Mission Equity Update
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Definitions

Excerpt from EO 13985:
“Sec. 2. Definitions. For purposes of this order:
(a) The term “equity” means 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, such as Black, Latino, and Indigenous and Native American persons, Asian Americans and Pacific Islanders and other persons of color; members of religious minorities; lesbian, gay, bisexual, transgender, and queer (LGBTQ+) persons; persons with disabilities; persons who live in rural areas; and persons otherwise adversely affected by persistent poverty or inequality.

(b) The term “underserved communities” refers to populations sharing a particular characteristic, as well as geographic communities, that have been systematically denied a full opportunity to participate in aspects of economic, social, and civic life, as exemplified by the list in the preceding definition of “equity.””
Equity Journey

Executive Order 13985
Advancing Racial Equity and Support for Underserved Communities Through the Federal Government

- 20 Jan 2021: 90-Day Equity Assessment
- 19 Apr 2021: RFI Public Comment Workshop
- 15 Jun 2021: Virtual Public Meeting
- 13 Jul 2021: 200-Day Equity Assessment
- 9 Aug 2021: NASA@Work Mission Equity Challenge
- 29 Nov 2021: NASA@Work Informational Webinar
- 01 Dec 2021: NASA Equity Action Plan Submitted
- 20 Jan 2022: Equity Action Plan Rollout
- 14 April 2022: NASA Equity Action Plan Submitted
Breaking Down Barriers and Opening Doors
NASA Equity Action Plan 2022

**Focus Area 1:**
Equity in Procurement

Increase integration and utilization of contractors and businesses from underserved communities to expand equity in NASA’s procurement process.

**Focus Area 2:**
Equity in Grants/Cooperative Agreements

Enhance grants and cooperative agreements to advance opportunities, access and representation for underserved communities.

**Focus Area 3:**
Equity in Climate Data Accessibility and Environmental Justice

Leverage Earth science and socioeconomic data to help mitigate environmental challenges in underserved communities.

**Focus Area 4:**
Equity in Civil Rights Compliance and Accessibility to Limited-English Populations

Advance external civil rights compliance and expand access to Limited English Proficient (LEP) populations within underserved communities.
Additional Information

NASA’s Mission Equity Webpage: https://www.nasa.gov/mission-equity

NASA’s 2022 Equity Action Plan
  English: nasa__equity_report__v9.pdf
  Spanish: nasa__equity_report__spanish__v5.pdf
Questions?