



**Armed Forces Retirement Home
Chief Operating Officer
3700 North Capitol Street, N.W.
Washington, DC 20011-8400**

January 12, 2022

**MEMORANDUM FOR: MANAGERS, SUPERVISORS RESIDENTS, AND
EMPLOYEES OF THE ARMED FORCES RETIREMENT
HOME (AFRH)**

SUBJECT: 2022 Diversity, Equity, and Inclusion Policy Statement

It is the goal of AFRH to provide equality of opportunity for all Residents and Staff. To that end, the following AFRH policy expresses leadership's firm commitment to that goal, and to our Nation's Veterans who make AFRH their Home, and to our Federal employees and contract staff, who perform the mission of the Agency. Our Residents and Employees, our most valuable asset, 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, and identities, characteristics and attributes of individuals who enhance our mission and the manner in which we deliver services to our Residents.

Diversity provides an opportunity to bring new ideas and capabilities into our Home and workplace. It is important for each member of AFRH, both Resident and employee, to embrace our differences thus creating a setting of harmonious residential living and a caring and effective workplace. We must strive not only to meet the letter of the law, but also achieve and adopt its spirit. AFRH is committed to adhering to and implementing equal opportunity policies, practices, and procedures by linking and integrating diversity efforts to everyday residential living, business, and organizational issues. Every Resident and staff member should be vigilant regarding opportunities to strengthen diversity within the Home, aggressively eliminating diversity barriers for all Residents and employees, and continuously seeking new ways to diversify our talent pool.

The AFRH management team should ensure that the talents and capabilities of our members are recognized, valued and used in a manner that contributes to mission accomplishment.

AFRH encourages and enforces respectful communication and cooperation between its employees, teamwork, and employee participation that permits the representation of all groups and employee perspectives.

Our flexibility, adaptability, and critical thinking are paramount to our ability to exist, thrive, a well-managed, highly diverse workforce and is imperative to achieving operation excellence.



JOHN S. RISCASSI
Chief Operating Officer

Distribution:
AFRH Residents
All employees (electronically)