

## **American Association for Paralegal Education**

### **Diversity and Inclusion Policy Statement**

The American Association for Paralegal Education (“AAfPE”) respects and values the unique attributes, characteristics and perspectives of all persons. We believe that our strength lies in the diversity among our talented members. We consider diversity and inclusion essential to our ability to effectively accomplish our mission. Therefore, it is our aim that our members, partners, and key stakeholders reflect and embrace these core values.

Diversity embodies all those differences that make people unique and includes people of different race, ethnicities, culture, sexual orientation, gender, religion, age, personal style, appearance, and physical ability, as well as people of diverse opinions, perspectives, lifestyles, ideas, and thinking.

Inclusion fosters full participation and helps our organization leverage the diversity of our members, engaging them and encouraging collaboration. AAfPE promotes the open exchange of ideas and an organization that is free of cultural barriers.

AAfPE recognizes that organizations work best when people with different backgrounds and viewpoints are willing to work together toward a common goal. Therefore, AAfPE is committed to providing an environment of fairness and equitable treatment of everyone, regardless of gender, race, religion, creed, age, sexual orientation, national origin, disability, or class.

AAfPE will strive to effectively serve its members from all backgrounds, to encourage the professional growth of all members, and to embrace the diversity of our membership. To that end, AAfPE will continue to identify, and look for ways to reduce or eliminate, barriers to under-represented groups and will continue to look for ways to expand access to leadership opportunities within the organization in an effort to further strengthen our diversity. AAfPE, by and through its Officers, Directors, and Committee leaders, will encourage full and equal participation by qualified members of under-represented groups at all levels of the organization.