

## United States Intelligence Community

### **Commitment to Diversity and Inclusion in the Intelligence Community Legal Profession**

As lawyers of the Intelligence Community, we have a solemn duty to ensure that efforts to protect the security of the United States and its people are grounded in law and fully consistent with the values of the Constitution we defend. As we strive each day to protect and preserve national security, we must with equal rigor act with integrity and resolve to maintain the public's trust and confidence. These objectives are best served by a workforce that is not only expert, but also inclusive and diverse, reflecting the people we serve. We, the undersigned general counsels, take responsibility for and ownership of fostering diversity and inclusion in the IC legal community.

The IC legal community is a workplace in which talented people of integrity can thrive, excel, and be accepted without regard to their race, gender, age, religion, sexual orientation, national origin, color, or disability. We grow stronger and more effective when we rely on individuals with varying backgrounds, including language, geographical and socioeconomic experiences, veteran status, and family structure. We succeed through a culture of inclusion that connects each employee to the mission and encourages collaboration, flexibility, and fairness, so that each legal professional is able to participate and contribute to his or her full potential. IC leadership is invested in the global application of these principles within the intelligence profession, as evidenced in part in the IC Equal Employment Opportunity and Diversity Enterprise Strategy for 2015-2020. We support and are working to implement these and other IC diversity and inclusion strategic plans within our offices, departments, and agencies.

The IC's Principles of Professional Ethics establish diversity as a mission-critical element of the IC. To most faithfully execute its mission, the IC legal community — from entry-level employees to senior executives — must adhere to and apply these principles. To this end, we commit to seeking diversity at the leadership level, investing in the development and advancement of our legal staff, enhancing diversity recruiting, hiring, and retention efforts, and promoting compliance with Equal Employment Opportunity laws, policies, directives, and requirements across the IC.

Our commitment to diversity and inclusion is an indispensable principle. It is core to IC mission success and vital to our goal of a high performing IC legal community that represents the best of the United States. This commitment to diversity and inclusion extends beyond a set of ideas or policies. We are honored to lead the IC's talented, mission-

driven legal professionals. And we are duty-bound to deepen our efforts to recruit, hire, develop, promote, support, and retain a more diverse and inclusive legal workforce.

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