




**MARYLAND TRANSPORTATION AUTHORITY
DIVERSITY, EQUITY, AND INCLUSION POLICY STATEMENT**

The Maryland Transportation Authority (MDTA) fosters a diverse, equitable, and inclusive environment. The MDTA values the people who comprise and strengthen the MDTA community with their different ethnicities, races, cultures, ages, sexes, sexual orientations, gender identifications, abilities, and belief systems.

Grounded in its values and organizational culture, the MDTA is steadfast in its commitment to cultivating a workforce that delivers safe, sustainable, intelligent, exceptional, and inclusive transportation solutions to connect its customers to life’s opportunities. As an agency of the State of Maryland, the MDTA must be a model for respecting the dignity of each person and support a workforce that reflects the diversity of its communities and the State. The MDTA is responsible for creating an inclusive workplace free of discrimination, harassment, and retaliation, where integrity, equality, and teamwork thrive, and employees know they are welcomed and feel they belong.

Tangible and intangible benefits of this initiative include increased productivity, welcomed innovation, and increased employee morale – critical elements in maintaining a thriving workplace and organization. Integrating diversity and inclusion into business practices is not just a good idea but a vital component for the success of the MDTA. Research shows that organizations are better able to attract and retain employees – and, as a result, perform at higher levels – when they embrace diversity, equity, and inclusion. It is essential that the MDTA recruits, hires, and retains talented individuals, solves problems using the diverse backgrounds and unique perspectives of its employees and contractors, and makes decisions and plans that are socially responsible and contribute to the welfare of all the communities that the MDTA serves.

The MDTA affirms its commitment to seeing its employees and workplace embrace, celebrate, and fully integrate diversity, equity, and inclusion into its business practices and organizational culture. Valuing individual uniqueness and talents will drive the MDTA toward greater success in serving Marylanders.


Bruce Gartner, Executive Director
Maryland Transportation Authority


Date