



## DIVERSITY, EQUITY AND INCLUSION STATEMENT

The State Highway Administration (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, 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 SHA employees are the heart of our organization and therefore, at the core of this commitment.

Each SHA employee, from executive management to senior management to front line staff, is vital to us achieving and maintaining a valued culture of diversity, equity and inclusiveness. We promote inclusion in our diverse workforce, and commit to listening to, respecting, and valuing each SHA employee's individual perspectives, unique differences, and talents to promote a sense of *MDOT Belonging*. 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 statewide communities we serve, and to provide equitable outcomes from the projects and services we deliver. We will promote equity and inclusion in our contracts and procurements, growing and supporting strong socioeconomic programs for our business partners. We will provide equal access to training, exposure to learning opportunities, and professional development for all SHA employees, so that all SHA employees realize their full potential and increase their contribution to MDOT's mission of connecting people to life's opportunities.

William Pines, P.E., Administrator  
State Highway Administration

9/26/2023

Date