



FEDERAL RETIREMENT THRIFT INVESTMENT BOARD  
77 K Street, NE Washington, DC 20002

November 30, 2017

MEMORANDUM FOR ALL FRTIB EMPLOYEES

FROM: RAVINDRA DEO  
EXECUTIVE DIRECTOR *Ravindra Deo*

SUBJECT: Diversity and Inclusion Policy Statement

As Executive Director, I am firmly committed to the importance of diversity and inclusion in the workplace where the viewpoints and talents of every employee are valued, welcomed, and appreciated. I embrace the diversity that our employees bring to the FRTIB, as it contributes to a culture that fosters creativity and benefits from a greater return on investment.

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, 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. With this in mind, the FRTIB will continue to attract, recruit and retain the most efficient and effective workforce possible with diversity, in its broadest form, as one of our principle objectives.

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 FRTIB's goals.

Please do not hesitate to contact Angela James, EEO Manager, at 202.864.8517 or [angela.james@tsp.gov](mailto:angela.james@tsp.gov), if you have any questions or require further information regarding FRTIB diversity and inclusion initiatives.