



# National Transportation Safety Board

## Memorandum

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**Date:** December 20, 2018  
**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.

Our agency embraces integrity, transparency, independence, and excellence as core values. 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 fully engage and utilize the talents and backgrounds of our employees. 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 that they belong and are uniquely valued at the NTSB. If we don't deliberately include people who don't look or think like us, we unintentionally exclude people with pioneering minds—which 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, we must 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!

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Robert L. Sumwalt, III