



DEFENSE THREAT REDUCTION AGENCY
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May 17, 2024

MEMORANDUM FOR DISTRIBUTION C

SUBJECT: Policy Statement on Diversity and Inclusion

The Defense Threat Reduction Agency's (DTRA) strength lies in our diversity, which serves as the driving force behind our organization's excellence and mission success. DTRA is committed to growing and maintaining diversity among its workforce, as well as making sure our work environment is one where all employees feel included and are treated with mutual respect and dignity.

The men and women who comprise our workforce reflect a broad range of viewpoints, ideas, and backgrounds. It is this variation of backgrounds, attributes, perspectives, and worldviews amongst persons of differing cultures, races, religions, ages, genders, sexual orientations, abilities, education, personalities, socioeconomic status, and other characteristics that will offer DTRA the best opportunity to become more innovative and dynamic. Continued mission success requires the full and active participation of each one of our talented and committed employees.

I applaud our efforts to create a positive work environment that challenges our employees to accomplish our mission to deter strategic attack against the United States and its allies; prevent, reduce, and counter weapons of mass destruction and emerging threats; and prevail against adversaries armed with weapons of mass destruction in crisis and conflict. All leaders must continue to foster an environment where our employees can contribute, prosper, and advance in their careers. By fostering an atmosphere of diversity and inclusion, we will value and appreciate the strengths afforded by the differences in styles, ideas, and organizational contributions of each employee. Each of you is encouraged to continue your efforts toward a work environment where all employees can reach their full potential and maximize their contributions.

Rebecca K.C. Hersman
Director