the Department team.

We are all in this together, and everyone’s contributions matter. I look forward to continuing to work with all of you to build a diverse, inclusive, and equitable Department of State.

A handwritten signature in black ink that reads "Antony Blinken".

Antony J. Blinken