

## NCA Policy on Affirmative Action and Nondiscrimination

*Adopted by the Legislative Council, 1981; revised 1989, 1995 and 2012. Revised by appointed Renew Committee and accepted by Legislative Assembly, 2017.*

The National Communication Association—an organization dedicated to promoting the study, criticism, research, teaching and application of the artistic, humanistic, and scientific principles of communication—values equal opportunity, diversity, and excellence.

In a society and an organization, achieving diversity requires equal opportunity. NCA and our discipline exist within and reflect a culture that does not provide equal opportunity for all individuals. Like the larger culture, NCA has not succeeded in achieving our goal of equal opportunity. Earlier affirmative action programs have not yet achieved their goals and should cease only when clear and convincing evidence demonstrates that all people have gained fair and equal opportunities in education, employment, and civic life. NCA supports continued efforts to eliminate discriminatory practices generally and in higher education specifically against persons from marginalized groups. NCA is determined to provide access to programs and services to all members without discrimination particularly to the historically marginalized populations listed below.

Therefore, NCA commits itself to acting affirmatively to become an organization and profession in which all persons may fully participate, regardless of age, color, ethnicity, gender identity, HIV status, health status, ideology, national origin, immigration status, ability, race, religion, sex, or sexual orientation. In this effort, NCA will: encourage research of communication both from diverse perspectives **in** and about groups that historically have been marginalized; develop and implement plans to achieve a diverse membership; re-examine regularly NCA's organizational structure, policies, and procedures to identify and remove barriers to full participation by all members in the positions, leadership, and activities of the association; and, with full representation of the membership, formulate policies, procedures, criteria, and standards designed to achieve diversity within both the association and related professions.

NCA believes that no persons should be hired for positions or given promotions they do not merit, or admitted to educational institutions unless they are able to succeed there. Affirming such principles, however, does not relieve NCA or institutions within the discipline of the responsibility of ensuring equal opportunity and of working affirmatively to achieve greater inclusion within the discipline and the association.

NCA opposes efforts to eliminate or restrict policies or actions that are designed to foster the goals of affirmative action and nondiscrimination.