

**FEW'S DIVERSITY MISSION STATEMENT**  
**(Revised April 2007)**

Federally Employed Women (FEW) recognizes that Diversity transcends race and gender, affirmative action, and equal employment opportunity. This means respecting and valuing differences, whether based on age, class, ethnicity, gender, sexual orientation, disability, race, religion, language, or other differences.

EEO is the law, and Diversity is the difference in us all. We need to be aware of and embrace our differences to encourage all to participate in decisions at the workplace and in our organizations, and communities. We think differently according to our individual differences, but collectively as a team, these differences can enhance our decisions and direction. According to Carol Dawson, EEO Guidance, Inc., and FEW member, "We can make a positive impact by creating environments that foster feelings in others that say they are appreciated and accepted and by discouraging the development of environments that foster a feeling of being merely tolerated."

The purpose of FEW's Diversity Program is to develop strategies to identify and eliminate systemic barriers in the federal workforce. To accomplish these goals and objectives, FEW examines the demographics of the workforce according to age, race, sex, ethnic background, religious affiliation, disability, and sexual orientation. FEW works together with federal agencies both to ensure they foster equal opportunity and fair treatment of all persons, regardless of race, disability, veteran's status, or participation in protected activities and to raise awareness that promotes the understanding of the rich diverse heritage of the people of this country, in order to better serve the American people.

FEW also seeks to expand the notion of cultural groups beyond the categories protected by law and regulation to include socioeconomic status, body-size diversity, and family composition. Through the coordination and approval of the National Board of Directors, the National Diversity Committee's activities include the promotion of initiatives as directed by the National President, such as providing assistance to Federal agencies in recruiting more minorities, women and individuals with disabilities to join the Federal workforce.

The Diversity Committee, led by the Vice President for Diversity, also supports and promotes the activities of Federal Special Emphasis Groups and ensures that Diversity training is included as part of our Regional Training Programs and at the grassroots Chapter levels. Diversity training is also offered annually at FEW's National Training Program. This training is designed to ensure a more diverse federal workforce and is provided upon request to federal agency's employees, supervisors, and managers.