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# American Naprapathic Association

Headquarters at the NCNM University  
3330 N. Milwaukee Avenue  
Chicago, Illinois 60641

Adopted January 2024

## **Racial (Ethnicity)/Gender/Sex-Orientation Identification Disclosure**

The American Naprapathic Association is committed to fostering an inclusive and diverse community. In alignment with our values of transparency and equity, we have implemented a Racial (Ethnicity)/Gender/Sex-Orientation Identification Disclosure to collect voluntary information from our board members and stakeholders. This initiative aims to better understand and address the unique needs of individuals within our community, allowing us to create a more supportive and inclusive environment.

### Purpose:

The purpose of the Racial (Ethnicity)/Gender/Sex-Orientation Identification Disclosure is to gather data on the Racial (ethnicity), gender, and sexual orientation demographics of our leadership and community. This information will be used exclusively for internal purposes to inform our programs, services, and initiatives. By voluntarily providing this information, individuals contribute to the creation of a more inclusive and tailored experience for everyone involved with The American Naprapathic Association.

### Confidentiality:

It is important to note that participation in the Racial (Ethnicity)/Gender/Sex-Orientation Identification Disclosure is entirely voluntary. The information collected will be kept confidential and will not be disclosed or used for any discriminatory purposes. Data will be aggregated and anonymized to protect individual privacy while providing us with valuable insights into the diversity of our community.

### How the Information Will Be Used:

The aggregated data will be utilized to identify patterns, gaps, and areas of improvement within our organization. This information will guide our efforts to enhance diversity, equity, and inclusion, ultimately creating a more welcoming space for all individuals. This information may be used for necessary or mandatory reporting per licensing, regulation of businesses and corporations under the Business Corporation Act. Additionally, we may use the data to tailor our communications, programs, and services to better meet the specific needs of different communities within our organization.

### Opting Out:

Participants are free to choose whether or not to disclose their Racial (ethnicity), gender, and sexual orientation information. Choosing not to disclose this information will in no way impact an individual's relationship with The American Naprapathic Association, and they will continue to receive the same level of respect and consideration.

### Conclusion:

The American Naprapathic Association values the diversity of our community, leadership and is dedicated to creating an environment that embraces and celebrates the unique identities of each individual. The Racial (Ethnicity)/Gender/Sex-Orientation Identification Disclosure is one of the ways we strive to fulfill this commitment, and we appreciate the voluntary participation of our community members and leaders in this important initiative.

Thank you for contributing to our shared goal of fostering an inclusive and supportive community.

Sincerely,  
Dr. Shante Griggs, PharmD, RPh, DN  
President American Naprapathic Association (ANA)