

Telling Everyone's Story - NAI's Commitment to Diversity

The National Association for Interpretation (NAI) is dedicated to advancing the profession of heritage interpretation. Interpreters are the keepers, tellers, and facilitators of stories for our natural and cultural resources. As such, interpreters hold a tremendous responsibility to really understand the stories that are told and to richly represent all people, all backgrounds, and all perspectives.

At NAI, we are passionate about supporting those who interface with the public to understand the value of our shared natural and cultural heritage. When interpreters represent a diverse range of experiences, individually and collectively we are better able to understand and meet the needs and perspectives of site visitors.

Therefore, diversity is core to NAI's mission. We aspire to develop, promote, and sustain an organizational culture that values, nurtures, and leverages diversity and inclusiveness in all that we do. In addition NAI is committed to respecting and highlighting the richness of our diverse membership so that every member has an equal opportunity to contribute in significant ways to the effectiveness of the organization.

The overall objective of NAI's diversity effort is to create a culturally progressive and socially reflective organization that represents, supports and celebrates diversity at all levels, one that is unashamed about its promotion of diversity and inclusion and always cognizant of privilege. In addition, we strive to model the values of diversity and inclusion that we articulate here.

NAI recognizes ...

NAI recognizes ... and honors diversity in its many dimensions including but not limited to ethnicity, race, culture, nationality, sex, gender, gender expression, sexual orientation, faith, socioeconomic background, mental and physical abilities, learning styles, and viewpoints.

NAI recognizes ... that different perspectives are important to our organization, and we benefit greatly from the individual strengths of each member.

NAI recognizes ... that diversity is important because we are changing. Demographic changes have shaped the nation's past and will continue to shape its future. In order to stay relevant as an organization we must reflect this changing population.

NAI recognizes ... that achieving diversity, equity and inclusion is challenging work requiring change and resources from individuals as well as organizations.

NAI recognizes... that privilege, specifically that associated with dominant or majority cultures, manifests itself in overt and covert ways. Addressing that privilege requires difficult reflection and honest investigation.

NAI is committed to...

NAI is committed to... creating an inclusive culture in which differences are recognized, respected, valued and celebrated.

NAI is committed to... helping our members become better at telling their stories to diverse audiences, and understanding, honoring, and allowing diverse audiences to tell their own stories at our interpretive sites and venues, by creating workshop and training opportunities on inclusion and diversity.

NAI is committed to... recruiting a diverse board and staff, knowing that diversity in our leadership should reflect our membership and visitors to our sites. We will make sure that diversity, inclusion, and equity are considerations when nominating candidates for the board and when hiring staff members.

NAI is committed to... having a supplier base that reflects our diverse member base. We will do this by identifying and working with diverse vendors, contractors, and consultants. NAI is careful and strategic in selecting venues where it holds national and regional meetings. Whenever possible, NAI will not support businesses where discrimination in any form is codified.

NAI is committed to... supporting a standing advisory committee to oversee NAI's diversity, equity and inclusion efforts.