# [Insert NAMI Affiliate Logo here]

**2.10 Diversity and Inclusion**

NAMI [Affiliate] shall actively recruit, engage and serve members from every race, culture, ethnicity, age, religion, socio-economic status, sexual orientation, gender, gender identity and disability and shall not discriminate in the requirements for membership, provision of service or support or in its policies or actions.

The NAMI [Affiliate] Board of Directors will regularly review their own composition and membership demographics compared to those of the country using national census data, in order to aspire towards reflecting that composition.

In keeping with NAMI’s values regarding nondiscrimination and with applicable federal law, NAMI [Affiliate] shall include in bylaws, operating policies and procedures and other relevant policy documents, explicit statements that require the organization to embrace the broadest possible definition of inclusion and nondiscrimination.

NAMI [Affiliate] shall collect a baseline of members’ voluntarily-supplied demographic information. Systems shall be put in place to protect the confidentiality of this information; demographic information will only be reported in the aggregate.

NAMI [Affiliate] will reach out to and welcome the community at large through our recruitment, marketing, public education, and awareness activities. NAMI [Affiliate] will strive to support recruitment and retention of a diverse and inclusive membership and leadership. Whenever there is a demand and the interests of members can best be served by support through groups sharing some affinity, including but not limited to lived experience or primary language, NAMI [Affiliate] shall encourage its NAMI State Organization and members to offer multiple support groups beyond their baseline family and/or consumer groups.

# \*\* FLAGGING “consumer” groups for add’l thought, though this is pulled directly from the 2013 NAMI BOD OPs Manual.