

18. ACCESS AND OPPORTUNITY

Scope

To outline NIGP's policy statement regarding access and opportunities in all activities conducted by the Institute.

Definition

NIGP is committed to fostering an inclusive environment where all members have equal access to opportunities and resources irrespective of their beliefs, capabilities, identities, or life experiences.

Policy

A. Guiding Principles

1. The Institute identified six values which anchor the expected behaviors of NIGP members and staff: accountability, ethics, impartiality, professionalism, service, and transparency.
2. The Institute values and respects individual strengths, viewpoints, and contributions. NIGP views the inclusion of varied backgrounds, experiences, and perspectives as a positive, valuable asset for the Institute's growth and success.
3. In principle and in practice, NIGP values and seeks a diverse, equitable, and inclusive membership. The Institute pursues and respects individual viewpoints and contributions. No one may be denied full participation in any aspect of NIGP's activities on the basis of ethnic background, race, color, gender, creed, age, sexual orientation, national origin, disability, or veteran status.

B. Programs

1. NIGP does not discriminate in the administration of its educational and professional development programs, membership eligibility policies, and other Institute-sponsored programs. It is also the policy of NIGP not to affiliate with an association that fails to adhere to the provisions of this statement of policy.

2. The Institute shall maintain an ongoing effort to identify and eliminate participation barriers as it relates to the Institute's roles, programs, and other activities.

C. ADA Compliance

1. It is the express policy of NIGP to comply with the Americans with Disabilities Act (ADA) and to provide equal opportunity to the mentally and physically impaired in connection with the provision of public services and public accommodations.
2. The Institute shall require all providers of goods and services in any Forum or program to also fully comply with ADA requirements.

D. Leadership Opportunities

1. NIGP shall provide education, training and professional development opportunities targeted at developing skills necessary for any member to assume Board, Council and Committee leadership positions in the Institute.
2. NIGP shall commit time and resources to develop and implement a plan to expand access to leadership opportunities for all members.
3. NIGP shall establish and support an Access and Opportunity Committee reporting to the NIGP Governing Board that promotes, supports, and generates efforts to foster an open and inclusive environment throughout the Institute.

E. Accountability

The Governing Board shall report annually to the membership on its efforts, progress, and success in expanding access and opportunities within the Institute.