



INCLUSION, DIVERSITY, EQUITY & ACCESS (IDEA): Definition and Membership

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About ICA:

The International Communication Association aims to advance the scholarly study of communication by encouraging and facilitating excellence in academic research worldwide. By excellence, we mean research that is rigorous, creative, inclusive, reflexive, contextual, and focused on important research questions facing the academy and the world.

INCLUSION

ICA is committed to maintaining a safe, inclusive, and welcoming environment for its community of scholars, staff, conference attendees, research participants, authors of ICA publications, and interdisciplinary researchers. ICA strives to ensure that its members, scholarship, and modes of engagement represent a range of culturally and linguistically diverse backgrounds and is inclusive of people with varied talents, skills, abilities, and points of view. To cultivate a supportive community that is free of harassment and discrimination, ICA is dedicated to ensuring that all members feel supported and that they belong in our organization.

DIVERSITY

ICA is committed to being a professional organization of people dedicated to communication scholarship that welcomes and embraces members from all backgrounds and identities, ages, caregiving responsibilities, disabilities, genders, national origins and affiliations, parental statuses, pregnancy statuses, racial/ethnic groups, religions, sexes, and sexual orientations, among other intersecting aspects of identity.

EQUITY

ICA acknowledges that historical patterns of structurally-ingrained power and resource imbalances and systems of oppression have targeted particular identity groups to the benefit of those who have historically held decision-making power. We are committed to values of equity, ensuring the removal of obstacles to full participation. We aim to more fully understand the ways in which organizational practices have created long-standing inequities to access and success, and to implement change based on that work.

ACCESS

ICA believes in fostering equitable access to opportunities and recognition within the organization (e.g., awards, editorships, membership, employment, grants, fellowships, research, publications, leadership roles, conference participation), based on agreed upon and established evaluation criteria, while respecting each person's background and needs.