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National Aeronautics and Space Administration
Policy Statement on Diversity

Diversity is integral to mission success at NASA. The principles of diversity reflect a broad range of values and practices, the overall goal of which is to make sure we take full advantage of the differing viewpoints, ideas, and backgrounds that each of us brings to the table. What is important is the suite of capabilities that each individual brings, not the package it comes in.

The effectiveness of diversity, both from an individual and an institutional perspective, is clear. To design the most effective systems, NASA must have a diversity of views, ideas and perspectives. This requires taking into account all the possible sets of training and experience that come from people of different backgrounds and life experiences. It is the widest diversity of viewpoints and considerations that go into making good technical solutions for NASA.

Not only do we need diversity of thought and opinion, we need the freedom to express it. We, especially managers and supervisors, must work to create an environment in which people are not afraid to speak out before we are about to make a critical decision. NASA must be an organization where the expression of honestly stated ideas and opinions is welcomed and encouraged.

Returning astronauts to the Moon, and journeying to Mars and beyond, will require a diverse team of many individuals with the best minds, the most comprehensive expertise, the broadest knowledge and the strongest talent. With this, we can go where the President's Vision for Exploration will take us.

NASA is fully committed to diversity as a model for helping to identify and develop the best talent, create effective teams, achieve excellence, and realize mission success.

Dr. Michael D. Griffin
Administrator

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Date