Diversity* at NASA's Goddard Space Flight Center: The Business Case

Workplace Vision: *Goddard employees respect, appreciate, and value individual differences so that we can capitalize on the strengths of a diverse workforce to better perform our mission through teamwork and innovation.*

The Goddard Space Flight Center (GSFC) is undergoing an organizational transformation that will keep us in a position of technological prominence into the 21st Century. To continue our tradition of excellence, we must attract and retain the best and brightest employees by winning challenging work and by making Goddard a model employer.

To be such a model, we must capitalize on our human resources to build an inclusive organization that values each employee for his or her unique ability to contribute to the Center's mission. On an individual level, motivation is enhanced when each employee is respected and when each employee's contributions are recognized.

On a team level, when all employees share a sense of being members of a team with common goals, relationships are stronger and the interdependence and trust that are necessary for successful teams are created. An improved quality of work life and a more positive work environment will also result, as will an enhanced ability to recruit and retain the best talent from all sources. Most importantly, however, diversity brings together different experiences and perspectives that serve as catalysts for the innovation and productivity upon which Goddard's success depends.

Furthermore, if our diversity mirrors the diversity in the United States, we will be more representative of the population that we serve. We will be better able to communicate with and gain the commitment of these diverse stakeholders in supporting NASA's and Goddard's missions.

To help build our diversity, we will meet legal requirements by taking affirmative action when necessary to eliminate under-representation of certain groups whose full access and participation in employment and career opportunities have been limited or denied. Also, by taking positive actions to address representational issues in all skill groups, all positions, and all grade levels, we further strengthen our diversity.

Goddard's core values, particularly "respect," "teamwork," and "integrity," are closely tied to Goddard's future vision for an organization that values diversity and uses it as a catalyst for teamwork and innovation in achieving its mission. Creating an organizational climate that respects and values diversity is not only the right action to take, it is a business imperative crucial to the continued success of the Center.

* Diversity includes a number of important human characteristics that affect an individual's values and opportunities and perceptions of self and others at work. These characteristics include, but are not limited to age, ethnicity, gender, ability, race, sexual orientation, religion, and family status.

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