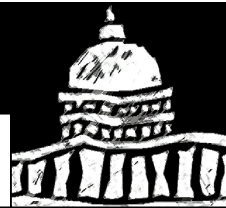


# USSA Diversity Guidelines



## 39th Annual Legislative Conference

### Building A Strong National Movement

The United States Student Association is committed to expanding access to education for all people. We recognize that someone's class, ability, nationality, race, ethnicity, religion, sexual orientation, veteran status and any combination of these or other identities affect their experience with, barriers to, and opportunities for higher education.

Enrollment	Suggested Delegates	Suggested Delegation Diversity
0-3,500	5	1 W, 1 WOC, 1 POC, 1 Q/NT/SD/V/INT/WC
3,501-5,500	6	1 W, 1 WOC, 1 POC, 1 Q/NT/SD/V/INT/WC
5,501-8,500	7	1 W, 1 WOC, 1 POC, 1 WC, 1 Q/NT/SD/V/INT
8,501-13,500	8	1 W, 1 WOC, 1 POC, 1 Q, 1 WC, 1 NT/SD/V/INT
13,501-20,500	9	2 W, 1 WOC, 2 POC, 1 Q, 1 WC, 1 NT/SD/V/INT
20,501-30,500	10	3 W, 1 WOC, 2 POC, 1 QOC, 1 WC, 1 NT/SD/V/INT
30,501 +	11	4 W, 1 WOC, 2 POC, 1 QOC, 1 WC, 1 NT/SD/V/INT

(W=woman; WOC=women of color; POC=Person of Color; Q=Queer; QOC=Queer of Color; NT=Non-Traditional; SD=Student with Disabilities; V=Veteran; G/P=Graduate or Professional, INT=International Student, WC=Working Class) \*1 of which is a woman of color. *Any campus who counts G/P students as part of enrollment for determining delegation size should include a G/P student in their delegation.*

All delegations of 3 or more should have at least 1 W and 1 POC that cannot be the same person. Delegates may fulfill multiple roles, except the delegate fulfilling the WOC guideline may not also fulfill the POC or the W guideline.

USSA recognizes that, intentionally or unintentionally, many institutional factors discriminate against people based on their identity. This discrimination is directly related to the under-representation of some communities on our college campuses. If we are to fulfill our goals as an organization, we must have perspectives from a broad range of students in our organization and at the forefront of the national student movement.

### USSA's Commitment To Diversity

In addition to breaking down barriers to education, USSA has a historical commitment to equality within our organization. The Diversity Guidelines ensure that USSA is inclusive of all students from across the country. The guidelines help encourage campus student government associations to fully incorporate and represent the entire student body on their campus and with USSA. Recruiting a diverse delegation sends a powerful message to our elected officials that we represent a number of different communities on our campuses and in turn strengthens our lobbying power.

### A Representative Delegation

Before the conference, contact campus organizations including women; students of color; lesbian, gay, bisexual, or transgendered students; veterans; students with disabilities; and nontraditional students. Let them know about USSA, our conferences and campaigns, and encourage their participation. This is a great opportunity to strengthen relationships with these campus organizations.

The best approach a student association can take to recruit diverse conference participants is to work on issues that affect a broad range of students. Having a diverse group of students setting the student government agenda and working together with student organizations makes diversity a full-time commitment and strengthens any student government association.

For information or questions regarding diversification of your delegations:  
contact [ussa@usstudents.org](mailto:ussa@usstudents.org) or call 202.640.6570.