

**TENNESSEE DEPARTMENT OF ENVIRONMENT AND CONSERVATION
COMMISSIONER'S COMMITMENT STATEMENT**

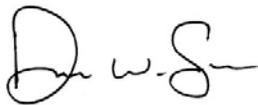
As the Commissioner of the Tennessee Department of Environment and Conservation (TDEC), I understand that our people are our most valuable resource. TDEC employees are the vital link that ensures the mission of this agency is accomplished in a manner that brings the highest quality of service to the citizens of Tennessee.

As your Commissioner, I am committed to fostering a culture of diversity and inclusion by creating and maintaining a work environment that not only welcomes individuals of all races, ethnicities, genders, cultures, abilities and experiences but values those differences and incorporates them into TDEC's fabric. Therefore, I support and encourage recruiting the best and the brightest employees from every background.

Achieving a diverse workforce requires the commitment of *everyone* in TDEC. Individually, you have a critical role to play in supporting a culture that fosters diversity where individual difference, unique perspectives and talents are valued.

To further promote our commitment to becoming a more diverse organization, the Department has developed and implemented a variety of strategies within this Strategic Diversity and Inclusion Initiative. These include activities that increase the community's awareness of opportunities within TDEC and allows for a broader interaction with all of our constituents for the development of a greater understanding and appreciation for one another.

Creating such a climate of harmony and inclusivity can only work to improve the productivity of us all, while providing under-represented groups the knowledge needed about opportunities of employment and training offered by TDEC. It also provides TDEC with endless possibilities of moving forward in a global environment while it leaves the imprint of its legacy of contributing to the well-being and quality of life to all of Tennessee's citizens, by a diverse representation of all of its citizens.



David W. Salyers, P.E,
Commissioner