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# PENNSYLVANIA DEPARTMENT OF THE AUDITOR GENERAL

 Pennsylvania Auditor General  PaAuditorGen  Pennsylvania Auditor General



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## News for Immediate Release

March 20, 2023

### **Auditor General DeFoor Launches Initiative to Promote Diversity, Equity and Inclusion**

**HARRISBURG** – Auditor General Timothy L. DeFoor today announced his Department has initiated its first ever Diversity, Equity and Inclusion (DEI) Initiative designed to build a more diverse and inclusive workforce.

“As the first elected African American Row Officer in Pennsylvania history, I feel an obligation to continue to open doors and lift up others, similar to what others have done for me,” DeFoor said. “As Pennsylvania Auditor General, I am fully committed to building a diverse, equitable and inclusive workforce where everyone can bring their true selves to the workplace without fear of retaliation or exclusion. We can only grow by lifting others, and I look forward to seeing how we can develop more authentic connections through these efforts.”

The goal of the four-year plan is to foster and create a workforce that is talented, diverse and committed to a culture of inclusion and belonging. The priorities include: creating a culture of belonging; examining and updating our processes for recruiting and retention of employees, including those of historically marginalized groups; pursuing ongoing learning and training of our employees to hone the knowledge and skill sets to build a community workplace where all are treated with respect and dignity; and community engagement.

#### **Equal Employment Opportunity Statement**

The Department of the Auditor General is an equal employment opportunity employer and is committed to a diverse workforce. We value inclusion to recruit, develop, and retain the most qualified people to serve the citizens of Pennsylvania. We do not discriminate based on race, color, religious creed, ancestry, union membership, age, gender, sexual orientation, gender identity or expression, national origin, AIDS or HIV status, disability, or any other categories protected by applicable federal or state law. All diverse candidates are encouraged to apply.

The Department of the Auditor General is committed to policies providing equal opportunity for everyone. Accordingly, all employment decisions are made without discrimination based on race, color, religious creed, age, sex, ancestry, union membership, sexual orientation, national origin or disability. In addition, Department employees are bound by a Code of Conduct that prohibits any form of harassment, including sexual harassment.

#### **DEI Statement**

Our mission is to serve the people of Pennsylvania by improving government accountability, transparency and effective use of taxpayer funds. As a steward, we must leverage all available talent to serve the citizens of Pennsylvania and create an equitable, inclusive, and just environment to ensure that our workforce achieves its full potential. Everyone in our community will feel welcome and know that they and all aspects of their identity belong. We will foster a culture of diversity and appreciate the value of individual differences and varied perspectives. All

members of the Department of the Auditor General have a vital role in enhancing the department's vision for diversity and belonging.

To review the plan, visit [pauditor.gov/careers](http://pauditor.gov/careers).

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