



## **USLCA Position on Diversity, Equity, and Inclusion**

The US Lactation Consultant Association (USLCA) exists to support the advancement of the lactation profession across the United States so that all families have access to appropriate lactation care. Advancing the profession requires increasing education and training opportunities for all who aspire to make lactation their vocation, especially those in underrepresented and historically marginalized communities such as communities of color, low income communities, the LGBTQIA+ community, and people with disabilities.

As healthcare in the US continues to evolve, the programs and cultural changes needed to advance the profession must also continue to evolve. USLCA is committed to building a culture of diversity, equity, and inclusion at its core and ensuring that our programs and initiatives continue to support pathways for those in underrepresented and historically marginalized communities.

USLCA recognizes that privilege and oppression exist in our society and among our profession and we are committed as an organization to assertively addressing this with a goal of eliminating inequities and embracing our differences through:

### **Diversity:**

USLCA strives to improve the diversity among the population of lactation care providers as well as the lactating populations that we serve.

### **Equity:**

USLCA strives to ensure professional development opportunities are available and attainable to all, regardless of their individual professional aspirations or cultural background, and strives to elevate opportunities for those in underrepresented communities.

### **Inclusion:**

USLCA strives to create an inclusive culture for all lactation care providers – peer supporters, counselor/educators, and consultants, and those in underrepresented and historically marginalized communities such as communities of color, low income communities, the LGBTQIA+ community, and people with disabilities.

USLCA is committed to this important work as we embrace the differences among our members, our profession, and those we care for. It is a transformative and ongoing process that requires continual evaluation, development, and enhancement with input and feedback from a wide representation of individuals.