



**U.S. Immigration
and Customs
Enforcement**

July 27, 2022

MEMORANDUM FOR: All ICE Employees
FROM: Tae D. Johnson
Acting Director
SUBJECT: Diversity Policy Statement

U. S. Immigration and Customs Enforcement (ICE) is a premier federal law enforcement agency with the crucial and complex mission to protect America from cross-border crime and illegal immigration that threaten national security and public safety. This mission is executed through the enforcement of more than 400 federal statutes and focuses on immigration enforcement and combating transnational crime. We have a comprehensive set of legal authorities with which to perform this mission, and while we are fortunate to be armed with cutting edge technology that aids us in efficiently and effectively accomplishing this mission, we cannot attain our goals without the incredibly innovative, dedicated, and diverse employees who comprise the ICE workforce.

For ICE, diversity is defined as the practice of considering the identities, races, ethnicities, backgrounds, abilities, cultures, and beliefs of our employees and our external stakeholders, including those from underserved communities in our mission focus.

An enduring truth for ICE is that our different perspectives make us better. Our diversity strategy lays out deliberate efforts to foster a diverse workplace and to promote the equitable treatment of our external stakeholders.

Every day, we bear witness to the strength our diversity provides us. Our diversity of viewpoints and experiences grant us new insights and identify opportunities to challenge the ways we have always done things and to recognize ways to improve.

Because our adversaries, who would seek to circumvent our efforts to protect the homeland, are constantly adapting to our enforcement efforts, ICE has an urgent need to leverage the creativity of its diverse workforce to constantly adapt as well.

When the diversity of a law enforcement entity reflects the diversity of the public which it serves, we are better able to communicate, promote trust, and empathize with the public that we serve.

I implore every leader and employee to regularly seek opportunities to gain a better understanding of the value that a diverse workforce brings to ICE and to take small individual steps to ensure each of us is demonstrating a heartfelt commitment to creating and maintaining that diverse workforce.