

## What Can You Do?

Now that you have learned about diversity, inclusion and engagement, you are probably wondering how you can contribute.. Here are a few useful tips:

- Get to know your co-workers. Small conversations to gain a better understanding of others makes a huge difference.
- Treat people the way they wish to be treated rather than the way you wish to be treated. Common social activities and practices that are comfortable for you may not be comfortable for everyone.
- Become culturally competent (or expand your culture competence) by taking the time to learn about different cultures, races, religions and backgrounds represented by your colleagues
- Commit to continuous improvement. Be willing to learn, accept feedback and listen to concerns of those around you. Even the most enlightened individual can find opportunities for growth.
- Understand the diversity elements you bring to the organization and share about your diversity with others whenever you can. Each of us brings to the table a lifetime of experiences and knowledge and add value to the organization because of it.
- Welcome ideas that are different from your own and support fellow teammates. The creativity that comes with diversity can help you generate new ideas or improve a process already in place. It can also make work more interesting, engaging and fund.
- Lead by example. When others see you treating people with dignity and respect, you provide an example for them to follow.



**Federal Retirement  
Thrift Investment Board**

### FRTIB EEO, Diversity & Inclusion Initiatives

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*We administer the TSP solely in the interest  
of Participants and Beneficiaries.*

# CREATING AN INCLUSIVE AND ENGAGED WORKPLACE FOR ALL

***Defining the value of  
Diversity, Inclusion and  
Engagement***



*We value diversity and inclusion and drive innovation by leveraging the talents and perspectives of FRTIB's workforce and stakeholders to best protect the financial interests of the Participants and Beneficiaries.*

## Diversity

The concept of diversity encompasses acceptance and respect of all people. It has moved far beyond the legally protected categories that we've always looked at and means understanding that each individual is unique, and recognizes and embraces our individual differences. These can be along the traditional categories of race, gender, age, etc.; but also those differences not always often thought of such as diversity of thought, socio-economic status, ways of getting things accomplished, educational level, geographic background, birth order, marital or parental status, cultural and moral beliefs, occupational specialty, level in the organization and so much more.

A diverse workforce has been positively associated with greater talent utilization, better employee retention, increased innovation and higher performance.

The FRTIB embraces the diversity that our employees bring to the organization, as it contributes to a culture that fosters creativity and benefits from a highly skilled, highly productive workforce.

By valuing the knowledge, ideas, and experiences of all employees, we will serve the Participants and Beneficiaries at the highest level possible.



# iNCLUSION STARTS WITH i

## Inclusion

The FRTIB recognizes the importance of a work environment where the viewpoints and talents of every employee are valued, welcomed, and appreciated.

In order to maintain a workplace that fosters mutual respect, and honors differences, we must all treat one another with dignity and respect. We recognize that we are at our best when we draw on the talents of all parts of our society, and our greatest accomplishments are achieved when diverse perspectives are integrated and leveraged to resolve problems and contribute to the successful accomplishment of our organizational goals. Our continued success depends upon the commitment and sustained support of all managers, supervisors, and employees to work collaboratively and promote teamwork and cross-functional operations.

In summary, we will enhance and promote a positive workplace environment that respects and values the differences each employee brings to the FRTIB. We will maintain a climate in which employees are empowered to excel and are provided with opportunities to achieve their full potential in support of our mission.



## Engagement

Employee engagement has an enormous impact on organizational outcomes. Extensive research consistently demonstrates a strong positive relationship between high levels of employee engagement and desired organizational outcomes such as customer satisfaction, safety, low turnover, productivity, and profitability. Engagement refers to a high level of motivation to perform well at work combined with passion for the work. Engaged employees are absorbed intellectually and emotionally in their work and vigorously invest their best efforts in producing the outcomes needed for the organization to achieve its goals.

Research has found that there are significant correlations between high employee engagement in an agency and several key outcomes including increased employee performance, reduced use of sick leave, fewer Equal Employment Opportunity complainants, fewer cases of lost time due to work-related illness and injury, and lower rates of employee intention to leave.

### Key Drivers for Engagement:

- Meaningful performance feedback and recognition
- Management styles that foster communication and collaboration
- Work/Life Balance
- Prospect for future personal and professional growth
- Workplace Inclusion
- Adherence to merit system principles
- Employee training and development