

**TEXAS DEPARTMENT OF CRIMINAL JUSTICE**  
**PD-10 (rev. 4), “WORKFORCE DIVERSITY”**  
**JUNE 1, 2017**  
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TEXAS DEPARTMENT  
OF  
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**SUPERSEDES:** PD-10 (rev. 3)  
August 1, 2013

# EXECUTIVE DIRECTIVE

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**SUBJECT:** WORKFORCE DIVERSITY

**AUTHORITY:** Tex. Gov't Code §§ 493.001, 493.006(b); Tex. Lab. Code §§ 21.121, 21.452; BP-02.08, "Statement of Internal Controls"

**APPLICABILITY:** Texas Department of Criminal Justice (TDCJ)

**EMPLOYMENT AT WILL CLAUSE:**

These guidelines **do not** constitute an employment contract or a guarantee of continued employment. The TDCJ reserves the right to change the provisions of these guidelines at any time.

Nothing in these guidelines and procedures limits the executive director's authority to establish or revise human resources policy. These guidelines and procedures are adopted to guide the internal operations of the TDCJ and **do not** create any legally enforceable interest or limit the executive director's, deputy executive director's, or division directors' authority to terminate an employee at will.

**POLICY:**

The TDCJ recognizes that diversity is one of the TDCJ's greatest strengths by enhancing the TDCJ's ability to accomplish its mission and enriching employees both professionally and personally.

**DEFINITION:**

"Diversity" is the quality or state of being different or having differences. In the context of the workforce, diversity refers to the increasing number of employees with differences in the workplace.

**DISCUSSION:**

- I. We can derive great strength from our differences and build on our similarities to:
  - A. Create a positive environment that promotes personal and professional development and attracts new talent;
  - B. Promote policies, programs, and procedures that value diversity and individual dignity;
  - C. Encourage education about diversity, the development of supportive workplace relationships with others, and leading by example when making decisions related to the workplace;
  - D. Remove barriers hindering progress; and
  - E. Develop leadership that empowers all employees to reach their full potential while contributing to the TDCJ's mission.
  
- II. Supervisors and employees within the TDCJ are challenged to:
  - A. Make an individual commitment to this policy; and
  - B. Ensure their actions support the spirit of this policy.

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Bryan Collier  
Executive Director