




MEMORANDUM FOR: All OAR Staff

FROM: Steven Thur, Ph.D.  
Assistant Administrator 

SUBJECT: Diversity and Inclusion Policy Statement

Bring your whole self to work! Diversity is who we are and inclusion celebrates that diversity. 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 staff and organizational performance. NOAA recognizes that a sustained commitment to strengthening diversity and inclusion is critical to enable a future where society and the world's ecosystems reinforce each other and are mutually resilient in the face of sudden and prolonged change." OAR Leadership and I are committed to promoting a workplace culture that allows staff to bring their full selves to work in an environment that is respectful, engaging, inclusive, and supportive.

As we begin this New Year, I'd like to remind you of the guiding principles to help us embrace 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 staff deserves a work environment free from discrimination, disrespect, and fear.
- All staff 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.