Office of EEODI

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Special Emphasis Program (SEP) Committee
For additional information please visit our:
DIVERSITY BLOG

Office of EEO
Diversity and Inclusion

DEVELOP
APPRECIATE
RESPECT
ENGAGE

DARE TO GET ON BOARD!

NTSB DIVERSITY
Promoting Transportation Safety through
Excellence, Teamwork, and Diversity

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Office of EEO
Diversity and Inclusion

MISSION:

The mission of the Office of Equal Employment Opportunity (EEO), Diversity, and Inclusion (EEODI) is to provide overall leadership and management of EEO, diversity, and inclusion programs at the National Transportation Safety Board (NTSB) and to ensure fairness and objectivity in employment, hiring, and career development in the work environment.

VISION:

NTSB is an agency where all employees are utilized, valued, and have an equal chance to succeed, thereby increasing our overall capacity to make sound decisions that both enhance our work environment and facilitate our goal of promoting safety in all modes of transportation.

Mandatory and Required EEO/Diversity Training (NTSB-wide)

"No Fear Act" (mandatory biennially)

Anti-harassment (mandatory every 3-4 years)

Customized **Diversity/Cultural Awareness** Webinars (required NTSB-wide)

EEO/Diversity workforce training certifications/credits are available upon request

Diversity "Brown Bag" Educational Series

Schedule "A" Hiring Authority

Multiple Generations in the Workplace

Employee "Personal Branding"

Mentoring and Coaching

Civil Treatment

Targeted Recruitment Strategies/Best Practices

Reasonable Accommodation Procedures

Special Note: EEODI will also announce leveraged external agency diversity/EEO training resources as they become available

Diversity and Inclusion Organizational Development

Periodic cultural and climate assessment survey management and evaluation

Cultural competency development to leverage diversity

Workforce diversity engagement/retention activities
Diversity and inclusion marketing and awareness development

Diversity and inclusion performance measurement collaboration/monitoring with Human Resources Division (HRD)

Diversity Strategic Planning (systemic integration of diversity and inclusion organizational values)

Diversity and inclusion award recognition criteria

Model workforce development/education

Implementation of the NTSB "diversity value-added proposition"

EEO Discrimination Complaint Management

Informal and formal complaint processing, management, and policy development

Alternative Dispute Resolution (ADR) for EEO complaints only

Adjudication of formal complaints (final agency decisions/EEOC hearings)

Published complaint processing materials and EEOC reports

Additional EEO Resources:
Impartial EEO Contract Counselors and Investigators ensure Integrity, Fairness, and Objectivity

Targeted Recruitment/Outreach

Targeted recruitment outreach policy and program development collaboration with HRD

Diversity toolkit development for managers and supervisors

Customized targeted recruitment planning

Executive Search Committee planning and execution with HRD (SES positions)

Recruitment support to HRD

Targeted recruitment ads, exhibits, and flyers

Workforce analysis and reporting (statistical trend monitoring/evaluation)

Special Emphasis Programs (SEP)

"Building diversity through increased cultural awareness, education, and appreciation"

Cultural exhibits/presentations

Commemorative program planning and execution

Reasonable accommodation assistance

Computer/Electronic Accommodations Program (CAP)partnership

External affinity group partnership programs/activities