

## Policy

### ACAPcommunity Diversity, Equity and Inclusion

Adult-children and others who care for older adults include caregivers of all characteristics and cohorts. While focusing on the adult-child, ACAP's overarching goal is to be recognized as an organization that provides excellent and meaningful evidence-informed education and support for all who care for older adults, regardless of race/ethnicity, geography, gender identification, sexual orientation, disability, mental health, citizenship status, socioeconomics, educational level, or any other cohort affiliation so all feel comfortable, welcomed, supported and part of a culturally-sensitive community.

We recognize the need for intentionality related to inclusiveness of various populations we serve. As we begin to plan for resuming in-person programming, our goal is to strengthen our service into underserved populations including African-American, Hispanic and Asian; those with disabilities; LGBTQ; lower educational levels; lower socioeconomics; and younger cohorts of direct caregivers as we increase program participation and involvement among those groups within the Board of Directors, chapter leadership, program speakers, sponsors, and staff.

To further diversity, equity and inclusion, we also have committed to ensure use of inclusive language and images in digital and print marketing, program presentations and slide deck/video images, and we continually seek to ensure that venue locations are viewed as being as neutral as possible to ensure all may feel comfortable and welcome.

#### **ACAP Policy**

"Recognizing that adult-children of aging parents and others who care for older adults represent the full spectrum of adults around the world, ACAPcommunity is committed to a diverse workforce and volunteer setting that is representative, at all levels, providing employees and volunteers with a work environment free from discrimination and harassment. All employment and volunteer decisions are based on the organization's needs, job requirements and individual qualifications. ACAPcommunity is committed to providing an environment of mutual respect where equal employment and volunteer opportunities are available to all applicants and teammates and decisions are made on the basis of qualifications, merit and organizational need without regard to race, color, religion or belief, national, social or ethnic origin, age, socioeconomics, non-disqualifying physical, mental or sensory disability, marital, civil union or domestic partnership status, sexual orientation, gender identity, gender expression, political affiliation, past or present military service, family medical history or genetic information, family or parental status or any other status protected by applicable law or non-merit factor. ACAPcommunity believes that diversity and inclusion among our teammates is critical to our success as we continue to grow as a national organization. We seek to recruit, develop and retain the most talented people -- staff and volunteers -- from a diverse candidate pool."