

National Association of Railroad Referees
Diversity, Equity, Inclusion and Belonging (DEIB) Statement

Diversity, Equity, Inclusion and Belonging (DEIB) improves the National Association of Railroad Referees' (NARR's) effectiveness and creativity by bringing different perspectives, experiences, backgrounds, talents and information into the railroad arbitration arena. This provides enhanced confidence and trust in the administration of justice and enables NARR to better serve its constituents and society.

In an effort to help railroad arbitration better reflect the modern work environment shared by carriers, rail employees, and the labor organizations that represent them, the National Association of Railroad Referees (NARR) commits to the following:

- To maximize opportunities for all NARR members to contribute to the organization's goals by actively ensuring a diverse body of participants in speaker selection, committee appointments, special projects, decision-making activities, and leadership roles, fully embracing the talents, qualifications and interests of all members;
- To actively promote the value of diversity and inclusion in NARR's work, including its efforts to make training available to new and current diverse rail neutrals, including at the Annual Meeting, and to utilize other practices, activities, tools and strategies to advance DEIB;
- To identify and appropriately address any barriers that may be present to ensure NARR'S sustained commitment to strategies for the prevention and elimination of such barriers.