

Diversity and Inclusion Policy Statement

Executive Order 13583 of August 18, 2011 establishes a coordinated government-wide initiative to promote diversity and inclusion in the Federal workforce.

Peace Corps recognizes that honoring the voices and identities of our Volunteers as well as host country national and US staff is central to our success. As an agency we need to ensure that diversity of thought, experience and personal background is valued and encouraged. Such diversity within the workforce enhances the relevance and substance of our work, and also helps us adhere more closely to our mission.

Diversity is defined as the characteristics and attributes that make each one of us unique. Diversity has many dimensions, including race, gender, physical ability, ethnicity, national origin, nationality, religion, veteran status, sexual orientation, gender identification, educational access, and age. Even more broadly, diversity includes but is not limited to geographic location, work experience, family status, socio-economic class, and diversity of political thought. Our goal is to leverage the varied experiences and ideas that each individual brings for the good of the agency and all of the communities that we serve.

We define inclusion as a culture that connects each employee to the organization; encourages collaboration, flexibility, and fairness; and leverages diversity throughout the organization so that all individuals are able to participate and contribute to their full potential.

With fair and transparent policies and practices, clear communication, mutual respect, and a collaborative atmosphere that provides both professional and personal development opportunities, Peace Corps offers an inclusive and welcoming workplace that values the efforts of all contributors.

In addition to having Diversity and Inclusion in our agency strategic plan, we are committed to holding ourselves accountable and will use the Diversity and Inclusion Strategic Plan (DISP) and the Intercultural Competence Diversity & Inclusion Strategic Plan as roadmaps for our operations internationally and domestically.