

Inclusion and Diversity Strategic Plan

Transportation Research Board

Preamble

Creating and fostering an inclusive environment that leads to increased diversity is a top priority for TRB. This plan provides a roadmap for building an inclusive environment at all levels of the organization. Successful implementation of the strategies and actions in the plan require coordination across the entire organization. The plan is a living document; it is expected that TRB management will hone each strategy, identify priorities and assign action items to the appropriate staff and committee/panels. Progress toward the diversity and inclusion objectives articulated in this plan will be monitored and reported to the TRB Division Committee and to the Executive Committee.

Policy

The Transportation Research Board recognizes that an inclusive and diverse organization is fundamental to fulfilling The National Academy of Sciences Congressional Charter and the TRB Vision and Mission. An inclusive and diverse environment enhances innovation and creativity in all areas of TRB and is important for cultivating an equitable and supportive atmosphere.

TRB aims to engage a pool of transportation stakeholders that is representative of the diverse transportation workforce and of the greater population that TRB serves. In valuing this diversity TRB is committed to fostering a culture where all perspectives are welcomed and valued. TRB will leverage diversity of thought, background, and perspective and will identify and eliminate barriers to full and active participation.

Definitions

Diversity is defined as the variety of experiences, cultures, or physical attributes that influence the interactions within a community including, but not limited to, race, language, sexual orientation, age, culture, socioeconomic status, gender, religion, perspective, disability, and experience.

Inclusion is an environment where all individuals and groups are valued, respected, and supported as they contribute to the mission and success of a community.

Strategies Underway

***Strategy 1:** Identify practices and develop primers for committee and panel chairs, and TRB staff highlighting strategies and resources use to recruit, welcome and actively involve a more diverse committee and panel membership.*

Strategy 2: *Engage with transportation-related organizations and other appropriate organizations that traditionally have a more diverse membership than TRB to increase their members' awareness of and participation in TRB.*

Strategy 3: *Find new ways for Annual Meeting and specialty conference attendees to engage in a way that creates inlets for everyone to make connections and feel included/welcomed.*

Strategy 4. *Identify practices/and develop primers for TRB staff and the contracting office to identify and minimize barriers to achieving greater diversity among TRB contractors whether they are suppliers or research consultants.*

Strategy 5. *Identify and minimize barriers to achieving greater TRB staff diversity.*

Strategy 6. *Ensure that inclusion and diversity, and issues of equity, civil rights and workforce development are addressed through technical activities and research projects.*

Strategy 7. *Improve existing data, information, and communication mechanisms to support all strategies.*