



United States Department of the Interior

NATIONAL PARK SERVICE
1849 C Street, N.W.
Washington, DC 20240

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Memorandum

To: National Park Service Employees

From: Acting Director *Michael J. Reynolds*

Subject: National Park Service Diversity and Inclusion Policy Statement

I am strongly committed to the principles of diversity and inclusion. I embrace the diversity that our employees bring to the National Park Service (NPS), as it enhances opportunities to make ourselves relevant to ever-changing population demographics. I am further committed to promoting a workplace where the viewpoints and talents of every employee are valued, welcomed, and appreciated.

By cultivating a workplace environment of acceptance and inclusion, we can strengthen the capacity of our workforce while enhancing our ability to prepare for our second century of service. With this in mind, the NPS will attract, recruit, and retain the most efficient and effective workforce possible with diversity as a principle objective. We will strive to ensure that all of our employees receive the tools required to develop the multicultural knowledge, requisite skills, training, and development necessary to accomplish our mission.

The challenges of the 21st century call for a workforce that adapts to rapid demographic changes in society. Diversity is no longer just sound public policy; it has evolved into a strategic imperative for the long-term success and relevancy of the NPS, and is a crucial part of our workforce planning interests. Therefore, all managers, supervisors, and employees are called upon to create the conditions necessary to ensure that diversity and inclusion can thrive within our workplace.

In summary, we will enhance and promote an environment that respects and values the differences each employee brings to the NPS. We will also ensure a diverse workforce as well as an inclusive workplace, one that offers every employee the opportunity to attain his/her personal goals, to grow within the NPS, and to contribute fully to the accomplishment of our mission.

Please refer to Director's Order #16B: Diversity in the National Park Service (<http://www.nps.gov/policy/DOrders/DO-16B.pdf>) for further guidance.

I expect all NPS employees to adhere to this policy.