

# Position Statement



## Diversity and Inclusion

The American Association for Respiratory Care (AARC) professional community embraces diversity and equity in all its forms, promoting respect, cultural humility, and inclusion in every facet of its mission.

The AARC is enriched by the differences and uniqueness found among its diverse members, their patients/clients/customers, and additional stakeholders. The AARC values and embraces equitable opportunity and respect for personal cultural backgrounds to enhance our profession. The AARC accomplishes this by:

- Demonstrating openness to and acceptance of all forms of diversity and multiculturalism including, but not limited to, age, gender and gender identity, race, accessibility, ethnicity, nationality and national origin, ancestry, religious affiliation, sexual orientation, socioeconomic status, political affiliation, physical and mental abilities, veteran and active armed service status, job responsibilities/experience, education, and training.
- Acknowledging the varied beliefs, attitudes, behaviors, and customs of the people that constitute its communities of interest, thereby creating a diverse, equitable, and inclusive professional environment.
- Promoting an appreciation for communication between and understanding among people with varied beliefs and backgrounds.
- Being accessible to all abilities at events and activities.
- Using multicultural and equitable content and gender-neutral references in documents and publications.
- Promoting diversity and inclusion through education and cultural humility in its educational programs.
- Actively recruiting candidates from minoritized groups for leadership and mentoring programs.

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