



UNITED STATES DEPARTMENT OF COMMERCE
National Oceanic and Atmospheric Administration
OCEANIC AND ATMOSPHERIC RESEARCH
Silver Spring, MD 20910

JAN 24 2020

MEMORANDUM FOR: All OAR Employees
FROM: 
Craig N. McLean
Assistant Administrator
SUBJECT: Diversity and Inclusion in NOAA Research

Diversity boosts the creativity and breadth of experience, ability, and vision in any organization, and is fundamental in a scientific and collegial organization like ours. NOAA's Diversity and Inclusion Strategic Plan states that, "NOAA's unique mission of science, service and stewardship demands a diverse workforce to reflect, understand, and respond to the varied communities and stakeholders we serve. Equally important is an inclusive work environment that drives employee and organizational performance. NOAA recognizes that a sustained commitment to strengthening diversity and inclusion is critical to enable a future where societies and the world's ecosystems reinforce each other and are mutually resilient in the face of sudden and prolonged change."

As we begin this New Year, I'd like to remind you of the guiding principles to help us continue to create a culture of inclusiveness within OAR. Please consider the following guiding principles, offered by the OAR EEO Advisory Committee, as a starting point for your individual contribution to creating an inclusive work environment, one that we can be proud of.

- We will treat each other with respect, always, regardless of rank or grade.
- Every employee deserves a work environment free from discrimination, disrespect, and fear.
- All employees are valued and included for the unique contributions they bring to the organization.
- Leaders and supervisors have a special responsibility to build and preserve this climate and culture of inclusion and mutual respect for all.
- We promote open expression of our individuality and diversity within the bounds of courtesy, sensitivity, and respect, and will promote an environment of professionalism in our facilities.
- We seek to resolve workplace conflicts in a prompt, impartial, confidential, nondiscriminatory, and constructive manner, without fear of reprisal, and at the lowest level through open communication.
- People First, Mission Always.
- We will routinely seek to attract diverse talent in our workforce.

Together, I am confident we can make our community of inclusiveness a reality that we all experience and live by. Thank you for all that you do, to advance the mission of NOAA and OAR.

