



## Diversity Equity and Inclusion (DEI) Statement

The NCCAOM® actively promotes diversity, equity, and inclusion. We strive to embed these principles in all we do, creating an environment where all can thrive.

We believe that...

**D**iversity is the representation of many different demographic backgrounds, identities (both innate and selected), and the collective strengths of their experiences, beliefs, values, skills, and perspectives.

An **E**quitable environment recognizes and eliminates barriers to full participation at individual and systemic levels, challenges intentional and unintentional forms of bias, harassment, and discrimination.

**I**nclusion is the act of establishing philosophies, policies, practices, and procedures so that organizations and individuals contributing to the Commission's success have fair, equal, and unbiased access to opportunities, information, and resources.



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