



OFFICE OF THE COMMISSIONER
UNITED STATES SECTION

INTERNATIONAL BOUNDARY AND WATER COMMISSION
UNITED STATES AND MEXICO

Memorandum

For Action

January 31, 2019

To: All USIBWC Employees

From: Jayne Harkins, P.E., Commissioner, United States Section

Subject: USIBWC Diversity & Inclusion Statement

1. Authority: This policy and procedure is based on Title VII of the Civil Rights Act of 1964, as amended; Executive Order 13583 - Establishing a Coordinated Government-Wide Initiative to Promote Diversity and Inclusion in the Federal Workforce; and the U.S. Office of Personnel Management Government-Wide Diversity and Inclusion Strategic Plan of 2016.
2. This policy applies to all personnel assigned to the United State Section, International Boundary and Water Commission (USIBWC).
3. At USIBWC, our commitment to diversity and inclusion in the workplace is the foundation for how efficiently we operate and how positively the agency is viewed by our employees and the public that we are privileged to serve. The USIBWC is dedicated to provide binational solutions to issues that arise during the application of United States - Mexico treaties regarding boundary demarcation, national ownership of waters, sanitation, water quality, and flood control in the border region. Innovation and creativity are integral aspects of USIBWC's culture, and for these qualities to flourish, we must tap into a rich blend of backgrounds, experiences, beliefs, and cultures. Employees from diverse backgrounds bring different perspectives to problem-solving, ingenuity, innovation, and management, which make our agency stronger and more effective.
4. We strive to create and maintain a workplace in which all employees are valued as part of the team, in an environment that leads to high levels of employee commitment. We work diligently to attract and retain a workforce that represents the range of personal and professional backgrounds, and experiences and perspectives that arise from differences of culture and circumstances. This includes persons of varying age, ethnicity, gender, disability, race, sexual orientation, gender identity, religion, national origin, political affiliation, socioeconomic and family status, and geographic region.
5. To maintain diversity and inclusion within the USIBWC culture, we must fully integrate and engage all of our employees as one team—a team that is collectively focused on achieving the agency's commitment and mission. Every recruitment initiative must ensure that we are hiring and retaining outstanding individuals from the most expansive range of available sources.
6. The USIBWC organizational culture reflects our ongoing commitment to build and maintain a workplace environment that supports the efforts of all employees to effectively carry out the Agency's mission while ensuring that all employees are encouraged to excel as public servants.
7. I expect managers and supervisors to carry out proactive and deliberate actions that will increase work group intelligence by making all employees feel they belong and that their uniqueness is valued. Leveraging workforce diversity and inclusion will increase employee engagement, productivity, collaboration, innovation, and continuous workplace improvement.

USIBWC staff must also strive to understand and respect other cultural perspectives when performing their jobs and when working with our counterpart agencies.

8. Please join me in supporting the USIBWC's diversity and inclusion efforts by treating everyone with respect and by being open to the varying ideas and perspectives of individuals throughout the organization. By working together, we can recruit and develop a diverse staff, create high-performing and diverse work teams, achieve excellence, maintain integrity in all that we do, and ultimately, achieve full mission success.