



NASA Langley Research Center Diversity and Inclusion Policy Statement

I am committed to integrating diversity and inclusion into the core of our business because it is simply the right thing to do. It makes good business sense, it will enable NASA Langley to develop more creative ideas, drive innovation, achieve greater productivity, and accomplish our mission more efficiently and effectively. Leveraging diversity and inclusion and incorporating it into the fabric of our organization will give us a competitive advantage, provide better solutions to national and international problems, and will be critical to NASA's success now and in the future.

Diversity encompasses differences of occupation, training level, socioeconomic/geographic background, family/lifestyle, school affiliations, and personal/professional experiences. Diversity of thought is equally important and includes work styles, personality types, and skill-sets. Diversity also encompasses demographic groups such as age, religion, gender, national origin, race, ethnicity, color, disability, sexual orientation, and veteran's status.

Inclusion is about creating an environment that inspires innovative ideas, practical solutions, and team building. Langley seeks to achieve a work environment in which all individuals are recognized for their unique qualities, skills, and abilities and can apply them fully toward the success of the Center and Agency.

Diversity and inclusion mean fully embracing and fostering creativity and innovation in the workplace and encouraging more effective engagement with each other. While it is important to acknowledge and appreciate our differences, we must also recognize our shared goal of professional excellence and our commitment to achieving the mission of NASA. By fully leveraging the unique skills, talents, and contributions of all of our employees, we will make the Agency more successful.

As a demonstration of his commitment to diversity and inclusion, the NASA Administrator has added a diversity-based performance measure to senior executive performance standards. In addition, I have appointed the Associate Director, Cathy H. Mangum, as Langley's Diversity Champion. We will also continue to develop diversity and inclusion initiatives for the future to support the Agency's efforts. I expect all managers, supervisors, and employees to join me in making Langley a model for diversity and inclusion.

A handwritten signature in black ink, appearing to read "David E. Bowles".

David E. Bowles
Director

Date

11/30/16