



Director

DEPARTMENT OF THE TREASURY
BUREAU OF ENGRAVING AND PRINTING
WASHINGTON, D.C. 20228

October 1, 2021

MEMORANDUM FOR ALL BEP EMPLOYEES

FROM: Leonard R. Olijar
Director

LROlijar

SUBJECT: Diversity, Equity, Inclusion and Accessibility Policy

The Bureau of Engraving and Printing (BEP) derives strength from a workforce indicative of the Nation's diverse population and recognizes that a diverse, equitable, inclusive and accessible work environment is integral to the success of BEP. As the leader of this organization, I am leading the charge of ensuring all BEP employees, managers and supervisors, share the responsibility of leveraging the differing viewpoints, ideas, and backgrounds that each of us brings to the table; providing a safe environment where everyone is able to fully contribute and feel a sense of belonging; treating all fairly and with dignity and respect; and providing the tools and resources needed so all enjoy equality of opportunity.

Under the Executive Order 14035 of June 25, 2021, Diversity, Equity, Inclusion and Accessibility (DEIA) are defined as follows:

- Diversity is the practice of including the many communities, identities, races, ethnicities, backgrounds, abilities, cultures, religions and beliefs of the American people, including underserved communities.
- Equity is the consistent and systematic fair, just, and impartial treatment of all individuals, including individuals who belong to underserved communities that historically have been denied such treatment.
- Inclusion is the recognition, appreciation, and use of the talents and skills of employees of all backgrounds and beliefs.
- Accessibility is the design, construction, development, and maintenance of facilities, information and communication technology, programs, and services so that all people, including people with disabilities, can fully and independently use them.

I have issued relevant BEP policies to emphasize the importance of our shared commitment to provide a diverse, equitable, inclusive and accessible work environment. We have made great strides in promoting DEIA at BEP, but we have more work ahead. As with other challenges we have faced, we can make this happen. Thank you for your continued support of this important objective and for all of the valuable contributions you make each day.

For additional information, contact OEODM by phone: 202-874-3460, TTY: 202-874-4931 or email: OEODM @bep.gov.