



THE SECRETARY OF EDUCATION
WASHINGTON, DC 20202

November 6, 2023

MEMORANDUM TO ALL DEPARTMENT EMPLOYEES

SUBJECT: Policy Statement on Diversity, Equity, Inclusion, and Accessibility

The Policy of the U.S. Department of Education (ED) is to ensure that diversity, equity, inclusion, and accessibility are integral parts of our day-to-day management and work. One of our core missions is to ensure equal access to educational opportunities. In carrying out this mission, we must set a strong example in our own workforce by continuing to acknowledge, appreciate, and respect the differences we recognize in one another.

As a Federal Government employer, we must strive to be a model for diversity, equity, inclusion, and accessibility, where all employees are treated with dignity and respect. Accordingly, we must continue to strengthen our ability to recruit, hire, develop, promote, and retain our Nation's talent and remove barriers to equal opportunity. This includes advancing opportunities for communities that have historically faced employment discrimination and professional barriers. We must also continue to provide the resources to strengthen and advance diversity, equity, inclusion, and accessibility across ED.

Research and evidence show that diverse, equitable, inclusive, and accessible workplaces yield higher-performing organizations. In order for ED to be a high-performing organization in the 21st century, we must have a workplace that reflects the diversity of the American people, ensures equitable practices, and maintains an environment that is inclusive and accessible. We must lead the way to create a positive work environment where all employees have the opportunity to reach their full potential and maximize their contributions to ED's mission. We recognize that continued success in meeting the needs of our employees and customers, including underserved communities both internal and external, requires the full and active participation of all our staff.

All individuals are welcome at ED, regardless of race, color, age, national origin, sex, transgender status, gender identity, sexual orientation, pregnancy, religion, disability, genetic information, marital status, political affiliation, parental status, and those individuals from underserved communities, including formerly incarcerated individuals, or those who have engaged in prior Equal Employment Opportunity activities. Diversity not only complements our organizational values of teamwork, leadership, empowerment, and service quality, but also encompasses the way we work, the work environment, and respect for all people and their ideas.

We all share the responsibility and must reaffirm our commitment to ensure a workplace that is welcoming at ED. I encourage all employees to actively embrace these principles in all that we do to deliver ED's mission and to make ED the best place to work.



Miguel A. Cardona, Ed.D.