



DEPARTMENT OF THE ARMY
U.S. ARMY CORPS OF ENGINEERS, NEW ORLEANS DISTRICT
7400 LEAKE AVE
NEW ORLEANS, LA 70118-3651

CEMVN-Z

27 September 2020

MEMORANDUM FOR ALL MEMBERS OF THE NEW ORLEANS DISTRICT

SUBJECT: Diversity, Equity and Inclusion Policy (MVN-CPL #2020-08)

1. As the Commander of the New Orleans District, I am committed to fostering an environment that promotes diversity, equity and inclusion. Employees from varied backgrounds bring different perspectives, ideas and solutions to the workplace that result in new products and services. We cannot secure the best and brightest talent unless we reach out broadly to all communities where such talent exists.
2. The district continues to make progress toward hiring, developing, employing, and retaining a workforce that truly reflects America's talents and diversity throughout every occupation, level, and rank. This is reflective of our commitment to fair and equal opportunities for everyone, our commitment to affirmative employment goals and initiatives, and our commitment to prohibiting discrimination in employment.
3. To gain the maximum benefit from our increasingly changing workforce, every employee must feel welcome, valued, and motivated to work toward their personal and professional aspirations. We work better together because of the different attributes, experiences, cultures, characteristics, and backgrounds we bring to the organization, not despite them.
4. As leaders, we must be committed to actively ensuring inclusion of everyone in order to achieve the larger goal of equity, in an organizational culture that values diversity. We cannot continue to accomplish the mission if our most important resource, EMPLOYEES, feel that they cannot fully contribute, feel that they are excluded, or feel that they are undervalued.
5. I am honored to have the opportunity to lead and share the Army vision of diversity, equity, and inclusion. Together, we shall ensure the district continues to reflect the Army's values of equality, fairness, civility, respect, and dignity, which are the foundations of an inclusive and mission-ready workforce.
6. The proponent for this memorandum is the MVN Equal Employment Opportunity (EEO) Office at (504) 862-2238.

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STEPHEN F. MURPHY
Col, EN
Commanding