NAFSA DEI Statement Version 2 - DRAFT
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NAFSA’s Statement on Diversity, Equity, and Inclusion

NAFSA: The Association of International Educators, believes that diversity, equity, and inclusion are not just words, but essential principles that drive our mission and define our global identity.

NAFSA fosters understanding and respect among people of diverse backgrounds and perspectives and aspires to uphold the principles of social justice in every endeavor. In the work of our association, we affirm the value of including and learning from diverse lived experiences and perspectives.

International education is perhaps the greatest driver of global peace. It builds understanding across global communities through exchange, which allows us to recognize humanity in others.

Our Commitment:
NAFSA is dedicated to fostering a culture of respect, empathy, and understanding. We commit to actively address and dismantle systems of oppression and discrimination that exist within our organization and the wider international community.

We encourage the international education community to commit to forms of action as a guide for ongoing efforts and changes within the organization or community including the following:

- The practice of inclusivity in association policy and practice, and maintain an environment that respects principles of equity and justice;
- A pledge to review and enhance policies, practices, and processes to identify and eliminate biases and barriers that might hinder the advancement of any individual or group;
- The increase of representation of historically marginalized communities across staff, volunteer leadership, and board positions; and
- Clear metrics and goals to measure progress toward diversity, equity, and inclusion.

Our core values call on international educators to include people from different cultures and identities and actively challenge systems and structures that perpetuate discrimination and oppression. As a membership association, we expect international educators, institutions, and organizations to embrace these principles as well. It is only by fostering and promoting diversity and inclusion that we as a community will achieve excellence in advancing international education.

By working together, we can create a more equitable and just world for all.

(subheading) A Note About Terminology:
Language reflects societal changes, advancements in understanding, and shifts in how people think about and address various issues. This evolution can encompass terminology related to
As society becomes more aware of different identities, experiences, and challenges, new terminology may emerge to better capture these nuances. Terms that were once widely used might become outdated or even offensive, prompting the need for updated and more respectful language. Below are definitions for social justice in international education, diversity, equity, inclusion, belonging, access, and accessibility.

### Social Justice in International Education:
Social justice in international education is a redistribution of resources that is designed to foster critical consciousness, develop critical interculturality, and work toward equitable impacts on individuals and their communities.*

### Diversity:
Diversity refers to the presence of a wide range of backgrounds, characteristics, or identities within a community, group, or organization. These identities can include (but are not limited to) ability, age, ethnicity, gender, race, religion, sexual orientation, or socioeconomic status.

### Equity:
Equity is the concept of ensuring that everyone has fair and just opportunities to succeed, regardless of their background or identities, and fair distribution of power and resources. It involves identifying and addressing systemic and structural barriers that can prevent certain individuals or groups from reaching their full potential.

### Inclusion:
Inclusion involves creating an environment in which all individuals, regardless of their diverse backgrounds, identities, or characteristics, feel valued, respected, and empowered to fully contribute. It goes beyond mere representation and seeks to foster a sense of belonging for all.

### Belonging:
Belonging refers to the feeling of being accepted, valued, and included within a group or community. It's not just about being physically present, but also about feeling a sense of connection and genuine engagement.

### Access:
Access relates to the availability and opportunity for individuals to participate in various activities, programs, and resources. This can include access to education, employment, healthcare, technology, and other aspects of society.

### Accessibility:
Accessibility is about designing environments, products, services, and digital content in a way that ensures people with disabilities can fully participate and access them.
without barriers. This can involve making physical spaces wheelchair accessible, using readable fonts for people with visual impairments, providing closed captions for videos, and more.

These terms often intersect and are used in the context of promoting diversity, equity, and inclusion (DEI) efforts. The goal is to create a society, organization, or community that not only embraces diversity but actively works to dismantle systemic barriers and biases, while fostering an inclusive environment where all individuals feel a sense of belonging and have equal opportunities to thrive.