



DIVERSITY AND INCLUSION STATEMENT

The Maryland Department of Transportation State Highway Administration (MDOT SHA) is committed to being a customer-driven leader that delivers safe, sustainable, intelligent, exceptional, and inclusive transportation solutions in order to connect our customers to life's opportunities. As one of the few State agencies that reaches all corners of the state, MDOT SHA recognizes that its' ability to understand, embrace, and operate in an ever-changing multicultural environment is critical to its' ability to provide a safe, well-maintained, and reliable highway system that enables mobility for all customers. All MDOT SHA employees are the heart of our organization and therefore, at the core of this commitment.

Each MDOT SHA employee, from executive management to senior management to front line staff, is vital to us achieving and maintaining a valued culture of inclusiveness. We commit to listening to, respecting, and valuing each MDOT SHA employee's individual perspectives, unique differences, and talents to promote a sense of *MDOT Belonging*. MDOT SHA will continue to be an equal opportunity employer and will be deliberate in constantly striving to recruit and retain the best talent that is reflective of the communities we serve. We will provide equal access to training, exposure to learning opportunities, and professional development for all MDOT SHA employees, so that all MDOT SHA employees realize their full potential and increase their contribution to MDOT's mission of connecting people to life's opportunities.

Tim Smith

Tim Smith, P.E.
Administrator