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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.

Here are some thoughts & ideas around DEI (Diversity, Equity, Inclusion) + business travel specifically in the month of October — themes, observances, and how companies might align travel policies, practices, and training to support DEI goals.

Observance	Relevance for Business Travel / DEI
National Disability Employment Awareness Month	Ensure travel accommodations are accessible; consider travel policies that support travelers with disabilities.
LGBTQ History Month	Be mindful of destinations, lodging, travel partners and inclusivity, safety for LGBTQ+ employees.
Heritage Months (Filipino, German, Italian, Polish American, among others)	Cultural awareness in travel: food, lodging, local community interactions; respecting cultural norms.
World Mental Health Day (Oct 10)	Travel can be stressful; policies should consider rest, flexibility, support for mental health.
Indigenous Peoples Day (U.S.) & other similar observances	Recognizing history, being respectful when traveling through or to indigenous territories; choosing travel partners respectful of indigenous rights.

How DEI Intersects with Business Travel — Challenges & Opportunities

When companies incorporate DEI thinking into their business travel policies and practices, there are many points to consider:

- **Safety & Well-being:** Some destinations are safer than others for people of certain identities (LGBTQ+, people with disabilities, different cultural or religious backgrounds). This includes transit, lodging, food norms, medical services. Travel risk assessments need this lens.
- **Accessibility:** Making sure that travel arrangements (airlines, hotels, transport, events) accommodate people with disabilities; ensuring accessible venues, features like ramps, sign language, etc.
- **Cultural Competence:** Training for employees to understand local norms, avoid inadvertent disrespect; offering guidance on cultural sensitivity (dress codes, customs, religious holidays).
- **Inclusive Accommodations & Vendors:** Partnering with hotels, airlines, ground transport, vendors that have strong DEI records. Using diverse suppliers where possible.
- **Flexibility & Support:** Recognizing needs like rest, time off for people's observances (religious, cultural), mental health. Allowing more flexible travel schedules when possible.
- **Communication & Representation:** Ensuring marketing or internal communications are inclusive; acknowledging when travel overlaps with DEI observance days; giving guidelines for inclusive language.
- **Expense Criteria:** Ensuring that expense policies are fair, e.g., for those needing special accommodations (dietary, health, family) and that employees feel comfortable requesting what they need without stigma.