Policy Title: Diversity, Equity, and Inclusion

Policy Number: 2.8  Last Approved Date: 8/27/21

I. STATEMENT OF PURPOSE
This policy communicates NAGC’s commitment to diversity, equity, inclusion, and social justice throughout the organization. The policy emphasizes the organization’s focus on inclusion as a core guiding principle across programs, initiatives, and relationships. NAGC strives to rectify inequities and systemic marginalization resulting from past practices within gifted programs and procedures in the context of larger educational systems.

II. POLICY STATEMENT
NAGC is committed to a diverse, inclusive, socially just, and equitable environment in which internal and external stakeholders are respected, valued, and included regardless of individual differences including but not limited to race, religion, cultural background, ethnicity, nationality, disability, gender, age, marital and family status, socio-economic status, immigration status, native language, sexual orientation, or gender identity.

NAGC maintains that building and sustaining equity and inclusion requires an ongoing commitment to evaluating our organizational culture, values, norms, behaviors, and actions. Such evaluation must be accompanied by intentional action steps reviewed regularly to ensure continuous improvement toward these goals.

NAGC recognizes that its broader mission to support “those who enhance the growth and development of gifted and talented children” can only be met when practices reflecting a focus on diversity, equity, social justice, and inclusion are integrated throughout the organization, specifically including the following emphases:

Leadership. Our organizational leadership, including the Board of Directors and other volunteer leaders, reflects the rich and growing diversity of our membership and the broader population of gifted children and those who work with them.

Membership. NAGC consistently aims to encourage diversity in membership and to invite full participation for all members. The organization and its groups strive to cultivate an environment of inclusiveness in programming, practices, and leadership development. We recognize the importance of hearing from diverse member voices and ensuring equitable access to committees, networks, SIGs, and all subsets within the organization. We intentionally include student, member, and leader voices from historically marginalized communities and promote their representation across the organization.
Programming. We create and implement programs with attention to cultural and individual differences and treat all members and stakeholders respectfully. We build networks and empower stakeholders to respond proactively to the needs of historically marginalized students in gifted education. We welcome input and feedback from leaders, members, and staff and work with a diverse group of stakeholders to ensure that our programs are inclusive.

Policies and Procedures. Our commitment to inclusiveness, equity, and social justice is evident in our organizational policies and procedures, as part of our strategic plan, and within our organizational goals.

Operations. Recruitment, retention, promotion, hiring practices, contracting for services, and communication throughout the organization reflect a commitment to the values of equity and inclusion. We foster a workplace that respects each individual, seeks and values diverse perspectives, and ensures each employee and board member can actively contribute to fulfilling the organization’s mission.

Donors and Partnerships. We share our commitment to inclusion as a core value and practice with current and potential donors and partners. We encourage donors and partners to consider and embrace these values.

III. DEFINITIONS

Diversity- Being composed of a demographic mix of people, taking into account elements of difference including but not limited to race, religion, cultural background, ethnicity, nationality, native language, disability, gender, age, marital and family status, socio-economic status, immigration status, sexual orientation, or gender identity.

Equity- A commitment to fair treatment, access, and opportunity, with emphasis on identifying and eliminating barriers that prevent full participation of some groups. Equity implies an emphasis on justice and fairness within the procedures, processes, and distribution of resources by institutions or systems.

Inclusion- The act of building environments in which opportunities exist for all members to have a voice, influence, and involvement in the organization. An inclusive environment reflects a commitment to valuing, respecting, and listening to all stakeholders.

Social Justice- The process of working towards equitable distribution or redistribution of resources while challenging oppression and injustice.