

# FLC Policy: Diversity, Equity, Inclusion and Accessibility

Draft to the FLC Executive Board July 2022



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## 1. Policy

The Federal Laboratory Consortium for Technology Transfer (FLC) is committed to fostering diversity, equity, inclusion, and accessibility within its structure, leadership, membership, programs, and in the technology transfer profession. The FLC will consider the needs of all stakeholders to enable full participation in FLC activities and programs. In implementing this policy, the FLC will use the following descriptions:

- Diversity is the collective mixture of differences and similarities in individuals, the organization, and in its approach to partners
- Inclusion is an environment where each person feels respected, accepted, supported, and valued.
- Equity is 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.
- Accessibility is the design of programs and services so that all people, including people with disabilities, can fully and independently use them.

## 2. Actions

The FLC will create and maintain a focus on DEIA using the following guidelines. The FLC:

- Creates a culture that values the diverse backgrounds and experience of its membership;
- Encourages fair recognition and equitable treatment of its members in all aspects of its operations;
- Fosters communication that is honest, open, constructive, and respectful of the value of all members' perspectives and contributions;
- Evaluates its operations to remove barriers to member participation and engagement;
- Makes all participants in FLC activities feel welcome to express their true feelings and thoughts;
- Considers ideas and suggestions offered by team members in decision-making;
- Forms diverse teams across the organization, including on committees and subcommittees;
- Ensures elected positions are open to all members by considering DEIA practices in the nomination and election processes;
- Implements DEIA practices to increase the diversity of FLC programming, outreach, and engagement, including consulting with members of underserved communities to evaluate opportunities to increase coordination, communication, and engagement with these communities;
- Considers DEIA practices when partnering with other like-minded organizations; and,
- Makes its programs, materials, and meetings accessible for all stakeholders.