

# Diversity, Equity & Inclusion Action Plan 2026 – 2029



## Our Commitment

This Action Plan reflects our ongoing commitment to building a stronger, more inclusive future for our profession and the communities we serve.

## Key Themes Guiding The Plan

- DEI as a Mission Enabler:** Integral to equitable access and sector-wide trust.
- Belonging as a Practice:** Moving beyond statements to intentional inclusion.
- Reducing Barriers:** Identifying and addressing structural and financial gaps.
- Shared Responsibility:** Collective accountability across Board, staff, and Chapters.
- Continuous Learning:** Committing to humility, reflection, and course correction.

## 2026 - 2027 Priorities



### Strengthen Inclusive Community

Build a culture of belonging that reflects the diversity of our membership and the broader communities we serve



### Advance Equity in Learning

Ensure inclusive, accessible, and culturally responsive professional development and knowledge sharing



### Expand Diverse Representation

Increase diversity in leadership, governance, volunteer engagement, and speaker opportunities.



### Foster Inclusive Partnerships

Collaborate with organizations and communities to amplify diverse voices and perspectives.



### Embed Accountability and Measurement

Establish clear goals, track progress, and communicate outcomes transparently

## How We Measure Progress

### Governance & Leadership

Board composition, equity audits, and DEI-embedded decision-making

### Education & Development

Participation rates, speaker/faculty representation, and DEI content integration

### Membership & Engagement

Campaign reach, engagement patterns, and culturally responsive communications

### Organizational Capacity

Staff and Board training, Chapter resources, and knowledge-sharing