



UNITED STATES GOVERNMENT
National Labor Relations Board

Date: September 29, 2023

To: All Employees

From: Lauren McFerran, Chairman
Jennifer A. Abruzzo, General Counsel

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

Diversity, Equity, Inclusion, and Accessibility are top priorities for the leadership at the NLRB. The NLRB is committed to fostering, cultivating, and preserving a work culture that embraces employee differences and promotes change through diversity awareness, communication, and education to promote a culture in which employees are valued, respected, and reflective of the communities we serve.

We fully support meeting the goals of Executive Order 13895, Advancing Racial Equity and Support for Underserved Communities Through the Federal Government – January 20, 2021; Executive Order 14020, Establishment of the White House Gender Policy Council, March 8, 2021; Executive Order 14021, Guaranteeing an Educational Environment Free from Discrimination on the Basis of Sex, Including Sexual Orientation or Gender Identity – March 8, 2021; Executive Order 14035, Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce – June 25, 2021; and the NLRB DEIA Strategic Plan 2022 – 2026.

In partnership with our Agency's Chief Diversity Officer, we have made significant progress in meeting our 2022-2026 DEIA Strategic Plan priorities and goals. In the plan's first year, we:

- Created a DEIA Labor Management Forum, comprised of senior officials (headquarters and regional offices) and union representatives across the Agency, to work collaboratively on DEIA projects.
- Launched the DEIA Focus newsletter to communicate DEIA related information to our workforce.
- Established the Agency's first Employee Resource Group program to recognize and support employee-led affinity groups.
- Launched a new SharePoint site dedicated to information for persons with disabilities and a disability mentoring day.
- Launched the "Count Me In" Self-ID campaign.
- Launched the "Be Heard" campaign to encourage completion of the Federal Employee Viewpoint Survey, which generates important feedback on the Agency's DEIA efforts.

- Embedded DEIA competencies and criteria into manager and supervisor evaluations.
- Provided on-going professional learning resources.

We are continuing our support through DEIA action planning and annual targets. Our goal is to embrace these concepts and fully integrate these practices into our work culture. To that end, we remain steadfast in fostering inclusion through employee recruitment, hiring, and retention. Recruiting and retaining diverse, qualified talent ensures equity and inclusion throughout the workforce, ensures that persons with differing abilities have access to Agency programs and services, and leverages employee diversity to achieve better results.

With diversity, we increase our ability to innovate; with inclusion, diversity can flourish; with equity, we gain fairness; and with accessibility, we ensure that persons with disabilities are free from obstacles that might otherwise hinder their contributions to achieving our mission.

DEIA is critical to the Agency's ability to engage with all our internal and external constituents to ensure our successful enforcement of the National Labor Relations Act. As such, all agency employees have a shared responsibility to create and maintain an inclusive workplace. This means treating everyone with dignity and respect at its most fundamental level. Together, we will create and maintain a work environment that promotes diversity, equity, inclusivity, and accessibility for all.

For additional information on the Agency's DEIA program, please visit <https://nlrb.sharepoint.com/DEIA/> or you may contact Kimberly Sanford, Chief Diversity Officer, at Kimberly.Sanford@nlrb.gov or AskDEIA@nlrb.gov.

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Chairman

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