



U.S. Department
of Transportation
Federal Highway
Administration

Memorandum

Subject: **INFORMATION:** Diversity and
Inclusion Policy Statement

Date: October 10, 2017

From: Brandye L. Hendrickson
Acting Administrator

In Reply Refer To:
HCR-10

To: Associate Administrators
Chief Counsel
Chief Financial Officer
Director, Innovative Program Delivery
Directors of Field Services
Federal Lands Highway Division Engineers
Director of Technical Services
Division Administrators
Assistant Division Administrators

The mission of the Federal Highway Administration (FHWA) is to improve mobility on our Nation's highways through national leadership, innovation, and program delivery. A diverse workforce stimulates innovation, new approaches, and fresh perspectives helping us solve the complex transportation challenges facing our Nation. We must strive to create a culture where all individuals have the opportunity to prosper, advance in their careers, and contribute to the FHWA mission. Central to that goal is our commitment to attract and retain a diverse workforce; one that mirrors the America that we serve and the exceptional talent that our Nation has to offer. To achieve this goal, we must foster a culture of inclusion and create and maintain a work environment that is welcoming of individuals of all races, ethnicities, genders, cultures, abilities, skills and disciplines. Diversity within the workforce enhances the relevance and substance of our work. All FHWA employees have a role in helping us to reach the ideal of an inclusive work environment where individual differences, unique perspectives, and talents are respected, appreciated, and valued.

When recruiting, FHWA will reach out to all segments of America to capture the best talent available. We will provide equitable access to experiences and developmental opportunities that will allow all employees to realize their full potential and maximize their contributions to the FHWA mission and their service to the American people. In all our work processes, we will create avenues for full participation to enable the excellence and innovation that can only be realized through a healthy collaboration of diverse ideas, experiences, and perspectives. Every manager within FHWA is expected to join us in exercising effective leadership in support of this policy that will drive our success.

It is expected that the interaction among all FHWA employees will be characterized by mutual respect and appreciation for the unique contributions that each employee brings to the workplace. Through this policy, we reaffirm our support of the U.S. Department of Transportation's diversity initiatives and the President's commitment to excellence through diversity. Please join me in celebrating and expanding the very foundation of what we are: a strong, resilient, multitalented, and diverse workforce.