



**MASSACHUSETTS ASSOCIATION FOR APPLIED
BEHAVIOR ANALYSIS**

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Position Statement on Diversity, Equity, Inclusion, and Belonging

At MassABA, we recognize that Diversity, Equity, Inclusion, and Belonging (DEIB) are not just ideals but essential principles that guide our actions, decisions, and interactions. As an organization committed to applied behavior analysis (ABA), we understand the profound impact of these principles on the individuals we serve, our members, and the communities in which we operate. Therefore, we affirm our dedication to fostering a culture that embraces DEIB in every aspect of our activities.

Diversity: We celebrate the richness of diversity in all its forms – including but not limited to race, ethnicity, neuro identity, gender, sexual orientation, socio-economic status, age, ability, religion, and culture. We believe that a diverse community fosters creativity, innovation, and resilience, and we commit to actively amplifying diverse voices within our organization and beyond.

Equity: We acknowledge that systemic barriers exist that prevent equal access to opportunities and resources. As such, we are committed to identifying and dismantling these barriers to ensure that everyone, regardless of their background or circumstances, has equitable access to quality ABA services, professional development opportunities provided by MassABA, and leadership roles within the organization.

Inclusion: We strive to create an inclusive environment where all individuals feel valued, respected, and empowered to contribute their unique perspectives and talents. We recognize that inclusion is not just about representation but also about creating a sense of belonging where everyone feels seen, heard, and supported.

Belonging: We understand that true belonging goes beyond mere tolerance or acceptance – it is about feeling a deep sense of connection and affirmation within our community. We are dedicated to fostering a culture of belonging where individuals can express their full and authentic selves, free from fear of discrimination or prejudice.

To uphold these principles, we are committed to:

Continuous Education and Training: We will provide ongoing education and training to our members on DEIB issues, including unconscious bias, cultural considerations, and inclusive practices. We will also strive to present opportunities for the clients and stakeholders of our members that assist them in understanding behavior analytic principles and practices in accessible language.

Transparent Communication: We will maintain open and transparent communication channels to ensure that everyone within our organization feels empowered to express their concerns, share their experiences, and contribute to our DEIB initiatives.

Collaborative Partnerships: We will actively seek partnerships with organizations and individuals who share our commitment to DEIB, recognizing that collaboration is essential for creating meaningful and sustainable change.

Data-Informed Decision-Making: We will collect and analyze data on DEIB metrics to assess our progress, identify areas for improvement, and hold ourselves accountable to our DEIB goals.

Community Engagement: We will actively engage with the communities we serve to ensure that our programs and services are responsive to their unique needs and preferences.

Leadership: We commit to expanding the diversity of our leadership by actively seeking, encouraging and mentoring individuals to serve in organizational leadership roles from a wide range of backgrounds that represent the range of the clients and stakeholders served in our communities.

Membership: Through mentorship, education, communication efforts, and dismantling of economic and social barriers, we will actively seek to expand the diversity of MassABA membership to include students and practitioners representative of the range of diversity across ethnicity, neuro identity, gender, sexual orientation, socio-economic status, age, ability, religion, and culture in Massachusetts.

In conclusion, DEIB are fundamental values that guide our mission, vision, and actions at MassABA. By embracing diversity, promoting equity, fostering inclusion, and nurturing a sense of belonging, we strive to create a more just, equitable, and compassionate world for all.

The MassABA Leadership Team

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