ADEA Access, Diversity and Inclusion
Framework 1-1

**Core Values**

- Inclusive Excellence
- Inclusive Leadership
- Cultural Competency
- Global Awareness
- Cognitive Diversity
- Climate of Inclusiveness
- Equity
- Intersecting Interests

**ACCESS**
Access is the ability of individuals to enter and participate equitably and impartially in education, health care, employment, services and other programs. Accessibility speaks 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 individuals as possible.

**DIVERSITY**
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.

**INCLUSION**
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.

**STAKEHOLDERS**
- Students
- Faculty
- Residents
- Patients
- Staff
- Fellows
- Administrators
- Board of Directors

**VISION**
ADEA partners with its membership, strategic partners and the health care community 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.

**STRATEGIC ALLIANCES**
- Recruitment, Retention and Success
- 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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For more information on ADEA ADI, visit adea.org/adi or email us at diversity@adea.org.