



The Importance of Workplace Diversity

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NBAA Diversity, Equity & Inclusion Working Group Charter

Diversity is the practice of hiring, including, and involving people from a range of different social and ethnic backgrounds and beliefs and of different genders, ages, sexual orientations, and disabilities.



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Equity is the practice and stated policy of being equal, fair, impartial, and transparent regarding hiring and evaluation practices, promotions and pay with all members of the organization having equal access to resources, opportunity, and support to succeed and grow.

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Inclusion refers to the formal and informal activities of a flight department, company or organization, and the behavior of each of us toward one another that allow for participation by all. Inclusion ensures the widest range of participation and voices in every aspect of one's professional life; this participation supports each of our own work and development and benefits the broader community.

cultural equal opportunities workplace variety
better decision making avoid group think talent
good fit inclusive empower encourage valued
space to grow to be ourselves its good to be different
promote creativity **DIVERSITY** different thinking
inclusion of individual foster innovation positive
celebrate diversity the one thing we have in common
respect the right to be different contribute learn
unity strength beliefs behaviours courage trust



Inclusion provides equal access to opportunities and resources for people who might otherwise be excluded or marginalized. True inclusion removes all barriers and encourages ideas, thoughts, and collaboration from all participants. Inclusion results in a feeling of belonging and making all feel valued and connected to those around them.



We all have a part to play in expanding the talent pool and retaining it in our industry

Scholarships that do more than provide funding

Internships that build skills and a desire to learn more and stay with the organization

Mentorship programs through in-house and industry organizations

Industry Peer-to-Peer Mentoring groups to learn different aspects of jobs within it

Internal Accelerator Programs to identify, develop, and promote

Everyone Matters

