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

July 11, 2019

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

Subject: 2019 Policy Statement Regarding Diversity

It is the goal of the 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, 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 orientation, and identity, characteristics and attributes of individuals who 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. 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.

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.

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

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

JAMES M. BRANHAM
Chief Operating Officer

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