

August, 2006

To: All _____ Employees

Subj: Diversity Awareness Week

This year, the week of August 14 – 18 will be dedicated to Diversity Awareness at _____. Events at our sites company-wide will focus on the inherent strengths and opportunities that come with our highly diverse work force. This is truly a topic that needs not just a programmatic focus buy leadership, but everyone's individual attention in everything we undertake. Nothing is more integral to the cohesiveness and teamwork that we count on to remain out in front of the industry than a strongly inclusive work environment.

If diversity is one of our core strengths at _____ (and I believe it is) then why do we dedicate an entire week to it? Because we recognize the power that we have already tapped into so well – the power of harnessing an inclusive environment of talent, backgrounds and ideas. And more importantly, we recognize that when we continue to develop those things we do best, we get exponential results for our business. To be comfortable with the degree to which we have leveraged the diversity around us would be an abdication of leadership... and it would be as foolish as becoming complacent about our knowledge of the marketplace we supply; or about the needs of the customers we serve.

The environment in which we create world class systems is changing at a frenetic pace. To remain competitive in our markets is challenging enough; to shape the future, which is our foremost goal, is unattainable without leadership in everything we do. And that degree of leadership is unattainable without everyone actively working to find ways to harness all of the talents of the person you work with, and work for.

The chaotic events that are shaping our world during this hot summer remind us anew that we are blessed indeed to live and work in a nation that is inclusive by design, and is therefore such a powerful force for good. I am proud of the fact that _____ continues to lead as it champions the value of diversity. I ask everyone to take the time during Diversity Awareness Week to learn what more we can do for our business, and for our world, by further enhancing our strong record on leveraging diverse thought and talent in all of our daily routines.

Sincerely,