

1 Policy on **Affirmative Action** and Nondiscrimination

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3 *Adopted by the Legislative Council, 1981; revised 1989, 1995, and 2012. Legislative Assembly*
4 *reaffirmed with edits, 2017.*

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

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

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21 Therefore, NCA commits itself to acting affirmatively to become an organization and profession
22 in which all persons may fully participate, regardless of ability, age, color, ethnicity, gender
23 identity, HIV status, health status, ideology, ~~national origin~~, immigration status, national origin,
24 ~~ability~~, race, religion, sex, or sexual orientation. In this effort, NCA ~~will~~ encourages research of
25 communication ~~both~~ from diverse perspectives in, and about, groups that historically have been
26 marginalized; develops and implements plans to achieve a diverse membership; re-examines
27 regularly NCA's organizational structure, policies, and procedures to identify and remove
28 barriers to full participation by all members in the ~~positions~~, leadership, and activities of the
29 association; and, with full representation of the membership, formulates policies, procedures,
30 criteria, and standards designed to achieve diversity, equity, and inclusion within ~~both~~ the
31 association and related professions.

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

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

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