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## Diversity and Inclusion



### Diversity Takes Flight

Diversity is integral to achieving FAA's mission of ensuring safe and efficient travel across our nation and beyond. Our inclusive culture is defined by our values and we continuously seek employees from all backgrounds with distinctive ideas, perspectives, insights and talents. As our NextGen technology and systems continue to evolve to meet the aviation challenges of tomorrow, so must our workforce.

Because diversity is so critical, FAA actively supports and engages in a variety of associations, programs, coalitions and initiatives to support and accommodate employees from diverse communities and backgrounds. Our people are our strength, and we take great care in investing in and valuing them as such.

The mission of the FAA involves securing the skies of a diverse nation. It only makes sense that the workforce responsible for that mission reflects the nation that it serves.

EXPAND ALL

COLLAPSE ALL

### Employee Associations and Special Emphasis

## Employee Associations and Special Emphasis Programs

The FAA takes great pride in ensuring that all employees are afforded the opportunity to connect with others who share a similar culture, background, identity, interest or goal. Our employee associations and Special Emphasis Programs serve to facilitate career development, formal and informal mentoring, diversity, inclusion and social interaction. The FAA supports the following groups, which are open to all FAA employees.

- FAA Pride — Gay, Lesbian or Bisexual Employees
- National Native American Alaska Native Coalition of Federal Aviation Employees (NAAN (National Native American Alaska Native Coalition of Federal Aviation Employees))
- National Hispanic Coalition of Federal Aviation Employees (NHCFAE (National Hispanic Coalition of Federal Aviation Employees))
- National Asian and Pacific American Association (NAPA (National Asian and Pacific American Association))
- National Black Coalition of Federal Aviation Employees (NBCFAE (National Black Coalition of Federal Aviation Employees))
- National Coalition of Federal Aviation Employees with Disabilities (NCFaed (National Coalition of Federal Aviation Employees with Disabilities))
- Professional Women Controllers (PWC (Professional Women Controllers))
- Technical Women's Organization (TWO (Technical Women's Organization))
- Special Emphasis Programs
  - Federal Women's Program (FWP (Federal Women's Program))
  - Hispanic Employment Program (HEP (Hispanic Employment Program))
  - People with Disabilities Program (PWDP (People with Disabilities Program))

### People with Disabilities

## People with Disabilities

Individuals with targeted or "severe" disabilities are the most under-represented segment of the Federal workforce. The People with Disabilities Program (PWD (People with Disabilities Program)) ensures that people with disabilities have equal Federal employment opportunities.

## Recently Opened FAA Jobs

### [Airway Transportation Systems Specialist \(ATSS\) \(Coo](#)

\$92,964.00 - \$144,081.00 PA

- Atlanta, Georgia

January 26, 2024

### [Management and Program Analyst](#)

\$92,964.00 - \$144,121.00 PA

January 26, 2024

### [Aviation Safety Inspector \(AW\) \(ACM, Partial Program](#)

\$129,134.00 - \$167,876.00 PA

- Hapeville, Georgia

January 26, 2024

### [Management and Program Assistant](#)

\$48,627.00 - \$81,814.00 PA

- Saint Ann, Missouri

January 26, 2024

### [Air Traffic Control Specialist \(Staff Support Specialst](#)

\$87,229.00 - \$117,757.00 PA

- Sioux Falls, South Dakota

January 26, 2024

[View all open FAA jobs](#)

The FAA actively recruits, hires, promotes, retains, develops and advances people with disabilities.

The FAA meets the goals of the PWD Program through a variety of practices:

#### Targeted Disabilities

Targeted disabilities are those disabilities that the Federal government, as a matter of policy, has identified for special emphasis in recruitment and hiring. They include hearing, vision, missing extremities, partial paralysis, complete paralysis, epilepsy, severe intellectual disability, psychiatric disability and dwarfism.

#### On-the-Spot Hiring

A non-competitive hiring method for filling vacancies with Veterans and/or individuals with disabilities. Managers can choose to fill an open position through the On-the-Spot hiring process given they provide the required documentation for doing so.

#### Reasonable Accommodation

Ensures that employees with disabilities have access to accommodations that suit their needs. This can include modifications made to existing facilities or special equipment.

### Direct Hiring Authorities

## Direct Hiring Authorities

The FAA utilizes Direct Hiring Authorities to provide opportunities to Veterans, individuals with disabilities or other groups that may be underrepresented or facing hardships in the current workforce. These individuals may be hired in an expedited manner upon meeting all relevant requirements. The following Direct Hiring Authorities are utilized by the FAA:

#### Disabled Veteran with 30 percent or more disability

Disabled Veterans who were retired from active military service with a service-connected disability rating of 30 percent or more. Applicants must meet all qualification requirements.

#### People with Severe Disabilities

For individuals with severe disabilities such as missing extremities, partial paralysis, complete paralysis, severe intellectual disability and psychiatric disability.

#### Veteran Recruitment Appointment (VRA (Veteran Recruitment Appointment))

For Disabled Veterans, Veterans who served in active duty during war and Veterans who have received campaign badges or an Armed Forces Service Medal (AFSM (Armed Forces Service Medal)). Learn more about [FAA Veteran preference and on-the-spot hiring](#).

## Resources

- [Employment Forms](#)
- [AVIATOR FAQ](#) (PDF)
- [New York TRACON Transfer Procedures](#) (PDF)
- [AT Basics Information](#) (PDF)
- [Medical Officer Application Guidance](#)

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