



June 15, 2020

Dear NIH Family,

This year more than ever before, I am pleased to reaffirm my commitment to the principles of equal employment opportunity, diversity, and inclusion. The National Institutes of Health is a complex agency with a diverse and talented workforce. It is that very diversity that enables us to accomplish our mission. I depend on all of you to contribute your ideas and perspectives to help NIH achieve our scientific and organizational goals.

Each of us must commit to creating inclusive workspaces where all employees feel welcome to contribute and are encouraged to thrive. Fundamental to an inclusive workplace is the assurance of equal employment opportunities for everyone. All employees, regardless of race, religion, color, national origin, age (40 or older), physical or mental disability, genetic information, or sex (including pregnancy, sex stereotyping, gender identity, transgender status and sexual orientation) must be provided with civil, equitable, and inclusive workspaces, free from all forms of discrimination, retaliation, and harassment.

In addition, we understand that showing respect and dignity to all our colleagues helps ensure full employee engagement in and dedication to the NIH mission. We must all abide by this commitment each day and report violations so that any violation may be addressed swiftly. Holding ourselves to higher standards of personal conduct, welcoming differences, and actively fostering inclusion will result in a safe and healthy workplace for all.

A talented and diverse workforce is critical to NIH's success, and I encourage all NIH leaders to intentionally cultivate diversity and inclusion. Recognizing that each employee brings unique capabilities, experiences, and characteristics to their work will ignite creativity and fuel innovation. To gain access to the unique ideas in our workforce, we must create an environment where people feel supported, heard, and free to achieve their best. I know that you will join me in ensuring that NIH is an inclusive and welcoming place for all our employees.

Sincerely yours,

A handwritten signature in black ink, appearing to read "Francis S. Collins".

Francis S. Collins, M.D., Ph.D.
Director