NISO Diversity, Equity, and Inclusion Policy

Approved by NISO Board of Directors on February 8, 2021

Policy

NISO strives to be equitable and welcoming to all in our programming and outreach.

NISO recognizes, and is committed to redressing, the institutional/systemic racism and other inherent biases and barriers to equity in the culture of information management, both for those directly involved in this work and for those who rely on the resources and services that our community provides.

Engagement with the information management standards, resources, and training that NISO provides is available to all organizations and all individuals, regardless of race, color, national origin, ethnic identity, sexual orientation, gender identity, gender expression, marital status, age, (dis)ability, economic or cultural status, religion, career stage/professional experience, or any other form of discrimination and marginalization.

NISO is committed to ensuring that every individual and/or organization can contribute to their fullest potential. NISO activity supports equitable access to professional development and leadership opportunities for all.

The NISO Board has therefore established a subcommittee on Diversity, Equity, and Inclusion, to ensure that we hold ourselves accountable for championing the principles of social justice in all NISO's activities. This committee establishes priorities for the organization and regularly monitors progress toward achieving these goals.

Specifically, NISO pledges to:

- Create a welcoming community, one that is open to challenging assumptions about diversity, equity, and inclusion, to ensure that all individuals / groups can fully participate.
- Recruit without bias for all NISO activities and actively seek participation from groups that are discriminated against, underrepresented, and marginalized.
- Develop DEI guidance for Topic Committees and Working Groups to ensure underrepresented and marginalized communities are engaged in NISO's standards decision-making and development work.

- Provide training and educational resources specifically targeted to communities that have historically been underrepresented both within NISO's programming and the information community more broadly.
- Continue to broaden partnerships with other organizations that have diversity programs to support broader community engagement activities, such as the ALA Spectrum Program, C4DISC, Project Include, and others.
- Expand our international engagement.
- Support our members in achieving diversity, equity, and inclusion within their organizations by developing recommended practices and standards that reflect NISO's commitment to DEI.
- Review, and as needed revise, NISO's DEI policy statement and priorities on an annual basis.

NISO recognizes that our current community is not fully equitable. We have established this DEI policy, committee, and priorities to ensure that NISO actively seeks out opportunities to include those who are underrepresented or marginalized, to include them in our decision-making, learn from their perspectives, amplify their voices, and ensure that they have opportunities for growth in our organization.