



Diversity, Equity and Inclusion Statement

Revision 2, dated 06/13/2022

The **Institute of Noise Control Engineering-USA (INCE-USA)** is committed to fostering, cultivating and preserving a culture of diversity, equity, and inclusion.

Our membership, volunteers, and contract staff are the most valuable asset we have. The collective sum of the individual's differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities, and talent which our membership/staff invest in their work is essential to the Institute's achievement and reputation.

INCE-USA recognizes that equity includes more than internal operations but also how we as noise control professionals impact the world. We acknowledge that the world is not as quiet for the less affluent and under-represented communities. Through our programming we are committed to focusing our resources to quieting all communities and reducing the impact of noise throughout the United States with emphasis on addressing the uneven exposure of the less affluent and under-represented groups.

We recognize and embrace diversity in our membership, directors, officers, volunteers, and staff. INCE-USA does not discriminate based on age, color, race, gender, ethnicity, family or marital status, sexual orientation, gender identity or expression, language, national origin, disability, physical and mental ability, political affiliation, religion, socio-economic status, veteran status, and other characteristics that make the people in the Institute unique. We actively seek, encourage, and support the participation of those from under-represented groups in INCE-USA leadership and other responsible positions.

All members, directors, officers, volunteers, and staff of INCE-USA have a responsibility to always treat others with dignity and respect at all times. All members, Directors, officers and staff are expected to foster inclusion during all organization-sponsored activities and in general public life.

INCE-USA commits to continually review INCE-USA procedures and practices and diversity, equity, and inclusion outcomes. INCE-USA leadership will create and implement plans to create an environment in which everyone can fully participate and have opportunities to become leaders within the organization.

Approved by the INCE-USA Board of Directors, dated June 12, 2022

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Joe Cuschieri
Executive Director

A handwritten signature in black ink, appearing to read 'Michael Bahitirian', written over a horizontal line.

Michael Bahitirian
President

A handwritten signature in black ink, appearing to read 'Judy Rochat', written over a horizontal line.

Judy Rochat
Incoming President