



Homeland Security

Dear Colleagues,

DHS needs your help with developing a new set of core values that acknowledge the unique heritage each component brings as well as the common cause that all employees share. We need your ideas, suggestions, and inspiration as we create this statement of our common values and responsibilities.

In the words of Secretary Johnson, "As a Department, I believe we need a single DHS statement that reflects who we are as a Department -- our values, goals and responsibilities. We need a statement we can display in every facility of every component and department to remind us of our shared responsibility to work together to fulfill our mission."

To find out more about this effort and how to submit your ideas, please view Secretary Johnson's video on DHS Connect or DHS.gov. We need your responses by close of business on March 31.

Sincerely,

Russ Deyo
Under Secretary for Management

Transcript of the Secretary's Video

Hello everyone. I need your help with something.

I take great pride in the Unity of Effort initiative we launched two years ago.

This effort means a stronger Department of Homeland Security, that more effectively and efficiently delivers homeland security to the American people.

We are building things like Joint Task Forces, a Joint Requirements Council, and joint duty assignments.

We're doing things like realigning headquarters functions, reforming the pay scale for our immigration enforcement personnel, rebuilding the Coast Guard fleet, restructuring NPPD into a

more effective Cybersecurity and Infrastructure Protection Agency, and, I believe, improving the levels of employee satisfaction across this Department.

Now, here's where I'm asking for your help with something that will be the capstone of our Unity of Effort initiative.

We need a single, short and simple statement of who we are as a Department – our values, goals and responsibilities to fulfill our homeland security mission. I want this statement to be on display at every DHS facility we have, and to be a source of pride for all of us.

I want to know what you think belongs in this statement about what we stand for, and what are values should be. This will be my written product, but it will reflect your views and your inspiration.

So, starting today and for the next week I want you to write to me. To do this, go to our webpage and click on the My DHS button, and take a moment to tell me what you think should go in our statement.

Thank you in advance for your participation in this important project for the future of our Department of Homeland Security.