



National Transportation Safety Board

Memorandum

Date: October 30, 2020

To: All NTSB Employees

From: Robert L. Sumwalt, III
Chairman

Subject: Diversity and Inclusion Policy

The National Transportation Safety Board (NTSB) takes great pride in our rich history and in our unwavering commitment to make transportation safer for the traveling public. We strive to be thorough, rigorous, and accurate, and we continuously seek diverse perspectives to guide our decisions. I would like to restate our steadfast commitment to being fair, honest, respectful, inclusive, and objective, both in our work and in our treatment of our employees—our most valued asset.

Integrity, transparency, independence, and excellence have long been core values at the NTSB. On June 6, 2020, I incorporated the words diversity and inclusion into our value statement because principles as important as these should not be implied – they need to be clearly stated, as they underpin not only what we believe, but also how we act toward one another. We have an important mission, one that requires the dedication and support of employees from all walks of life. The work we do demands the diverse perspectives, talents, and life experiences of our employees to solve some of the most complex technical problems.

Diversity and inclusion help us to attract and retain an extraordinary workforce and to engage and utilize the talents and backgrounds of our employees fully. Our commitment to them and these values allows us to create and maintain a work environment that is professionally supportive, intellectually stimulating, and fully respectful of diverse ideas.

Inclusive diversity is a catalyst for innovation, creativity, and technological advancement. We encourage openness, collaboration, and feedback so that all our employees know they belong and are uniquely valued at the NTSB. If we avoid deliberately including people who don't look or think like us, we unintentionally exclude people with pioneering minds. This is counterproductive to our core values and beliefs.

Inclusive leadership is the cornerstone for achieving mission success at the NTSB. Not only do we need diverse talent and perspectives, but we must also allow employees the freedom to express their uniqueness. By encouraging openness, collaboration, and feedback, we create and

maintain an environment where NTSB employees are encouraged to offer their views and opinions to shape critical decisions. I firmly believe that we cannot lead in the transportation safety arena if we are not the employer of choice for the best and the brightest. In short, we seek to lead in all we do, as we move forward on our own journey to number one.

The motto of the United States of America is the Latin phrase *E Pluribus Unum*. It's no coincidence that these words are also etched on the NTSB seal. The phrase is translated as "Out of many, one," which is very befitting: although we come from many diverse backgrounds and cultures, together we form one great country and one great agency.