

## State of the Agency: CBP's DEIA Mission, Values, and Vision

### Policy Statement

CBP is dedicated to building and advancing a diverse, equitable, inclusive, and accessible Federal law enforcement organization in which the knowledge, skills, and abilities of all employees are fully utilized to achieve our demanding mission.

Our workforce interacts daily with global travelers and trade partners from around the world. We are often the first representation the United States of America that these travelers and partners experience. By ensuring the full range of America's diversity in our workforce – including members of underserved communities such as people with disabilities and members of the LGBTQI+ community, CBP can leverage those strengths that come with diversity achieving improved outcomes, better decision making, and innovative solutions, making us a stronger, more effective organization.

To continue to build CBP and sustain our reputation as the premier border enforcement agency in the world, we must fully activate the benefits of DEIA management principles to maintain a positive work environment where both similarities and differences of individuals are acknowledged and valued.

To fully integrate the ethos of DEIA in the workplace **we must enhance our practices around management accountability, recruitment, hiring, promotion, retention, and professional development, while addressing attitudinal barriers**; furthermore, we must heighten employee engagement in developing policies, training, and other practices to comprehensively improve DEIA across all aspects of CBP.

