



DEPARTMENT OF THE TREASURY
BUREAU OF ENGRAVING AND PRINTING
WASHINGTON, D.C. 20228

February 18, 2016

MEMORANDUM FOR ALL BEP EMPLOYEES . .

FROM: Leonard R. Olijar
Director

SUBJECT: Diversity Policy

The Bureau of Engraving and Printing (BEP) derives strength by hiring employees that reflect the Nation's diverse population. Diversity is integral to our mission and the success of BEP. The overall goal is to take full advantage of the differing viewpoints, ideas, and backgrounds that each of us brings to the table. It is the widest diversity of viewpoints and backgrounds that serves to maximize our effectiveness.

Diversity is a means to recognize and appreciate the variety of characteristics that make each of us unique and provides an atmosphere that promotes and celebrates individuals and their collective achievements. It includes: age; cognitive style; culture; disability (cognitive and physical); economic background; education; ethnicity; gender identity; geographic background; language(s) spoken; marital/partnered status; physical appearance; political affiliation; race; religious beliefs; and sexual orientation.

Accordingly, diversity and inclusion are strategic imperatives for BEP. BEP employees share responsibility in being proactive in the support of a work environment that values diversity and inclusion. BEP managers and leaders are expected to foster a more diverse and inclusive workforce. This expectation includes conducting broad outreach initiatives when available employment and business opportunities arise and involving a diverse range of individuals in personnel and business decisions.

Thank you for your continued support of this important objective and for all of the valuable contributions you make each day. We have made great strides in promoting diversity and inclusion at BEP, but we have more to do. As with other challenges we have faced, we can make this happen.