



NPCA Diversity, Equity, and Inclusion Framework – 2021

Approved December 14, 2020

Vision

National Peace Corps Association (NPCA) creates and reinforces diversity and inclusion, while ensuring equity in staffing, board membership, programming and all areas involving the Peace Corps community.

In fulfilling this vision, NPCA defines diversity as inclusion of people from different social and ethnic backgrounds, races, genders, ages, religions, sexual orientations, and abilities. NPCA understands that achieving diversity is not enough because diversity does not inherently result in inclusion. NPCA is committed to valuing all individuals and welcoming their perspective. Equity acknowledges that people are starting from an unequal place and that NPCA is committed to addressing this imbalance.

Approach

The NPCA Board commits to change beginning with an honest self-reflection on where NPCA stands relative to this vision. We pledge to hold ourselves accountable for achieving this vision for the board, and for providing leadership in empowering NPCA staff and affiliates to take intentional steps toward this goal.

This framework is intended for action and accountability. This will be a lens through which we view all NPCA activities. It is also a starting point for strategic planning and the basis for monitoring and continued engagement by the Board with NPCA staff and its members. This framework will be reviewed annually and updated, as needed

Goals and Actions for Board and Staff

1. Conduct an Internal Review and Make Improvements

- Review the NPCA Bylaws and add Diversity, Equity, and Inclusion (DEI) provisions to address inequities
- Develop and implement a plan for identifying qualified potential board members from underrepresented groups
- Develop and implement a plan for recruiting and hiring job candidates from diverse backgrounds
- Dedicate resources and allocate budgetary support for DEI improvements

- Conduct training for staff and Board members to address injustice and inequity (e.g., anti-racism, microaggression and unconscious or implicit bias in the workplace or Boardroom, etc.)

2. Ensure Diverse Representation in all NPCA Activities and Amplify Voices

- Create opportunities for diversity and inclusion at NPCA events (e.g., Shriver Leadership Summit, Peace Corps Connect) and within the Affiliate Group Network

3. Engage the Peace Corps Community on Issues of Racial Equity and Social Justice

- Provide opportunities for RPCVs to advocate for racial equity and social justice legislation
- Provide opportunities for RPCVs to engage in community-based efforts to address racial equity and social justice issues
- Build capacity of RPCVs and affiliate groups to facilitate conversations about racial equity and social justice and to mobilize their communities to take action
- Solicit input from the Peace Corps community on problems and actions to be taken by NPCA focused on key areas (e.g., race, gender, sexual orientation, disability, etc.)