



United States Department of the Interior



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To: BLM Employees, Nevada
From: State Director, Nevada
Subject: Workforce Diversity

BLM recently issued its [strategic plan and objectives](#) to “recruit, develop, and retain a competent, committed, and diverse workforce that provides exceptional service to our employees and the people we serve.” The plan emphasizes the value of all employee contributions and seeks to reflect a workforce representative of the nation, local communities and our stakeholders.

Diversity is defined as “the unique characteristics and experiences that define each of us as individuals - it is about who we are. This includes, but is not limited to, race, religion, color, sex, age, disability, national origin, sexual orientation, marital status, citizenship status, veteran status or other legally protected characteristics. Inclusion is about creating an environment where different perspectives are encouraged and valued - it is about how we work. “

We are all unique. Each one of us is different from anyone and everyone else—including those people with whom we share the most in common. We’re different in what we believe, where we live, our cultures, our backgrounds, the way we look, career paths, lifestyle, age, the way we think, the way we experience the world, our education, our talents and capabilities, and more. All those differences that make each of the approximately 1,400 individuals working in Nevada represent many dimensions of diversity. All these dimensions of diversity are our greatest strength.

BLM Nevada considers it a leadership behavior and every one’s responsibility to harness these unique abilities and successfully work across multiple dimensions of diversity.

Difference is only strength, if it is valued, understood, and properly managed.

Signed by:
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