

April 21, 2022

MEMORANDUM

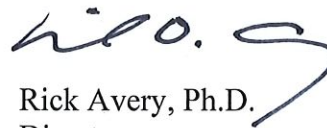
**TO:** All Texas A&M AgriLife Extension Service Employees

**SUBJECT:** Reaffirmation of Texas A&M AgriLife Extension's Commitment to Equal Opportunity, Access, and Affirmative Action

The Texas A&M AgriLife Extension Service is committed to providing an employment and work environment that facilitates the personal and professional development of every employee. As Director, I am responsible for providing an equal opportunity environment, and each of us is accountable for creating an environment in which individuals are treated with dignity. Together we can contribute to nurturing a community that values respect and accessibility for all.

The mission of the Texas A&M AgriLife Extension Service is to improve the lives of people, businesses, and communities across Texas and beyond through relevant outreach and continuing educational programs and services. I am committed to meeting these goals through a dynamic and diverse workforce that effectively responds to our constituents by continuing to build on each other's ideas, expertise, values, styles, expressions, perspectives, and experiences. In pursuing its goals, the Texas A&M AgriLife Extension Service does not discriminate or permit discrimination against any individual based on race, color, religion, sex, national origin, age, disability, genetic information, veteran status, sexual orientation or gender identity, or any other classification protected by federal, state, or local law, in employment or educational programming.

It is my firm commitment to ensure that equal opportunity and access will be provided throughout the Texas A&M AgriLife Extension Service to all current and prospective employees, and to the public. If you have any questions related to equal opportunity, access, or affirmative action, please direct them to Elizabeth Schwartz, Chief Human Resources Officer, 979-845-2423, [elizabeth.schwartz@ag.tamu.edu](mailto:elizabeth.schwartz@ag.tamu.edu). Please join me in this commitment.



Rick Avery, Ph.D.  
Director

CC: Chancellor John Sharp  
Dr. Mark Hussey  
Dr. Nicole Roberson

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