



U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
THE SECRETARY
WASHINGTON, DC 20410-0001

MEMORANDUM FOR: All HUD Employees

FROM: Benjamin S. Carson, Sr. 

SUBJECT: POLICY STATEMENT—Diversity and Inclusion

In accordance with Executive Order 13583 (Order), which establishes a coordinated governmentwide initiative to promote diversity and inclusion in the Federal workforce, I am issuing this Policy Statement.

The U.S. Department of Housing and Urban Development is fully committed to this initiative as evidenced by our implementation of the second phase of the Order by establishing our Inclusive Diversity Strategic Plan. Moreover, HUD recognizes that the true value of diversity is the potential to increase group intelligence. We know the real benefit of inclusion as a management strategy is to successfully bring together diverse groups of ideas, identities, and information to improve employee engagement and solve difficult problems. Implicit in all this is the notion that diversity and inclusion go well beyond race, gender, and diversity of thought. However, it is the inextricable link between who we are and how we think that makes diversity and inclusion the fundamental ingredients that drive organization performance.

We will integrate diversity and inclusion goals and services within the broader objectives of the Department by ensuring that they align with the mission, objectives, strategies, and goals of HUD. We will develop broad, current, and inclusive workplace strategies based on broader, more current, and more inclusive definitions of diversity than the traditionally recognized diversity groups, using the views, values, and perspectives derived from demographically diverse affinity groups. We will control, monitor, and coordinate the advisory and consultative processes related to program initiatives and activities that examine systemic barriers to inclusion in all facets of the Department, to include: cultural norms, business practices, communications, leadership accountability, strategic recruitment, and work life. We will ensure that our services are provided in accordance with administrative laws, policies, regulations, and the Department's mission, functions, policies, and procedures.

Diversity and inclusiveness are the cornerstone of high organizational performance. Therefore, all executives, managers, supervisors, and employees are called upon to be role models who exhibit behaviors of acceptance, inclusion, and accountability. To this end, all individuals are welcome at HUD regardless of age, color, disability, national origin, race, religion, sex (including pregnancy, gender identity, and sexual orientation), parental status,

family medical history, genetic information, political affiliation, and military service or nonmerit based factors.

If you have additional questions or concerns, please contact the Office of Diversity and Inclusion at 202-402-5627 or via email at diversityandinclusion@hud.gov.