The Board of Directors of the National Academy of Public Administration works on behalf of a government that is just, fair, and inclusive for all, with governance structures and democratic institutions that reflect the full and remarkable diversity of the people whom federal, state, regional, tribal, and local governments serve in the United States. A just, fair, and inclusive government strengthens resilient communities, and embraces and protects the democratic ideals upon which this nation was founded. An Academy that is just, fair, and inclusive acts within the field of public administration to lead the way for positive and lasting change.

The core values of diversity, equity, inclusion, and access guide our work in promoting effective governance in several ways:

- The Academy works to demonstrate its commitment to diversity, equity, inclusion, and access in its internal operations, including, for example, staff hiring and retention, a culture of belonging and support for all staff, procurement from small and disadvantaged businesses, investment of assets in minority depository institutions, and other ways that are consistent with excellent management.

- The Academy works to attract and recognize a diverse population of Fellows that reflects the profession of public administration. Each year we strive to make the Fellowship population more fully representative of the broad spectrum of excellence in public administration.

- In its studies and reports for government and nonprofit clients, the Academy supports public administration practices and solutions that recognize and address the needs of all communities, with special attention to questions of equity and access. The Academy brings an equity lens to the questions and projects of our clients, working with them to promote inclusion in government.

- In public events and outreach to the broader public administration community, the Academy promotes and shares our collective commitment, expertise, and experience to provide practical and intellectual frameworks to redress racial, ethnic, gender, and other disparities that disadvantage marginalized groups.

To achieve these goals, the Academy has incorporated diversity, equity, inclusion, and access goals into its current Strategic Plan, has supported the outstanding work of the Standing Panel on Social Equity and its annual Social Equity Leadership Conference, and has focused public attention and the work of Fellows on “Foster Social Equity” as one of the Grand Challenges of Public Administration.

On behalf of the Academy, the Board believes that it is fundamental to our mission to advance the goals of diversity, equity, inclusion, and access in public administration. In
partnership with the staff and the President, and with the Standing Panel on Social Equity, the Board will seek each year to identify and adopt steps to strengthen our expertise and impact, to promote inclusion in government at all levels and across all disciplines.