



FEMA

September 14, 2016

MEMORANDUM FOR: ALL EMPLOYEES

FROM: Charles M. King 
Superintendent

SUBJECT: Center for Domestic Preparedness' Diversity Statement

I greatly appreciate both the tangible and intangible benefits that come from having a staff that is diverse and representative of the Country we serve, including the broad spectrum of national origin, language, race, color, disability, ethnicity, gender, age, religion, sexual orientation, gender identity, socioeconomic status, veteran status, and family structures that makes this Nation great.

I am fully committed to increasing the diversity of the staff of the Center for Domestic Preparedness (CDP) to fully and effectively leverage the varied experiences, ideas, viewpoints, and perspectives that comes from that diversity and which will enrich our conversations, collaboration, and problem solving. The ability to expand the discussion or debate to draw on different perspectives enhances the quality of decision making, increases creativity and innovation, and is essential to advancing the execution of the CDP's mission. A strong organization embraces a diverse workforce and focuses that diversity to achieve superior results.

We must build an inclusive work environment that leverages diversity to achieve mission goals and business objectives. Inherent to this approach is the concept that diversity requires an inclusive environment to thrive – a work environment that encourages open communication, provides fair and equitable opportunities, and empowers employees with the resources and support they need to advance and support our vital mission. Inclusion is a culture that connects each employee to the organization and encourages collaboration, flexibility, and fairness. Our culture must leverage diversity throughout the CDP so that all individuals are able to participate and contribute to their full potential.

The CDP is an exceptional organization with a truly remarkable staff that excels in all it does to provide the Nation's emergency response professionals the ultimate training and educational experience. I strongly believe the CDP's staff, as a whole, should be representative of the students we train and the Nation's population. I am focused on increasing the distinctiveness of

individual staff members and I am taking steps to attract, recruit, hire, and retain staff members who reflect the diversity of our American society.

I established a Diversity Working Group which serves in an advisory capacity and recommends ways we can attract more varied applicants and better socialize diversity and inclusion policies and practices across the CDP. I am making a concerted effort to broaden the distribution of our vacancy announcements to groups and institutions to increase the representation of women, minorities, and the disabled applying for those vacancies. The CDP strives to attract, retain, and develop the most talented staff, that is representative of many dimensions, and to utilize the diverse knowledge and experience of all our employees. As provided by law, I am committed to hiring the most qualified candidate, and increasing the number of highly experienced and technically proficient diverse applicants will provide more opportunity to change the diversity of the staff over time.

Achieving a representative diversity in the CDP staff is not achieved quickly. The immense benefit is obvious and I am confident every employee at the CDP shares and embraces the underlying values of this vision and is willing to demonstrate their strong commitment to attracting, hiring, retaining, and supporting all employees who reflect the diversity of our larger society. The target end-state is the creation of a diverse and inclusive staff that enables everyone to be their best, encourages different perspectives, expands opportunities, and advances the mission success of the CDP.

Through the efforts and hard work of its incredible staff, the CDP has become a great national resource. With your support and assistance, we will attract and build a staff that mirrors our population and makes us an even stronger organization.