



Director

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

June 11, 2024

MEMORANDUM FOR ALL BEP EMPLOYEES

FROM: Patricia S. Collins  
Director

Patricia S.  
Collins

Digitally signed by Patricia S.  
Collins  
Date: 2024.06.11 13:40:39  
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SUBJECT: Diversity, Equity, Inclusion and Accessibility Policy Statement

The Bureau of Engraving and Printing (BEP) derives strength from a workforce indicative of the Nation's diverse population and recognizes that inclusive diversity 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; providing a safe environment where everyone fully contributes and feels a sense of belonging; treating all fairly and with dignity and respect; and providing the tools and resources needed so all can enjoy equality of opportunity.

Under Executive Order 14035, Diversity, Equity, Inclusion and Accessibility (DEIA) in the Federal Workforce, BEP's Diversity and Inclusion Officer will assist me in raising awareness at all levels of the organization and in ensuring that BEP maintains a focus on inclusive leadership.

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 promoting DEIA within BEP. Nonetheless, we have more work ahead at the individual level. This work begins with a foundation of respect and psychological safety to build trust and begin conversations across our differences. Each of us must gain greater awareness of our underlying personal preferences and biases, as well as the impact these can have on our day-to-day interactions. This may not be the typical work of a business, but it is the work that will continue the excellence and success of BEP. As with other challenges we have faced together, we can make this happen. Thank you for your continued support of this important objective and for all the valuable contributions you make each day.

For additional information, contact the Office of Equal Opportunity and Diversity Management (OEODM) by phone: (202) 874-3460 or email: [OEODM@bep.gov](mailto:OEODM@bep.gov). For deaf and hard of hearing individuals, call (202) 874-3460, using the Federal Communications Commission Telecommunications Relay Service program by dialing 711.