



A Message from the Executive Council President

As the President of the NASPAA Executive Council, I am proud to serve an organization that is deeply committed to diversity, equity, inclusion, justice, and accessibility (DEIJA) as fundamental values reflected in our action plan. We are a global organization composed of individuals who embody many dimensions of diversity, including but not limited to race, accessibility, national origin, ability, gender, ethnicity, age, and sexual orientation. NASPAA wants to ensure people of all backgrounds can perform their best work in an environment that supports a culture of dignity and respect for its staff in our internal organization while supporting our member institutions as they embody sustainable DEIJA initiatives that value and honor both individual and collective accomplishments and advancement.

NASPAA unequivocally stands against any form of discrimination and racism, and is committed to advocacy that supports fair treatment for all. We celebrate our similarities while valuing our differences in support of a culture of belonging and inclusion. Whether it is our devotion to policies and programs that seek to end anti-black racism or leading the charge for progressive social change and justice, we understand the importance of utilizing our influence in support of meaningful actions that support safe, just, fair, and inclusive public service.

Internally, the action plan focuses on creating a diverse, inclusive culture and environment where staff can exhibit their uniqueness while being valued for the contributions made to our organization in support of NASPAA's member institutions, faculty, and staff. Externally, the plan enhances our ability to guide diversity policies and practices at member organizations and provide personalized support for HBCUs and other minority-serving institutions, as well as institutions that may be smaller in size and resources but have the same demonstrated commitment to DEIJA. Additionally, the plan promotes NASPAA's increased cultural capacity to improve support for institutions around the world.

The plan's focused, intentional, and deliberate strategies highlight NASPAA's ongoing commitment to sustaining an inclusive and equitable culture. It will guide our work over the coming years while providing the capability to measure progress and make adjustments to support our organization's and its members' best interests. To ensure the plan's success, our DEIJA efforts will be led and managed as an organizational priority. We stand committed to working toward an inclusive NASPAA. That is my promise on behalf of the Executive Council as its President.

Trevor Brown

Trevor Brown, Ph.D.

President, NASPAA Executive Council