



**Parent/Professional
Advocacy League**

Statewide Office

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3/15/26

DEI Statement at PPAL:

At PPAL, we are committed to nurturing a diverse, inclusive, and equitable organization where every team member and the families we support are valued and respected, irrespective of gender, race, gender identity, ethnicity, national origin, religion, socio-economic status, age, sexual orientation, education, disability, veteran status, or any other aspect of diversity.

Our commitment involves:

- Recognizing diversity, inclusion, and equity as fundamental to our mission and essential for the well-being of our staff and the communities we serve.
- Identifying and rectifying disparities within our policies, systems, programs, and services.
- Maintaining transparency in communications and consistently updating and reporting our progress.
- Scrutinizing potential underlying assumptions that could impede inclusivity.
- Advocating for board-level discussions on the impact of systemic inequities on our operations and how to address them in line with our mission.
- Partnering with organizations that will extend both the reach of our support and our staff recruitment to more diverse communities.
- Promoting an organizational culture of respect and acceptance through all forms of communication.

All of PPAL's leaders and employees are committed to this philosophy of respect and acceptance and will demonstrate it in their workplace interactions and daily behavior.