



## **NACA Statement on the Supreme Court Decision to Dismantle Affirmative Action**

June 29, 2023 – The United States Supreme Court recently released its decisions in the cases of *Students for Fair Admissions (SFFA) v. University of North Carolina* and *Students for Fair Admissions v. Harvard University*. While the implications of the decisions are yet unknown and will take time to decipher, the Association does not support the findings. The removal or dismantling of programs that promote a diverse student population are incongruent with NACA values and negatively impact our vision to create college communities where everyone belongs.

NACA strongly believes that higher education should be accessible to all who seek it, but this requires addressing the barriers and inequities that have prevented historically marginalized communities from accessing a college education. Centuries of systemic racism, privilege, and prejudice has led to inequities in all facets of higher education and the underrepresentation of BIPOC students, faculty, and staff at many colleges and universities today. Affirmative action has served as an important tool for BIPOC individuals to access higher education and its removal poses immediate and long-term negative effects to the inclusive communities we strive to build.

NACA has long been committed to advancing diversity development and the principles of equal opportunity and affirmative action through its respective programs, services, and volunteer involvement. The Association has previously adopted [Non-Discrimination, Diversity Advancement and Affirmative Action Principles](#), that include:

- Not discriminating on the basis of race, color, religion, gender, gender identity, economic status, sexual orientation, national origin, age, ethnic background or disability in any of its policies, procedures or practices.
- Promoting vigorous efforts to enhance, develop and increase a diverse volunteer pool in all areas of the Association.
- Actively promoting diversity in its programs and services.
- Expecting all volunteers and NACA® Office staff to consistently display sensitivity to diversity and the principles of affirmative action.
- Promoting the importance of eliminating discriminatory and/or culturally insensitive language, behavior and content from NACA-sponsored activities and will urge all members and guests of the Association to cooperate in this effort.

We also strongly advocate for members to review and use the [Competencies for Diversity & Inclusion](#) as a guide to develop one's professional and personal growth as they seek to increase awareness and facilitate diverse and engaged college communities. Our competencies speak to:

- Recognizing that individuals have multiple and intersecting identities, differing lived experiences, and varying perspectives and are not solely defined by any one of these;
- Understanding how we interact with systems of oppression, privilege, and power;
- Demonstrating awareness of inequitable and oppressive ways that laws and policies are enacted on vulnerable populations; and,
- Recognize the ways in which behaviors can explicitly or subtly create perceptions that certain groups are not welcome.
- Create environments that encourage people from a wide variety of backgrounds and perspectives to connect, engage and make meaningful contributions.

The Association is committed to using its mission, vision, core values, and competencies to create, with intention, environments, and experiences where all people can thrive and be successful.