

# MISSION



# EQUITY

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Mission Equity Update

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MISSION | EQUITY

# Definitions

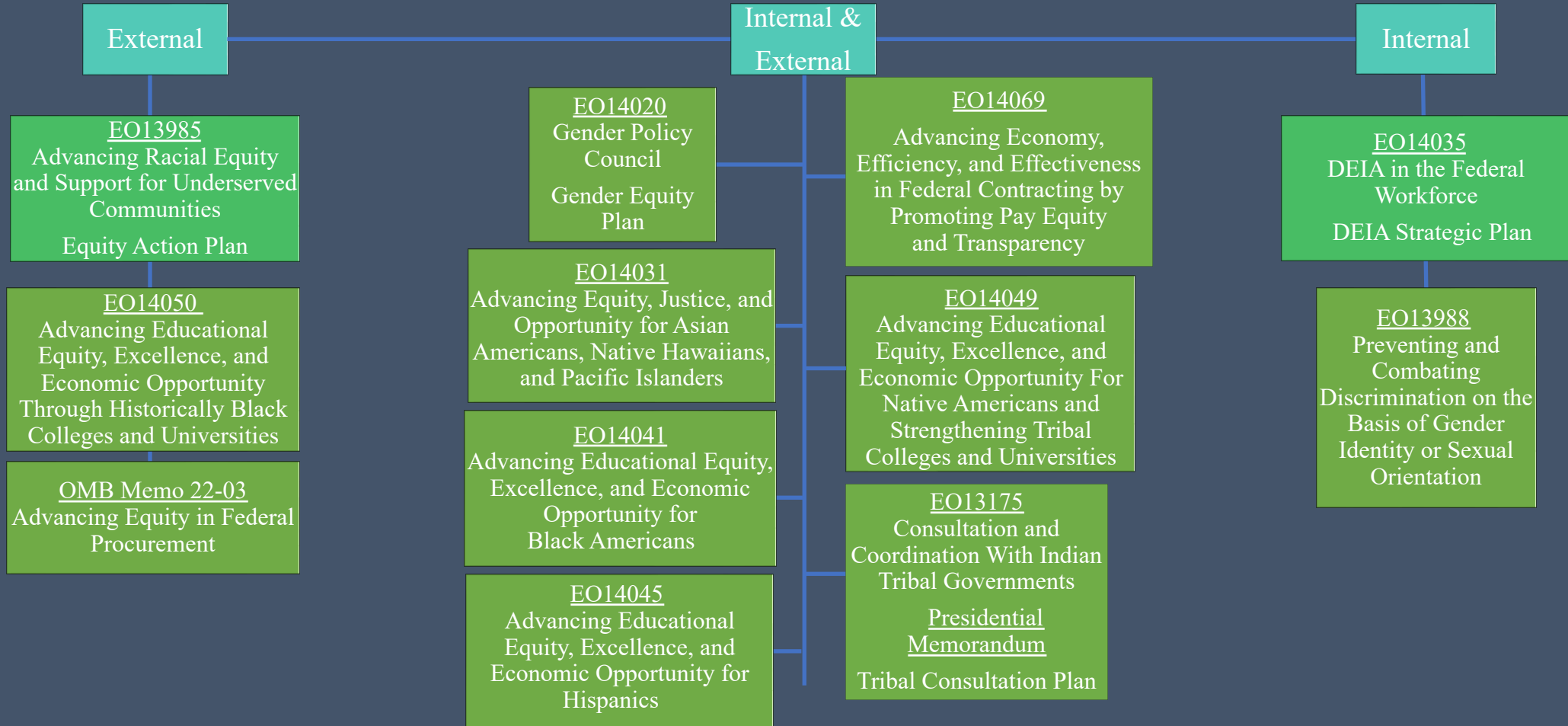
## Excerpt from EO 13985:

“**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.””

# Agency-wide DEIA Initiative



**Mission**

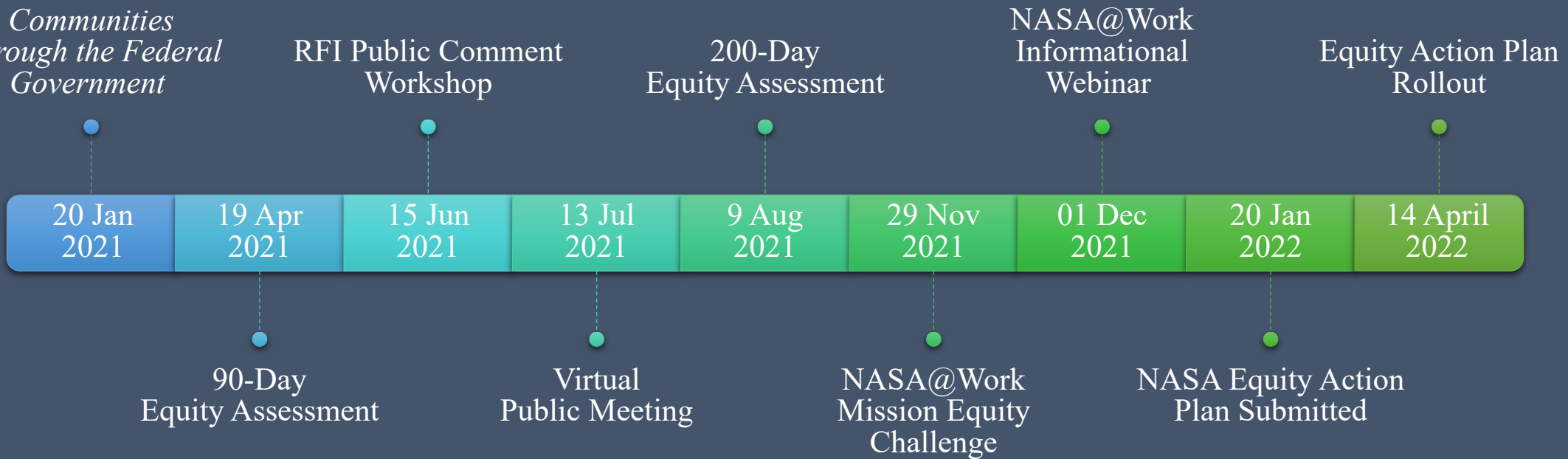
**People**

**Culture**

**Equity**

# Equity Journey

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



# 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?