



**National Transportation
Safety Board**

Memorandum

Date: September 15, 2014
To: All NTSB Employees
From: Christopher H. Hart, Acting Chairman
Subject: NTSB Diversity and Inclusion Policy

At the National Transportation Safety Board (NTSB), our commitment to diversity and inclusion in the workplace is more than a program, plan, or policy—it is the foundation for how efficiently we operate and how positively the agency is viewed by our employees and the public we are privileged to serve. The NTSB is dedicated to keeping America moving safely in all modes of transportation. Innovation and creativity are integral aspects of NTSB culture, and for these qualities to flourish, we must tap into a rich blend of backgrounds, experiences, beliefs, and cultures. Employees from diverse backgrounds bring different perspectives to problem-solving, ingenuity, innovation, and management, which make our agency stronger and more effective. NTSB staff must also strive to understand and respect other cultural perspectives when they investigate accidents and initiate or continue relationships with accident victims, operators, parties to investigations, and our counterpart agencies in foreign countries.

We strive to create and maintain an environment in which all employees are valued as part of the team in an environment that leads to high levels of employee commitment, perspectives offer a broad array of thoughts and opinions, ultimately contributing to work of the highest quality. To maintain diversity and inclusion within the NTSB culture, we must fully integrate and engage all our employees as one team—a team that is collectively focused on achieving the agency’s commitment and mission to ensure transportation safety. Every recruitment initiative must ensure that we are hiring and retaining outstanding individuals from the most expansive range of available sources.

I expect managers and supervisors to carry out proactive and deliberate actions that will increase work group intelligence by making all employees feel they belong and that their uniqueness is valued. Leveraging workforce diversity and inclusion will increase employee engagement, productivity, collaboration, innovation, and continuous workplace improvement.

Please join me in supporting the NTSB’s diversity and inclusion efforts by treating everyone with respect and by being open to the varying ideas and perspectives of individuals throughout the organization. By working together, we can recruit and develop a diverse staff, create high-performing and diverse work teams, achieve excellence, maintain integrity in all that we do, and ultimately, achieve full mission success.