



NAP Position Statement on Justice, Equity, Diversity, and Inclusion

The National Academies of Practice (NAP) is a non-profit organization founded in 1981 to advise governmental bodies on our healthcare system. Distinguished practitioners and scholars are elected by their peers from fifteen different health professions to join the oldest interprofessional group of healthcare practitioners and scholars dedicated to supporting affordable, accessible, and coordinated quality healthcare for all. NAP is committed to membership diversity, creating a just and equitable environment for all stakeholders, and promoting a culture that strengthens society's well-being and healthcare systems. NAP values an inclusive culture that makes all feel welcome, comfortable, valued, respected, and supported in our organization.

We help health professionals create environments where diversity of person is recognized and celebrated. We aspire to a membership that reflects the diverse communities in the United States. Our intentional membership recruitment and selection of individuals from diverse backgrounds and viewpoints will create a community of health professionals who are advocates for a healthier world for all. NAP empowers a diverse group of leaders and scholars to be societal agents of change. NAP welcomes the opportunity to collaborate with other organizations to promote workforce diversity across the health professions.

We believe that healthy communities depend upon high functioning interprofessional teams that practice with cultural humility and a commitment to fair and acceptable care. NAP seeks to provide tools and resources to members and legislators to mitigate systemic healthcare inequities and disparities. We unequivocally stand against racism, sexism, and bigotry in all its forms. We strive to promote equity and advance a just culture that recognizes that health starts in our homes, schools, and communities.

NAP will be an example and a pacesetter for a just and inclusive collaborative organization by

- demonstrating cultural humility;
- co-creating equitable spaces for meaningful dialog and advocacy;
- cultivating a critical self-awareness of biases;
- challenging cultural hierarchies that work in opposition to effective collaboration;
- acknowledging the root causes of health inequities;
- elevating contributions of historically marginalized individuals and groups;
- promoting inclusive language; and
- fostering a sense of collective accountability.

We envision an organization where health professionals and health professional students of all disciplines work collaboratively to achieve their full potential in service of a just, diverse, equitable, and inclusive society.

Respectfully submitted by the members of the 2021-2023 NAP Justice, Equity, Diversity, & Inclusion Task Force:

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