

**U.S. Committee on the Marine Transportation System
Coordinating Board**

**Resolution to Advance Diversity, Equity, Inclusion, and Representation in Federal
Maritime Agencies and the Marine Transportation System**

Approved: July 21, 2021

Whereas on January 20, 2021 the President of the United States issued an Executive Order (EO) on *Advancing Racial Equity and Support for Underserved Communities Through the Federal Government* which states that “equal opportunity is the bedrock of American democracy and diversity is one of our country’s greatest *strengths*.”

Whereas it is the policy of the Administration that the Federal Government should pursue a comprehensive approach to advancing equity for all, including people of color and others who have been historically underserved, marginalized, and adversely affected by persistent poverty and inequality.

Whereas affirmatively advancing equity, civil rights, racial justice, and equal opportunity is the responsibility of the whole of our Government and advancing equity requires a systematic approach to embedding fairness in decision-making processes such that executive departments and agencies recognize and work to redress inequities in policies and programs that serve as barriers to equal opportunity.

Whereas federal oversight and interest in our Nation’s marine transportation system (MTS) is shared by more than 25 agencies and directorates, and interagency engagement and policy coordination is facilitated through the U.S. Committee on the Marine Transportation System (CMTS).

Whereas the members of the CMTS recognize that advancing equity within the agencies, as well as within the MTS, provides the opportunity to expand diversity and leadership engagement, thereby creating a pipeline for the next generation of leaders at the agencies and throughout the MTS to be more reflective of the diversity of the American public.

Therefore, the Coordinating Board resolves to use the CMTS forum to enhance communications and the exchange of information to affirmatively advance diversity, equity, and inclusion within respective agencies and within the MTS, and this effort may include but will not be limited to, the consideration of initiatives that focus on the recruitment and retention of a diverse workforce and the development of metrics to track diversity.