



FEDERAL HIGHWAY ADMINISTRATION DIVERSITY AND INCLUSION POLICY STATEMENT

The Federal Highway Administration (FHWA) is dedicated to keeping America moving safely, efficiently and reliably, while protecting the environment. 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. 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, the 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 in the 21st century.

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.

A handwritten signature in black ink, appearing to read 'Victor M. Mendez'.

Victor M. Mendez
Administrator

A handwritten signature in black ink, appearing to read 'Gregory G. Nadeau'.

Gregory G. Nadeau
Deputy Administrator

A handwritten signature in black ink, appearing to read 'Jeffrey F. Paniati'.

Jeffrey F. Paniati
Executive Director

