Mission Equity Update

Shahra Lambert
Senior Advisor for Engagement and Equity
Office of the Administrator
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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

- RFI Public Comment Workshop
- 200-Day Equity Assessment
- NASA@Work Informational Webinar
- Equity Action Plan Rollout

- 90-Day Virtual NASA@Work Equity Assessment
- Mission Equity Plan Submitted
- NASA Equity Action Plan Submitted

20 Jan 2021
19 Apr 2021
15 Jun 2021
13 Jul 2021
9 Aug 2021
29 Nov 2021
01 Dec 2021
20 Jan 2022
14 April 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?