

AAPRA Justice, Equity, Diversity, and Inclusion Pledge

The American Academy for Park and Recreation Administration (AAPRA) is committed to a culture of justice, equity, diversity, and inclusion in the profession of parks and recreation. There is no doubt that bias whether implicit or unconscious, prejudice, and discrimination on the basis of human characteristics harms society and are barriers in our profession. Eliminating these barriers requires deliberate and intentional efforts by all of us, especially AAPRA members who are leaders in the field. We must strive to justly provide equitable parks, recreation, therapeutic recreation, and nature-based opportunities that are essential to the quality of life.



I take this pledge, as an AAPRA member, to commit to promoting, nourishing, and embodying an inclusive and equitable environment; strengthening our commitment to promote justice, equity, diversity, and inclusion; combating systemic and structural racism; and promoting a culture of equality for all, through our knowledge advancement, research, education, and scholarly efforts.

Commitment Statements for Academy Members:

1. **I commit to reveal relevant opportunities.** Gain awareness of the types of diversity within and across groups, and the context in which diversity, equity, and inclusion play out across organizations as a whole.
2. **I commit to elevate equity.** Acknowledge societal inequities and recognize that, unintentionally, their organization isn't a level playing field; set clear goals toward greater equity, and then take action,
3. **I commit to activate diversity.** Recognize and engage differences within the organization and membership. Explore the impact of diversity on perspectives, assumptions, and approaches, and identify ways to enhance the contribution of all.
4. **I commit to lead inclusively.** Active, intentional, and ongoing efforts to promote the full participation and sense of belonging of everyone. Beyond policies and practices, it includes the ability to envision and enact inclusive ways of leading.