

Resolution Regarding State Legislative Limits on Diversity, Equity, and Inclusion

Adopted by the NCA Legislative Assembly in 2017. Revised and affirmed by the NCA Legislative Assembly in 2024.

Whereas, the National Communication Association (NCA) is committed to free and responsible communication in a democratic society;

Whereas, NCA is also committed to broad precepts of diversity, inclusivity, and equity, and remains committed to ensuring the equitable treatment of all members of society, regardless of race, creed, religion, sexual orientation, gender identity, national origin, immigration status, or ability;

Whereas, the communication discipline has a history of scholarly and pedagogical expertise in social justice dating back more than 30 years;

Whereas, as of 2024, over 30¹ state legislative bodies have proposed, enacted, and/or enforced legislation that restricts education related to diversity, equity, and inclusion;

Whereas, these restrictions result in undue and unjustified harm to already victimized, oppressed, and marginalized members of society;

Whereas, aforementioned state legislation has resulted in a chilling effect on DEI-deserving communities within and without academia, whereby laws that are too broad or too vague result in communication faculty refraining from teaching relevant curriculum because of fear of retaliation, prosecution, or other punitive action;

Whereas, this legislation both reflects and fuels a communicative dynamic enabling public discourse that is demeaning and/or discriminatory to many members of society, thus violating the NCA Credo for Ethical Communication, the NCA Credo for Free and Responsible Communication in a Democratic Society, and the NCA Statement on Diversity and Inclusion;

Now, therefore, be it resolved that NCA condemns these legislative limitations on diversity, inclusivity, and equity and calls on relevant state legislatures to repeal and reverse their discriminatory actions.

¹ Gretzinger, E., Hicks, M., Dutton, C., & Smith, J., (2024, October 25). Tracking Higher Ed's Dismantling of DEI. <https://www.chronicle.com/article/tracking-higher-eds-dismantling-of-dei>