

## International Council on Shared Parenting (ICSP) Diversity and Inclusion Statement

The International Council on Shared Parenting (ICSP) is an organization focused on the dissemination and advancement of scientific knowledge on the needs and rights of children whose parents are living apart, and on formulating evidence-based recommendations about legal, judicial, and practical implementation on shared parenting. As an organization, ICSP is aware of the importance and value of diversity in all forms, including our scholarship and membership. Therefore, diversity, inclusion, and equity are at the core of what ICSP stands for. A diverse membership that encompasses a wide variety of perspectives and experiences serves to strengthen the work of our organization.

We recognize that there is great variability in cultural norms over time that has created inequities in how parenting time and access to children have been distributed to parents based on their identities (e.g., gender, race, social class, ethnicity, nationality, ability, religion, sexual orientation). Consequently, there is variability in populations around the world that are differentially affected by prejudicial cultural and legal practices that create unequal parenting practices between parents who are living apart. We understand that members of populations that have been differentially affected by these biased practices may at times reflect more of ICSP's membership than others. This representation should not ever be mistaken as a reflection of the core mission of ICSP, which is to address this inequality for all, in whatever form it exists, in any given context.

We understand that achieving diversity and inclusion in ICSP is an ongoing process that requires commitment and proactive work. While diversity in membership is highly valued, we also continuously work to maintain a balance of scientists, practitioners, and members of civil society so that we can work together to achieve our goals most effectively. To this end, these different sectors share in the governance of ICSP.

Our commitment to inclusion, diversity, and equity is unwavering and reflected in the work we do around the world. In addition to our ongoing commitment to inclusion and diversity, we have a set of short- and long-term initiatives to focus on diversity and inclusion because we are an organization that wants to respect the values and needs of its members. Some examples of these initiatives include an international membership drive targeting underrepresented regions and countries in the world, a virtual seminar series of invited and diverse speakers for ICSP members, and a standing committee focused on regional and international conferences.

### **As an organization, ICSP is committed to the following principles:**

- The diversity of identities and inclusion of underrepresented groups, an international presence, and a balance of science, practice, and civil society sectors are crucial to the mission of ICSP.
- Understanding the experiences and needs of populations differentially affected by biased parenting time and access practices are essential to addressing inequality.
- Diversity of membership and perspectives on the ICSP Board and standing committees ensures that all voices are heard, and effective solutions can be found.