

**Statement on Intelligence Community  
Equal Employment Opportunity and Diversity**

The Intelligence Community's (IC) mission is to enable wise national security policies, support effective national security action, deliver balanced and improved capabilities, and operate as a single, integrated team. To achieve these goals, we must remain committed to treating all employees with respect and dignity by providing an inclusive work environment free from discrimination and harassment. Every employee should be afforded an opportunity to contribute to the mission and make a difference.

Diversity is one of our greatest strengths and a mission critical imperative in the IC. Employing and retaining a diverse workforce is essential to addressing increasingly complex national security threats. We need to acquire and maintain an IC workforce that mirrors our nation and the world within which we operate. To be successful, we need employees with different cultural backgrounds, ethnicities and heritage, races, gender, orientation, abilities, and ideas.

The importance of IC leadership commitment to and active support of diversity cannot be overstated. As leaders we must demonstrate our dedication by setting an example through our actions and messages. Our commitment must be visible, specific, persistent, intentional, and personal. IC officers across the Community are designing and implementing initiatives and programs to create and sustain a diverse IC workforce, and we continue to make steady progress on improving representation of minorities, women, and persons with disabilities, particularly in higher pay grades, senior positions, and core mission skills areas.

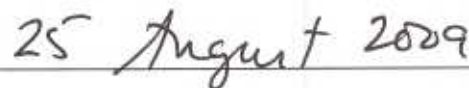
The first ever five-year IC-wide EEO and Diversity Strategic Plan—linked to the National Intelligence Strategy and the Strategic Human Capital Plan—has been published, and each of the major IC components has developed an implementation plan linked to this strategy. Members of the Diversity Senior Advisory Panel for the IC continue to provide me with recommendations on best practices in diversity management.

The IC EEO and Diversity Office and the Office of the Chief Human Capital Officer are implementing a joint IC Heritage Strategy to focus on recruiting, hiring, and retaining first and second generation Americans. This effort includes standing up an IC Affinity Network Organization that consists of nine IC Employee Network Groups and an ODNI Unity Council, to build a coalition of strong relationships with external heritage groups.

Diversity is everyone's business and everyone can take part. With your help, we can create positive, equitable, and productive work environments where all employees feel welcome, respected, and valued.



Dennis C. Blair



Date