



Department of Energy
Southwestern Power Administration
One West Third Street
Tulsa, Oklahoma 74103-3502

January 8, 2019

Policy Statement on Diversity, Inclusion, and Respect

It is my personal policy, and the policy of Southwestern Power Administration (SWPA), to ensure that diversity, inclusiveness and respect are central parts of our day-to-day management and work. I have made this point before, but it warrants repeating: Our mission is vital to the millions of Americans who rely on the electricity we market, and it is vital to the overall electrical power infrastructure and security of the United States of America. By any measure, our mission requires the best qualified team we can recruit, train, and deploy. A welcoming and respectful working environment, for both our current employees and new applicants, whereby people can be their true selves, is essential for SWPA to be effective in today's, and tomorrow's, highly competitive, skilled-labor market. I encourage each of you to recognize that this nation is as strong as it is, and has achieved its singular place in history, not because its people have all been the same, but instead because of the varied attributes, talents, and contributions that come from a diversity of background and thought. The same strength of diversity needs to flow through SWPA.

Diversity and inclusion are the cornerstones of high-performing organizations. All qualified individuals are welcome at SWPA, and all individuals, regardless of race, color, age, national origin, sex, gender, sexual orientation, pregnancy, religion, disability, genetic information, marital status, political affiliation, or status as a parent, will be treated with respect and dignity. By fostering an atmosphere of inclusion, diversity, and respect, we can continue to value and appreciate the strengths afforded by differences in the styles, ideas and organizational contributions of each person.

This policy statement is part of a broader effort to have all employees demonstrate our SWPA core values of being respectful, real, committed, accountable, and courageous at every level of the organization, and to put them into practice with each decision we make. Therefore, we all share the responsibility to ensure this policy is followed throughout SWPA, but I assure you that this is especially true of anyone in a leadership role or position of trust. I hold myself and these individuals at the highest level of accountability for carrying out this policy statement, and I encourage all employees to actively embrace these principles in all that we do.

A handwritten signature in blue ink, appearing to read "Mike Wech".

Mike Wech
Administrator