

The New York State Financial Aid Administrators Association (NYSFAAA) aspires to employ diversity, equity and inclusion throughout every aspect of our organization. We define equity as a level playing field for members according to their respective needs, which may include equal treatment or treatment that is different, but considered equivalent in terms of member rights, benefits, obligations, and opportunities. Equity is a concept, which allows all members to partake in chosen endeavors at NYSFAAA with the resources needed to succeed, regardless of differences in diversity.

Diversity is the fundamental understanding recognizing both individual and group differences and the values that result in shared thoughts, knowledge and experiences. Diversity is paramount to the pursuit of high-quality advocacy and education, which paves the way to improving learning practices thus outcomes. It is a commitment to be more and to be better; to share the wealth of knowledge intrinsic to our unique, yet collective experiences. It also allows us the ability to celebrate and share our differences including but not limited to racial, ethnic, gender, gender identification, cultural identity, age, sexual orientation, socioeconomic status nationality, political affiliation, abilities, marital status, and geographical location.

NYSFAAA's use of inclusion brings together a diverse group of members and associates to ensure that members from all backgrounds have the opportunity to have their voices heard and know that opinions are valued.

With intentionality in our efforts, we expect to improve our members experiences and the organization as a whole. We are deeply considering diversity, equity and inclusion, while openly discussing them as an organization. We will periodically update this statement as we continuously update our knowledge. NYSFAAA is to be a 'safe space' organization for all of its members and associates.

Please consider the definitions provided below.

### **Equity vs. Equality**

Equity involves trying to understand and give people what they need. *Equality*, by contrast, aims to ensure that everyone gets the same things.

### **Systemic Equity**

Systemic equity is a complex combination of interrelated elements consciously designed to create, support, and sustain social fairness. It is a dynamic process that reinforces and replicates equitable ideas, power, resources strategies, conditions, habits, and outcomes.

### **Inclusion**

Inclusion is the action or state of including or of being included within a group or structure. More than simply diversity and numerical representation, inclusion involves authentic and empowered participation and a true sense of belonging.

Our committee will continuously work to ensure that NYSFAAA provides a platform that is Diverse, Equitable and Inclusive, so all members will feel accepted, empowered and safe.

