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Diversity Corner

Please visit our [Diversity Corner Archives](https://babta.org/Diversity_Corner_Archives) (https://babta.org/Diversity_Corner_Archives) page to view previous posts.

August DEI Spotlight: Building Inclusive Connections Through Travel

As summer travel continues and business meetings, conferences, and client visits remain in full swing, August provides an opportunity for travel managers to celebrate the diverse communities that make our workplaces stronger. By recognizing cultural observances and planning with inclusion in mind, travel programs can help every traveler feel valued, respected, and supported.

National Black Business Month

August is **National Black Business Month**, recognizing the achievements and contributions of Black entrepreneurs and business owners across the United States. Travel managers can support this observance by:

- Considering Black-owned hotels, restaurants, transportation providers, and event vendors when appropriate.
- Highlighting diverse suppliers within corporate travel programs.
- Encouraging travelers to explore local Black-owned businesses during business trips, helping support the communities they visit.

Small purchasing decisions can have a meaningful impact on local economies while reinforcing an organization's commitment to supplier diversity.

Women's Equality Day – August 26

Women's Equality Day commemorates the certification of the 19th Amendment, which granted many women the right to vote in the United States. While progress has been made, it also serves as a reminder to continue creating equitable opportunities in the workplace.

For travel managers, this can include:

- Ensuring travel policies support the safety and well-being of all travelers.
- Reviewing hotel and transportation options with traveler security in mind.
- Seeking feedback to ensure travel experiences are inclusive and accessible for everyone.

International Day of the World's Indigenous Peoples – August 9

This United Nations observance honors Indigenous cultures, languages, and traditions around the world. Business travel often creates opportunities to learn about the history and heritage of the destinations we visit.

Travel managers can encourage travelers to:

- Respect local customs and traditions.
- Visit Indigenous museums, cultural centers, or heritage sites when time allows.
- Learn about the original stewards of the land where meetings and events take place.

Creating More Inclusive Business Travel

An inclusive travel program goes beyond booking flights and hotels. It means considering the unique needs of every traveler, including accessibility requirements, dietary preferences, religious observances, family responsibilities, and personal safety.

Simple actions can make a significant difference:

- Offer accessible travel options whenever possible.
- Maintain a diverse supplier network.
- Provide travelers with destination-specific cultural guidance.
- Encourage respectful engagement with local communities.
- Regularly review travel policies through an inclusion and equity lens.

Looking Ahead

Every business trip is an opportunity to build stronger relationships, broaden perspectives, and demonstrate respect for the communities we visit. By recognizing August's cultural observances and incorporating inclusive practices into travel programs, organizations can create travel experiences that reflect their values while supporting both employees and local communities.

This August, let's remember that inclusive travel isn't simply about reaching a destination—it's about ensuring everyone has the opportunity to travel, connect, and succeed with confidence.