



## NATIONAL COUNCIL ON FAMILY RELATIONS' DEFINITION OF DIVERSITY

Diversity is a descriptive term that illuminates the variety of backgrounds and contexts that are experienced by NCFR's leaders and members. Diversity is dynamic and continues to evolve over time. Respect for diversity requires openness and a sense of curiosity about all groups.

Embracing diversity means acknowledging that all groups do not live in the world in the same way. Diversity provides a lens for understanding (a) disparities of power, privilege, and access as well as the (b) exclusion of marginalized groups. The lens can also reveal that some groups are diminished by invisibility or a lack of recognition. In addition, diversity focuses attention on the strengths, wisdom and competencies of different individuals, couples, families, groups, and societies.

Aspects of diversity include but are not limited to:

- Ability and disability
- Age
- Bilingualism and multiculturalism/English language learners
- Body size and condition
- Customs and traditions
- Educational, disciplinary, or career status
- Ethnicity, race, national origin, or cultural identity
- Gender, gender identity, and gender expression
- Geographical background and location
- Indigenous or immigration status or identity
- Marital status, relational status (including singlehood), and family structure or identity
- Objective and subjective worldviews and standpoints
- Political ideologies and affiliations
- Religion/no religion, spirituality and affiliations, and faith
- Sexual orientation, identities, and expressions
- Socioeconomic status, residential status, social class, employment, and national service

[Note: The aspects are listed alphabetically, but not in any order of priority.]

NCFR realizes that various aspects of identity and recognition continue to emerge over time. Thus, this list will likely be expanded as emergence occurs. The enhanced understanding of diversity and inclusion in National Council on Family Relations guides us to greater excellence in scholarship, research, practice, and outreach to the larger societies.