



Diversity Equity and Inclusion Vision and Values Statement

Vision

Build and sustain a diverse, equitable and inclusive Association that sets the example for affirmation, access, recognition, and respect of various groups, identities, and cultures to positively impact Virginia's association community.

Values

- Continually create opportunities for VSAE members to develop critical skills to lead and manage through the lens of diversity, equity, and inclusion.
- Create and maintain an environment that allows everyone to express their social identity and culture to foster a sense of belonging.
- Model respect, professionalism, and ethical behavior among VSAE members.
- Seek out and encourage diverse ideas and perspectives at all levels of VSAE leadership and members.
- Stand against all forms of discrimination, oppression, bias, exclusion as well as structural, institutional, and systemic inequities.
- Use a data-driven approach to track, measure, and understand the current state of diversity, equity, and inclusion within Virginia's association community.

Adopted by the VSAE Board of Directors
December 10, 2021