



## **DIVERSITY, EQUITY, INCLUSION, AND JUSTICE**

### MISSION

VOCAL promotes and supports the values of diversity, equity, inclusion, and justice in our community and the community of peers.

### VISION

VOCAL affirms our commitment to the core values of diversity, equity, inclusion, and justice. These values are nonnegotiable, and they guide our work. We encourage VOCAL members to reflect on their own experiences with prejudice, bias, and discrimination, using those experiences to increase their commitment to be part of the change needed to ensure fairness and equality for all people. We stand against all forms of injustice, inequality, and racism, with a vision to become a more just and fair society for all.

### VALUES

We approach our work on diversity, equity, inclusion, and justice with courage and optimism, knowing it requires a sustained commitment. This work is our shared responsibility, and our shared opportunity. What is at stake is nothing less than our shared fate as a community of peers, and we invite each person to support and practice our highest ideals:

- We commit to diversity, equity, inclusion, and justice learning, now and in the future.
- When we make mistakes along the way, we will adapt and continue to learn.
- We commit to work toward undoing unconscious bias, stereotyping, and discrimination.
- We commit to seeking and supporting diverse leadership.
- Diversity calls us to recognize and value the various differences each of us brings to the workplace, community, conversation, or gathering.
- We commit to respect and include different ideas, cultures, perspectives, and values.
- We will create welcoming environments and support relationships in ways that are kind, honest, and respectful.
- We value each individual for who and what they are.
- We commit to the value of equity to provide fair treatment, access, opportunity, and advancement to everyone.