

# NODA Equity, Inclusion, and Social Justice Commitment

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As the Association for Orientation, Transition and Retention (OTR) in Higher Education, NODA embraces the values of equity, inclusion, and social justice within the OTR fields and for its members. The need for engagement and understanding of these values is amplified with the intersections of identities that our members have, including but not limited to race, ethnicity, nationality, color, age, gender identity, gender expression, sexual orientation, ability, faith, religion, country of origin, immigration status, social class, veteran status, and all other identities.

As a global association, NODA’s commitment is to ensure our membership, leadership, educational opportunities, events, and programs embody and embrace the values of equity, inclusion, and social justice. We acknowledge that upholding this commitment is a process. We hold our members, leadership, and the Association to these values and principles on behalf of our profession, our field, and our students. The Association leads this change through our ongoing efforts to create an inclusive, equitable and socially minded organization. Moving forward with an inclusive and equitable philosophy will not only benefit students, but professionals and institutions as a whole.

Association Entity	Commitment	Examples of how and where it can be used:
Conferences	<p><b>NODA annual and regional conferences</b> are committed to equity, inclusion, and social justice by...</p> <ul style="list-style-type: none"> <li>● fostering an inclusive environment that welcomes and embraces all attendees and guests.</li> <li>● offering educational sessions, featured speakers, and programs from diverse perspectives and topics.</li> <li>● incorporating networking and community building opportunities to engage and celebrate all members.</li> </ul>	Conference website; Program proposals; Planning chair and conference team applications; Conference program; Reference for planning team and Association office staff when planning and making decisions
Leadership (appointed and elected positions)	<p><b>NODA leadership</b> is committed to equity, inclusion, and social justice by...</p> <ul style="list-style-type: none"> <li>● encouraging members from diverse backgrounds to have the agency to apply for leadership roles.</li> <li>● ensuring an inclusive and equitable nomination and selection process for all leadership positions.</li> <li>● creating a leadership pipeline of diverse and culturally competent members.</li> <li>● engaging leaders in discussion around equity, inclusion, and social justice topics.</li> </ul>	Call for Board applications; Board and Exec position elections; Chair appointments/applications; Association Office position searches/application; Nominations and Elections Committee; Leadership Development Committee
Networks and Committees	<p><b>NODA Networks and Committees</b> are committed to equity, inclusion, and social justice by...</p> <ul style="list-style-type: none"> <li>● highlighting how diversity, equity, and inclusion are reflected in work plan goals and annual initiatives.</li> <li>● providing an inclusive environment that welcomes and embraces all members of the</li> </ul>	During leadership retreat prior to Annual Conference; network and committee chair applications; newsletters, extended sessions, and educational initiatives coordinated by networks (see Educational Initiatives)

	<p>Association choosing to volunteer in Networks and Committees</p> <ul style="list-style-type: none"> <li>● ensuring an inclusive and equitable experience for all members of Networks and Committees</li> <li>● providing extended training opportunities and communication on topics related to equity, inclusion, and social justice</li> </ul>	
Educational Programs	<p><b>NODA educational programs</b> are committed to equity, inclusion, and social justice by...</p> <ul style="list-style-type: none"> <li>● providing spaces and access to current OTR topics that are diverse and inclusive beyond conferences</li> <li>● choosing speakers, facilitators, and programs from diverse perspectives and topics.</li> </ul>	NODA Internship Program; Webinars; Online meetings; Institutes; and Symposiums
Research and Scholarship	<p><b>NODA research and scholarship</b> are committed to equity, inclusion, and social justice by...</p> <ul style="list-style-type: none"> <li>● supporting research from various perspectives that relates to the diverse needs of our students.</li> <li>● offering opportunities for scholars and practitioners to publish and promote OTR research.</li> </ul>	JCOT, Publications with other associations; article submission review; webpage; research grant proposals and review;