



NACA® Statement on Diversity

Diversity is an attribute and a goal. As an attribute, diversity is ethnic identification/race, gender, gender identity, disability, sexual orientation, age, religion, economic status and the many other aspects of our lives which define the family of humanity. As a goal, diversity refers to the intentional valuing, respecting and inclusion of all peoples. NACA recognizes the diversity of all its members and supports the development and implementation of programs and services that achieve this goal.

NACA® Non-Discrimination, Diversity Advancement and Affirmative Action Principles

NACA is committed to advancing diversity development and the principles of equal opportunity and affirmative action through its respective programs, services and volunteer involvement. To ensure compliance with the principles, the Association:

- Will not discriminate on the basis of race, color, religion, economic status, gender, gender identity, sexual orientation, national origin, age, ethnic background, or disability in any of its policies, procedures, or practices;
- Will promote vigorous efforts to enhance, develop, and increase a diverse volunteer pool in all areas of the Association;
- Will actively promote diversity in their programs and services;
- Will expect all volunteers and NACA Office staff to consistently display a sensitivity to diversity and the principles of affirmative action;
- Will promote the importance of eliminating discriminatory and/or culturally insensitive language, behavior, and content from NACA-sponsored activities and will urge all members and guests of the Association to cooperate in this effort. There is no intent to support censorship. The purpose is to induce thought and advance planning in an effort to ensure that showcase performances, Campus Activities Marketplace displays, educational sessions, and other NACA-sponsored activities reflect appropriate diversity and sensitivity in their plans and actions.