

## Statement of Commitment as a High-Performing, Inclusive Organization

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Evidence of NAEYC's commitment to be a high-performing, inclusive organization is apparent throughout its history. The Association was first formed as a cross-disciplinary group focused on research and practice dedicated to (nursery school) education programs serving preschool children. Although the majority of members were Caucasian, individuals of other races and ethnicities were welcomed as members. From the mid-1930s, the National Association refused to meet in segregated facilities.

Principles to enhance board leadership adopted in the early 1990s underscored the importance of open, participatory board culture and using the creative tension of differing viewpoints to reach well-informed decisions and further the mission of NAEYC. Implementing these principles effectively requires careful attention to ensuring that multiple perspectives are reflected within groups and also to establishing and maintaining group norms of individual behavior to ensure respectful consideration of those perspectives.

In the early 2000s, the Board affirmed its commitment to become a more highly functioning organization by adopting a set of principles to define key characteristics of high-performing inclusive organizations. These principles exemplify NAEYC's mission and vision as an Association that is enriched by and continually grows from its ongoing commitment to diversity and inclusion as a core value. Additionally, audit questions were developed to consider the evidence (in both process and results) that an initiative or activity embedded diverse points of view and to consider the anticipated impact of any decision on various dimensions of diversity. The commitment to being a high-performing, inclusive organization is further defined by the core values and beliefs adopted by the Board in 2014.

NAEYC's continuing commitment to being an ever more high-performing inclusive organization is guided by the understanding that this requires:

- (a) Recognizing the uniqueness of individuals, groups, and organizations and that becoming more high-performing and inclusive depends upon the simultaneous growth and development of individuals, groups and the organization.
- (b) Defining and understanding diversity as broad, multidimensional, and inclusive of diverse viewpoints and perspectives, consistent with the overarching mission and vision of the organization.
- (c) Understanding the relationship of being inclusive to being high performing, and the importance of being high performing to the organization's ability to achieve its mission and vision. The commitment to including a diversity of experiences and backgrounds requires special attention to achieving open and constructive debate prior to making decisions.
- (d) Understanding and acknowledging the role of individual, organizational and societal contexts to growth and development. Personal life experiences influence the uniqueness of individuals; organizational cultures reflect leaders' and members' understanding of pluralism and inclusion; and society reflects the power and systems that confer privilege or deny access and opportunity to individuals and groups.
- (e) Seeing value in being visionary, developmental and intentional in addressing change— particularly concerning social policy, demographic, and global changes impacting the organization's capacity to achieve its mission.
- (f) Seeking to leverage the inherent tensions between historical context, the power of the present, and intentional and inevitable change to remain dynamic, viable institutions. This requires intentional strategies for managing change and identifying and supporting desired results of organizational transformation.
- (g) Making a long-term commitment to plan, build understanding, develop policy, and take action to sustain organizational transformation.

*EFFECTIVE DATE: July 2015, PURPOSE: States NAEYC's commitment to being a high-performing, inclusive organization, ORIGIN: Approved by the Board of Directors, July 2015. Replaces "NAEYC as a High Performing Inclusive Organization (HPIO)" adopted July 2002; "Diversity and Inclusion", amended April 2009, March, 2004, July 2000, July 1999; "Mission", adopted July 2002; "Purpose" and "Purpose of Position Statements", adopted November 2004, amended July, 2014, January 2009.*