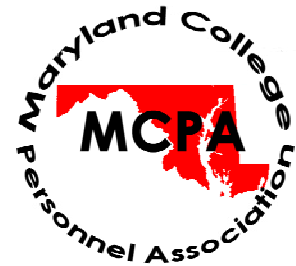


Maryland College Personnel Association Diversity & Inclusion Statement



Introduction

Working in conjunction with the Maryland College Personnel Association's mission and purpose, the Diversity & Inclusion Statement serves as a catalyst for continuous and evolving conversations about the individual diversity of educators at all levels of experience and across functional areas within MCPA. *Principles of Good Practice in Student Affairs* mentions pluralism and multiculturalism among student affairs commitments and values. MCPA holds its members accountable for these *Principles*, most especially in promoting diversity education.

MCPA strives to be progressive in promoting an informed understanding of diversity issues among its members. Achieving that understanding is not limited to isolated programs. Instead, education transcends all areas of professional development. MCPA recognizes that members may choose to identify themselves on an individual basis. That identification may incorporate multiple aspects of an individual's identity. MCPA is always striving to be progressive in how it is promoting diversity issues among its members. This approach is taken for the education and advancement of the students and affiliates positively influenced by their association with members of MCPA, in addition to benefits derived by MCPA members themselves.

Diversity & Inclusion Statement

MCPA is a state division of ACPA-College Student Educators International. As such and consistent with ACPA, MCPA does not discriminate on the basis of race, ethnicity, color, national origin, religion, gender, age, sexual orientation, or disability in any of its policies, procedures or practices. This non-discrimination policy covers membership and access to state programs and activities including, but not limited to, publications, workshops, and conferences. According to the *Principles of Good Practice in Student Affairs* (1997) "good practice in student affairs builds supportive and inclusive communities. Student learning occurs best in communities that value diversity, promote social responsibility, encourage discussion and debate, recognize accomplishments, and foster a sense of belonging among members." (*Principles of Good Practice*, para. 19).

In agreement with ACPA and the *Principles of Good Practice in Student Affairs*, MCPA therefore acknowledges and accepts each individual equally into an environment free from discrimination and prejudice. Through all of its practices, MCPA will continuously promote the ideals of:

- Inclusion
- Respect
- Support
- Recognition

Objectives

In keeping with the goals of the MCPA mission statement and the aforementioned ideals, the following are objectives of this diversity statement:

- To sponsor continuous education on current diversity issues

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- To promote an understanding that diversity within an individual is just as important as diversity across individuals
- To regularly review and revise MCPA's mission statement for ever-evolving diversity issues
- To proactively increase diversity within MCPA membership
- To be a catalyst for intentional action and progress in regards to diversity within MCPA
- To be a document, in addition to the mission statement, that guides our practices

Assessment

While the ideals and values expressed above may remain static, member knowledge about diversity continues to evolve. With that in mind, continuous assessment is necessary in order to reevaluate and examine our commitment to promoting an informed understanding of diversity and multiculturalism in a progressive world. In order to assess the progress of the Diversity & Inclusion Statement & Objectives of MCPA, each academic year the MCPA Executive Board will articulate intended outcomes based on these goals. At the annual spring meeting of MCPA each year, the Board will report to the membership on progress made toward those intended outcomes.

Reference

ACPA College Student Educators International, (1997). *Principles of good practice in student affairs*. Washington, D.C.: ACPA College Student Educators International. Retrieved November 15, 2006 from <http://www.acpa.nche.edu/pgp/principle.htm>