



March 1, 2018

The Honorable Robert Menendez
United States Senate
Committee on Foreign Relations
423 Dirksen Senate Office Building
Washington, DC 20510

Dear Senator Menendez:

The Millennium Challenge Corporation (MCC) has received your February 23, 2018 letter. We appreciate your support for the agency and your longstanding advocacy for workplace diversity and tolerance.

MCC deeply values diversity and has a long track record of fostering a positive workplace culture that prioritizes respect, openness, and inclusion. With a highly talented and diverse workforce, we have seen firsthand in our work across the globe that bringing different perspectives to the table enables teams and leaders to find the best solutions.

The MCC leadership team and I further recognize that workplace diversity and inclusion do not just happen, but rather require consistent practice, encouragement, and support from leadership. MCC has a robust set of workplace policies and practices designed to do just that. In particular, I would highlight MCC's CLEAR Values, which explicitly include respect for individuals and ideas as a core agency value, as well as MCC's recently approved FY2017-FY2022 Diversity and Inclusion Strategy. These foundational documents complement MCC's related internal policies and procedures, including policies focused on combating harassment in the workplace, workplace misconduct, and domestic and workplace violence, among others, and are in addition to MCC's Equal Employment Opportunity and ethics programs. MCC's most recent employment statistics underscore why these robust policies are vitally important, with 39 percent of MCC's current workforce from underrepresented minority groups and over the half of the agency's workforce comprised of women.

With respect to the comments by Mr. Blau cited in your letter, they do not reflect MCC's values. To answer your inquiry, no formal complaints have been filed to date against Mr. Blau, or otherwise related to his statements. However, MCC leadership is aware of the comments. Both staff and members of management raised concerns, and MCC's acting leadership team took immediate action in accordance with applicable MCC's policies and procedures. This included promptly seeking guidance from MCC's Office of the General Counsel, as well as providing Mr. Blau with direction and guidance regarding his statements and the concern they caused among staff and management.

In addition, MCC's leadership team has and will continue to ensure that employees feel empowered and comfortable raising any specific concerns or issues about Mr. Blau's comments, or those of any other managers or staff members, to their supervisors, senior leadership, or agency ethics officials. Before and since Mr. Blau's arrival at MCC, senior leadership has provided consistent support for the agency's workplace diversity and inclusion efforts.

The leadership team and I recognize that, like any organization, there is more progress to be made at MCC. We are committed to redoubling efforts to ensure that MCC's workplace continues to embrace diversity and inclusion, and that MCC management does everything it can to foster an environment and culture in which employees of all backgrounds are respected and valued for their diverse perspectives.

I appreciate your continued support of MCC and its mission.

Sincerely,

/s/

Jonathan G. Nash
Chief Executive Officer (Acting)
Millennium Challenge Corporation