

# Diversity, Equity, Inclusion, & Justice

AAIDD's mission includes promoting **human rights** for people with intellectual and developmental disabilities (IDD) and challenging racism, ableism and other forms of bias. Promoting human rights for people with IDD means promoting **diversity, equity, inclusion, and justice**.

AAIDD promotes the human rights of people with IDD and asks everyone to:

- Recognize that that barriers related to **ableism** are increased by racism, sexism, or other types of **bias**.
- Understand that people with IDD face greater bias when they also have other **marginalized identities**.
- Help people with IDD choose and get the supports they need.
- Promote policies and practices that support the full participation of people with IDD in society, and specifically in research, practice, and policy activities.
- Include diverse perspectives when working to reduce and eliminate barriers experienced by all people with IDD and people with IDD affected by multiple types of bias.

AAIDD is committed to creating an equitable and just society that fully includes all people.

## DEFINITIONS OF WORDS USED IN THIS DOCUMENT

**ABLEISM:** Unfair ideas or actions based on disability.

**BIAS:** Unfair opinions or ideas of people based on something that is part of who they are.

**DIVERSITY:** Seeking out and valuing different views. People have different views related to their lived experiences with things like their race, age, gender, faith, culture, sexuality, and disability.

**EQUITY or EQUITABLE:** Reaching the goal of fairness by giving each person what they need to succeed.

**HUMAN RIGHTS:** Rights we all have because we are human.

**INCLUDE, INCLUDED, or INCLUSION:** People feel and are treated like they belong.

**JUSTICE or JUST:** What is fair or right.

**MARGINALIZED IDENTITY or IDENTITIES:** People are not respected and treated unfairly based on beliefs about their race, ethnicity, gender identity, sexuality, age, disability, culture, or other things that are a part of who they are.

**POLICES:** Rules, regulations, or laws.

**PRACTICES:** The ways that services, supports, and programs are provided.