



**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 in the workplace as it accomplishes its mission to improve health outcomes and address health disparities through access to quality services, a skilled health workforce, and innovative, high-value programs.

We define diversity as all the ways in which people differ, including but not limited to age, race, ethnicity, national origin, gender, gender identity, sex, sexual orientation, mental or physical abilities, primary language, education, socioeconomic status, religion, work experience, cultural values, geographic location, family status, organizational level, work style, philosophical views, veteran status, and intellectual perspectives.

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 to engagement in every aspect of work-life and operations. Leveraging the diverse talents and attributes of the entire workforce will empower the full potential of all employees and contribute significantly to achieving the HRSA mission. This can be accomplished by ensuring fairness when configuring work opportunities, business processes, functional operations, rewards systems, work-life balance options, professional interactions, communications, information sharing, and decision-making.

We strive to attract, recruit, retain and develop a workforce that is expansive along many dimensions, and to leverage the diverse knowledge and experiences of all our employees. Managers, supervisors, and employees share HRSA's commitment to diversity and inclusion throughout the Agency. This includes increasing employment and advancement opportunities for groups that are underrepresented in the workforce by (1) actively incorporating innovative methods to improve our outreach efforts and (2) creating a workplace culture that ensures fairness in the selection of individuals for career development programs and promotional opportunities.

This policy statement aims to leverage a well-managed, diverse and inclusive workforce. Embracing this policy statement will improve our organizational efficiency and effectiveness and create a culture of innovation, opportunity, and success within HRSA that capitalizes on our diverse workforce, ultimately delivering value to our stakeholders.

10/10/2019

Date

/Thomas J. Engels/

Tom Engels, Acting Administrator