



National Transportation Safety Board

Memorandum

Date: November 23, 2022

To: All NTSB Employees

From: Jennifer L. Homendy
Chair

Subject: Diversity, Equity, Inclusion, and Accessibility (DEIA) Policy Statement

The National Transportation Safety Board (NTSB) is fully committed to promoting a diverse, equitable, inclusive, and accessible workplace. Our core values are integrity, transparency, independence, excellence, diversity, and inclusion. Embracing the ideas of DEIA creates a culture that fuels collaboration and innovation.

Executive Order 14035, dated June 25, 2021, defines DEIA for the federal workforce:

- **Diversity** is the practice of including the many communities, identities, races, ethnicities, backgrounds, abilities, cultures, religions, and beliefs of the American people, including underserved communities.
- **Equity** is the consistent and systematic fair, just, and impartial treatment of all individuals, including individuals who belong to underserved communities that historically have been denied such treatment.
- **Inclusion** is the recognition, appreciation, and use of the talents and skills of employees of all backgrounds and beliefs.
- **Accessibility** is the design, construction, development, and maintenance of facilities, information and communication technology, programs, and services so that all people, including people with disabilities, can fully and independently use them.

I have issued NTSB policies and the DEIA Strategic Plan to emphasize the importance of our shared commitment to provide a diverse, equitable, inclusive, and accessible work environment. We have made great strides in promoting DEIA at the NTSB, but we have more work ahead. Working together, we will create and maintain an equitable, inclusive, diverse, accessible, respectful, professional, and engaged workplace culture at our agency. Thank you for your continued support of this initiative and for all the valuable contributions you make each day.

For additional information, please contact the Office of EEODI by telephone at (202) 314-6650 or via email at eeodi@ntsb.gov.