

The New York State Financial Aid Administrators Association (NYSFAAA) employs 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. It paves the way to improved learning practices resulting in inclusive outcomes. We commit to be more comprehensive; to share the wealth of knowledge intrinsic to our unique and collective experiences. We 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 breadth and depth brings together diverse groups of members and associates ensuring participants from all backgrounds have the opportunity for their voices to be heard and to know that all opinions are valued.

We will continue to improve our members' experiences and the organization as a whole. We consider diversity, equity and inclusion by openly discussing them as an organization. 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 actively work to ensure that NYSFAAA provides a platform that is Diverse, Equitable and Inclusive, so all members will feel accepted, empowered and safe.

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