



NM 3713-94

## NASA Policy Statement on Diversity and Inclusion

Diversity and inclusion are integral to mission success at NASA. First and foremost, our commitment to these principles helps us to ensure fairness and equity in all of our decision making. Diversity and inclusion also help us to fully engage and utilize the talents, backgrounds, and capabilities of individuals and teams, allowing us to create and maintain a work environment where diverse ideas are highly valued and viewed as critical to effective technical solutions, the lifeblood of NASA's work. In turn, individuals can reach their potential and maximize their contributions to our strategic goals.

Not only do we need diverse talent and perspectives and diversity of thought and opinion, we need the freedom to express them. We must strive to maintain an environment in which NASA employees are encouraged to offer their viewpoints and perspectives before critical decisions are made. NASA must be an organization where the expression of honestly stated ideas and opinions is welcomed and encouraged.

NASA must also cast the widest possible net in searching for the best talent. Every hiring and recruitment initiative the Agency undertakes must ensure that we are striving to bring onboard talent from the widest possible range of sources. This means recruiting at institutions that we may not have recruited from before and partnering with community and professional organizations that can help us to establish a NASA workplace that is fully reflective of the Nation's diversity.

Journeying beyond Earth's orbit, as NASA is committed to do, will require a diverse team of many individuals with the best minds, the most comprehensive expertise, the broadest knowledge, the strongest talent, and the greatest integrity. As NASA's Diversity and Inclusion Champion, I believe it is incumbent on every member of the NASA community to advocate for, promote, and most importantly, practice the principles of diversity and inclusion in everything that we do. This means making diversity and inclusion integral in our efforts to identify and develop the best talent, create and serve on high-performing teams, achieve scientific and engineering excellence, maintain integrity in all that we do, and ultimately, realize mission success.

I will do my part, and I ask that you do yours.

A handwritten signature in black ink, appearing to read "CB", written over a horizontal line.

Charles F. Bolden, Jr.  
Administrator

June 8, 2010

Date