## ADEA Access, Diversity and Inclusion

Framework 1-1

# Core Values

· Inclusive Leadership

• Professional, Health Care and Educational Associations

- Global Partners
- Government and Community Agencies
- Public and Private **Foundations**
- Corporate Partners

VISION

ADEA partners with its

to advance access, diversity,

inclusion, equity and the well-being of all constituencies as priorities in

promoting dental education and improving oral health for our nation and global citizens.

#### **DIVERSITY**

AREAS

Diversity recognizes that each individual is unique with multiple dimensions of diversity that intersect, whether seen or unseen, and that society and community life benefit from the engagement of these differences regardless of culture, values, beliefs,

race, ethnicity, language, age, sex, gender identity, sexual orientation, nationality, military/veteran status, disabilities, religion, economic status, geography or other characteristics or ideologies.

#### **ACCESS**

• Inclusive Excellence

Access is the ability of individuals to enter and participate equitably and impartially in education, health care, employment, services and other programs. Accessibility speaks STRATEGIC ALLIANCES to ease of access, functionality and the potential benefit that some systems or practices may provide one group but not another. It also describes the level to which services or programs are accessible to as many membership, strategic partners individuals as possible. and the health care community

STAKEHOLDERS

Intercultural Communication

### **INCLUSION**

As Board Board Aline Religion of the Religion Inclusion is the practice of leveraging diversity to ensure individuals can fully participate and perform at their best. Inclusion is a shared responsibility of everyone within the community. An inclusive environment values differences rather than suppressing them; promotes respect, success and a sense of belonging; and fosters well-being through policies, programs, practices, learning and dialogue.

• Recruitment, Retention and Success

Cultural Competency

- Institutional Climate
- Professional Development Curriculum and Clinical Care
- Diversity Research and Inquiry
- Leadership Development
- Pipeline Programs
- Strategic Planning and Assessment
- Community Engagement

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Date of Issuance: June 2018