



LITTLE PEOPLE OF AMERICA  
Empowerment • Awareness • Community

## Defining Inclusion, Diversity, Equity and Accessibility within LPA

Little People of America (LPA) is fully committed to creating a more just, equitable and diverse organization for people of short stature. We have thoughtfully defined the words "inclusion, diversity, equity, and accessibility" (IDEA) as a means to address and acknowledge the shortcomings of the organization in the past. These definitions serve as a guide for LPA's transformation, reinforcing our commitment to integrating IDEA into the fabric of everything that we do by aiming to create a safe space where all individuals are respected, valued, and fully integrated within the community.

**Inclusion** is the active creation of a welcoming space for dwarf communities that values and invites the contribution and participation of all the identities and multiplicities\* embedded within it.

**Diversity** is a celebration of our whole community and recognizes the many positionalities\* that occur within it. We seek to ensure that a diverse group of people are represented across our leadership and membership. We acknowledge that having multiple marginalizations creates more challenges to access. These marginalizations can include but are not limited to: multiple disabilities, age, race/ethnicity, class, religion, immigration status, sexuality, gender, etc. Diversity is also a participation in and celebration of dwarf and disability history.

**Equity** is an ongoing process of examining and restructuring, thereby removing intentional and unintentional barriers to membership, participation and leadership. This works to create a community that provides fair and just treatment to each member, and the ability for all to access resources and information. We believe equity to be the practice of diversity in action.

**Accessibility** is the ability for each member, including those with multiple access needs\* (i.e. mobility device users, deaf or hard of hearing, scent sensitivities, etc.) to take advantage of all the benefits of the organization, thus providing true access to everybody for the benefit of all participants.

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\* Indicates a word in which we elaborate further. We understand that everyone comes to I.D.E.A. at various levels of learning, so we want to make sure we are as clear as possible in our efforts of equity and transparency. (see below)

**\*Multiplicities:** Multiplicity literally means multiple or many, but what the committee meant in this context is more along the lines of the Walt Whitman quote "I contain multitudes.", that we each hold many components that make up our identities, that allows us to connect with each other in innumerable ways.

**\*Positionalities:** This term represents the ways in which our individual experiences and histories form and shape us into making up our own unique identity.

**\*Access Needs:** An access need is something a person requires to communicate, learn, or otherwise take part in an activity, event or conversation.



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## **Our Commitment to Inclusion, Diversity, Equity and Accessibility**

- Commit time and resources to diversify our board, staff, and volunteers and to work to find leadership opportunities within LPA to reflect the diversity of our community.
- Strengthen alliances with other organizations led by and representing people of color, individuals facing financial difficulties, immigrants/refugees, LGBTQ+ people, and other disability groups.
- Collect quantitative and qualitative data on our membership community to ensure that people within cross-minority groups benefit from our programs and advocacy.
- Prioritize belonging and safety of all members, leaders, and allies of the organization.
- Create an Inclusion Director board position and committee to develop, lead, and strengthen our IDEA efforts.
- Uphold high standards for intentional, inclusive language to ensure that all people feel welcomed and included.
- Increase translation and interpretation options to improve equitable access to information.
- Actively listen to feedback from our members to ensure we are hearing and elevating diverse voices and ideas.
- Hold community events that invite participation from all walks of life in safe, accessible, and inclusive settings.
- Be honest and transparent about where we are in our IDEA journey as an organization, and to remain dedicated to learning and improving.