Armed Forces Retirement Home
Chief Operating Officer
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September 27, 2011

MEMORANDUM FOR ALL RESIDENTS, MANAGERS, SUPERVISORS AND EMPLOYEES OF THE ARMED FORCES RETIREMENT HOME

Subject: 2011 Policy Statement Regarding Diversity

The Armed Forces Retirement Home (AFRH) is committed to our Nation's veterans, the eligible Residents who make the AFRH their Home; and to our employees, both Federal employees and contract staff, who perform the mission of the Agency. Our Residents and employees reflect our rich culture, values and diversity. The term diversity encompasses not only the traditional categories of race, religion, age, gender, and national origin; but also all the different sexual orientations, characteristics and attributes of individuals that enhance our mission and the manner in which we deliver services to our Residents.

Understanding the impact of a diverse workforce in the accomplishment of the AFRH mission is vital. It is important for each member of the AFRH, both Resident and employee, to embrace our differences thus creating a setting of harmonious residential living and a caring and effective workplace. Diversity provides an opportunity to bring new ideas and capabilities into our Home and workplace.

Diversity of the workforce must be free of discrimination. It is the goal of the AFRH to provide equality of opportunity for all Residents and staff. We must strive not only to meet the letter of the law but also achieve and adopt its spirit. The AFRH is committed to adhering to and implementing equal opportunity policies, practices, and procedures by linking and integrating diversity efforts to every day residential living, business and organizational issues.

To create a Home and workplace that are committed to the highest-level of cultural diversity, I encourage each Resident and staff member to be vigilant regarding opportunities to strengthen diversity within the Home. I challenge the Residents of the Home and the AFRH management team to demonstrate their commitment by aggressively eliminating diversity barriers for all our Residents and employees and seek new ways to diversify our talent pool. I further challenge the AFRH management team to take responsibility to ensure that the talents and capabilities our members are recognized, valued and used in a manner that contributes to mission accomplishment. In a timeframe when our flexibility, adaptability, and critical thinking are paramount to our ability to exist and thrive, a well-managed, highly diverse workforce is imperative to achieving operation excellence.

Steven G McManus

STEVEN G. MCMANUS
Chief Operating Officer