

# Statement for Equity, Diversity, and Inclusion

## General Statement

NIRSA celebrates equity, diversity, and inclusiveness. We embrace these pillars of excellence as crucial to healthy people and healthy communities.

## Value Statements

NIRSA believes that:

- Its core values are strengthened when all members have voice and are encouraged to contribute.
- Every member of humanity has a contribution to make to the whole. It is our duty to encourage and promote that contribution.
- Equity, diversity, and inclusion are an active process that requires continuous commitment to promote healthy people, healthy communities and the overall success of present and future generations.

## Action Statements

Our values are realized through or by:

- Fostering a culture of open-mindedness, compassion, and inclusiveness among individuals and groups.
- Actively building a community whose members have diverse cultures, backgrounds, and life experiences.
- Providing effective leadership in the development, coordination, implementation and assessment of a comprehensive array of programs and services to promote diversity and understanding of differences.
- Creating and maintaining opportunities for engagement, education, and discourse related to issues of equity, diversity, and inclusion.

- Identifying competencies that are essential to creating environments enriched with diverse views and people.
- Providing educational opportunities toward the development of socially responsible leaders who are willing to engage in the discourse and decision-making that can lead to transformational change toward learning, achievement, healthy people and healthy communities.
- Honoring freedom of expression, ideals of citizenry, and civility of discourse as fundamental to personal, professional, and organizational growth.
- Challenging and dismantling systemic oppression.
- Establishing and maintaining the Equity, Diversity, and Inclusion Commission to promote social justice and diversity in all Association activities; address issues related, but not limited to, race, ethnicity, culture, age, gender, sexual orientation, gender identity, ability, national origin, veteran status, social economic class, religion, and professional status; and coordinate educational resources and opportunities for its' members.
- Reaching beyond the Association to establish beneficial relationships with individual and institutional partners who share mutual goals and interests.

*The commission recognizes CHEMA, ACPA, NASPA, AAC&U, AAHPERD, Stevenson University, Wright State University, Brandeis University, Iowa State University, UCLA, our member institutions, and peer associations that have inspired the NIRSA Commission on Equity, Diversity, & Inclusion in creating this statement.*