

## **Diversity, Equity, Inclusion, and Accessibility**

**Diversity**: The practice of including the many communities, identities, races, ethnicities, backgrounds, abilities, cultures, and beliefs of the American people, including underserved communities. (Source: Executive Order (EO) 14035)

**Equity**: 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. (Source: EO 14035)

**Inclusion**: The recognition, appreciation, and use of the talents and skills of employees of all backgrounds. (Source: EO 14035)

**Accessibility**: 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. (Source: EO 14035)

### **DIVERSITY**

71. My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).

- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree
- Do Not Know

72. My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).

- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree
- Do Not Know





