**NACDD Statement on Diversity, Equity, and Inclusion**

NACDD has, since its inception, operated on the practice of full inclusion of people with all types of abilities. NACDD’s commitment to inclusion is defined broadly as we value people of all abilities and from all cultures and backgrounds. We are committed to the values of Diversity, Equity, and Inclusion (DEI) in principle and in practice and we are committed to providing a welcoming and equitable environment with opportunities for engagement at all levels regardless of an individual’s ability, age, race, ethnicity, national origin, gender identity, religious beliefs, professional level, or socioeconomic status.

NACDD’s Board of Directors and national office staff are committed to intentionality and action regarding DEI and view DEI as critical to our success as a national organization. The statement and values we have dedicated ourselves to are aspirational and essential to advancing our work. We recognize that at times we will take steps that move us forward and at times may falter as this work is difficult. Together, with our Board of Directors, staff, and stakeholders we will continue to right any wrongs and to move intentionally toward being a fully equitable organization and network. NACDD will work to ensure that all voices are welcome, valued, and engaged as we work to support our mission.

**Definitions and Values**

**Diversity** refers to the composition of a group of people from any number of demographic backgrounds, identities (both innate and selected), and the collective strength of their experiences, beliefs, values, skills and perspectives.

**Equity**refers to anenvironment that challenges intentional and unintentional forms of bias, harassment, and discrimination, and promotes alternative actions. Because an environment can be welcoming and inequitable, an equitable organization will aim to recognize and eliminate barriers to full participation at individual and systemic levels.

**Inclusion** refers to the act of establishing philosophies, policies, practices and procedures so that organizations and individuals contributing to the association's success have equal access to opportunities, information and resources.