



A Message from the Executive Director

As Executive Director, I am pleased to present NASPAA's diversity, equity, inclusion, justice, and accessibility (DEIJA) plan. The plan was unanimously approved by the Executive Council on January 17, 2023 and is reflective of the Executive Council's intent to ensure that DEIJA is a key and strategic element of all programs, policies, and strategic initiatives by NASPAA.

Our DEIJA action plan is a strategic priority and, as such, is aligned with the NASPAA strategic plan. The DEIJA action plan is organized around six strategic goals – Accreditation, Teaching and Learning, Delivering Diversity in NASPAA and our Field, Research and Recognition, Annual Conference Planning, and Communications and Internal Training. These high-level goals are augmented by actionable steps that provide a clear map forward for our organization. Internally, the plan integrates diversity, equity, inclusion, justice, and accessibility (DEIJA) into our hiring, training, talent management, and organizational development programs. It calls on leaders at all levels of NASPAA to develop operational plans reflective of current DEIJA realities and performance while simultaneously allowing for measurable results involving advancing and achieving our strategic outcomes.

The plan also provides a comprehensive look at programs, practices, and policy development to ensure that our decision-making reflects and respects (1) the diversity of our global constituent base, (2) that we support diversity in the institutions we work with daily, and (3) that we strive to build a culture that enhances, values, and capitalizes on the diversity in our public arena and workspace. We will continuously evaluate our capacity and structural support for strategic initiatives and institutional policies and practices associated with the plan's objectives.

Most important is our collaborative effort as NASPAA to extend this commitment in support of creating academic environments that encourage all to follow their intellectual curiosity in an environment that embraces and nurtures our differences. Whether those differences are in age, color, national origin, family or marital status, gender identity or expression, ethnicity, language, national origin, physical and mental ability, race, socio-economic status, religion, sexual orientation, veteran status, and other characteristics, it is the richness of those differences that make the individual and collective demographics of our member institutions and staff distinctly unique.

As NASPAA is the global standard in public service education, we will continuously strive to promote the array of DEIJA innovations coming from the field to provide our members inspiration and guidance involving best practices and problem-based solutions. We are committed to celebrating the vibrancy of our organizational diversity and embrace the notion that our internal workplace and our services to our members must empower an environment of inclusion. Through our DEIJA action plan, NASPAA is committed to ensuring the fair and equitable treatment for all who engage with our organization.

Angel Wright Lanier

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Executive Director, NASPAA