



**National Aeronautics and Space Administration  
Diversity and Inclusion Policy Statement**

The National Aeronautics and Space Administration (NASA) is committed to a culture of diversity and inclusion, where all employees feel welcome, respected, connected, and engaged. As the world's leader in aeronautics, space exploration, science, and technology, we embrace the critical importance of cultivating and empowering a diverse and inclusive workforce and work environment – enabling NASA to attract the widest and deepest pools of talent, leverage the capabilities of our exceptional workforce, and empower all personnel to be authentic, to participate, and to fully contribute. We understand this provides NASA access to the highest levels of knowledge, capabilities, creativity, problem solving, decision making, and performance. And this will enable NASA to achieve the greatest mission success.

At NASA, we define diversity broadly as “the entire universe of differences and similarities.” Additionally, we define inclusion as “the full participation, belonging, and contribution of organizations and individuals.” Our definitions of diversity and inclusion encompass and embrace the full variety of environmental, organizational, and individual dynamics and characteristics – including the commonalities that connect organizations and individuals, as well as the different cultures, histories, traits, skills, knowledge, and capabilities of organizations and individuals that are so unique and vital for mission and organizational success. Our commonalities unite us as a team, and our differences strengthen our capabilities, including our cognitive diversity, variety and depth of experience, innovations, and perspectives and insights that mitigate group think, optimism and confirmation bias, and normalization of deviance.

NASA is proud to be a leader in diversity and inclusion, having been ranked the “Best Place to Work in the Federal Government” among large Federal agencies for eight consecutive years, based on data from the U.S. Office of Personnel Management’s Federal Employee Viewpoint Survey (FEVS). NASA has also been ranked number one in OPM’s FEVS-based Inclusion Index (also known as the “New IQ”) in each of the five years that OPM has used this measurement of organizational inclusiveness.

Moreover, we are committed to continuous improvement and enhancement of our culture of diversity and inclusion. As such, I call upon all NASA personnel to fully support NASA’s diversity and inclusion policy, programs, and culture so all NASA organizations and individuals transcend their focus to common goals for the common good and work together in a unified way to best achieve our missions for the benefit of all human beings.

  
James F. Bridenstine  
Administrator

March 4, 2020

Date