



**UNITED STATES GOVERNMENT**  
National Labor Relations Board

**Date:** September 22, 2022

**To:** All Employees

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

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

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The NLRB is committed to fostering, cultivating, and preserving a culture of diversity, equity, inclusion, and accessibility (DEIA).

- **Diversity** is the practice of including the many communities, identities, races, ethnicities, backgrounds, abilities, cultures, 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 have been denied such treatment.
- **Inclusion** is the recognition, appreciation, and use of the talents and skills of employees of all backgrounds.
- **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. Accessibility includes the provision of accommodations and modifications to ensure equal access to employment and participation in activities for people with disabilities, the reduction or elimination of physical and attitudinal barriers to equitable opportunities, a commitment to ensuring that people with disabilities can independently access every outward-facing and internal activity or electronic space, and the pursuit of best practices such as universal design.

Agency employees are our most valuable asset. We embrace employee differences in age, race, color, national origin, religion, ability, family or marital status, gender identity or expression, language, political affiliation, sexual orientation, socio-economic status, veteran status, and other characteristics that

make our employees unique. By celebrating individual differences, unique qualities, and skills, we build a work environment that inspires us to reach our full potential. Valuing diversity provides opportunities to learn from different perspectives, encourages inclusion of a wide range of talents, and enhances creativity and innovation, all of which benefits the Agency and the communities we serve.

The President's issuance of Executive Order 13985, "Advancing Racial Equity and Support for Underserved Communities through the Federal Government" and Executive Order 14035, "Diversity, Equity, Inclusion and Accessibility in the Federal Workforce," reinvigorated a government-wide initiative to advance DEIA in the government's approach to providing services to the public and strengthening its federal workforce. Although these Executive Orders exempt independent regulatory agencies, the NLRB recognized the importance of and fully embraced the DEIA goals they established. Indeed, the NLRB believes strongly that effective DEIA strategies will strengthen the Agency's workforce and, in turn, the Agency's ability to accomplish its core mission of supporting workplace democracy for American workers. In making that connection, it is vital for the Agency to reflect the diversity of communities we serve.

The Agency's DEIA Strategic Plan for 2022-2026 (DEIASP) fully supports and embraces the policies and objectives underlying Executive Orders 13895 and 14035, including the overarching goal to build more diverse and inclusive workplaces that are accessible to all. The DEIASP provides the framework and roadmap for this critical ongoing work. As referenced in the DEIASP, the Agency will continually support the priorities and goals intended to create a diverse work culture in which our employees feel included, respected, and valued. In issuing this DEIA Policy Statement, the Agency reaffirms its commitment to incorporating DEIA values and practices into all aspects of our work environment, including recruitment, development, recognition, promotions, and retention.

In support of that commitment generally, and effectuation of the Agency's DEIASP specifically, in July 2022, the Agency appointed Kimberly Sanford as its first Chief Diversity Officer (CDO). The CDO will lead the Agency's efforts to advance DEIA goals by building and leading the DEIA program. The CDO's primary responsibility is to build a diverse workforce and foster an inclusive environment by leading the Agency's achievement of the priorities and goals in its DEIA Strategic Plan. The CDO will accomplish those efforts through collaboration and partnership with all Agency Divisions and the Office of Equal Employment Opportunity (OEEO).

The Agency has also established a new DEIA SharePoint site, dedicated to publicizing DEIA programs and initiatives. This DEIA SharePoint site reinforces the NLRB's commitment to creating a diverse and inclusive workforce and can be accessed at <https://nlrb.sharepoint.com/DEIA/>.

All NLRB employees have a responsibility to treat others and be treated with dignity, respect, and civility. The Agency strives for a work environment that is conducive to

embracing differences, knowledge, skills, abilities, ideas, creativity, and innovation as we work together to meet the Agency's mission.

For more information on the Agency's DEIA initiatives, please contact Kimberly Sanford, Chief Diversity Officer, at [Kimberly.Sanford.@nlrb.gov](mailto:Kimberly.Sanford.@nlrb.gov) or [AskDEIA@nlrb.gov](mailto:AskDEIA@nlrb.gov).

/s/ Lauren McFerran  
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Chairman

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