



AIS-DSD Support Group Diversity Statement

The AIS-DSD Support Group Board of Directors is committed to reflect diversity and promote inclusiveness in all aspects of our work and to provide a safe and harmonious environment for everyone throughout our organization regardless of race, ethnicity, age, sexual orientation, gender expression, sex, ability, or socioeconomic status. This commitment shall include the composition of our membership, board, committees, staff and volunteers. We seek to be a multicultural organization that embraces the nuances of humanity, and works for equity among all people.

We are committed to act as an agent of social change within our dynamic and diverse organization for the basis of inclusion and acceptance of our similarities and an appreciation of our differences.

We pledge to:

- Promote an environment of respect and consideration where every voice is heard and valued regardless of ethnicity, age, sexual orientation, gender expression, sex, ability, or socioeconomic status.
- Encourage advocacy, particularly when it pertains to protecting each other and promoting the organizations goal of inclusion.
- Educate in an effort to achieve understanding. To truly understand a person's journey, we must know the path on which they travel.
- Allow for mistakes to become teaching tools in the effort for diversity and inclusion by promoting both accountability and forgiveness.
- Recognize, encourage and celebrate the diverse experiences of our membership and continually promote outreach, including those groups lacking representation within our organization.
- Foster new relationships that bridge differences, exemplify acceptance and inclusion, and encourage continued camaraderie amongst all members.



Our Diversity Committee will continually work to provide community outreach to connect to those in need of our organization, with an emphasis for those communities with limited resources.

AIS-DSD Support Group respects, values, and celebrates the unique attributes, characteristics and perspectives that make each person who they are. Believing that bringing diverse individuals together allows us to collectively and more effectively address the issues that face our communities. We take the broadest possible view of diversity, going beyond visible differences to affirm the essence of all individuals including the realities, background, experiences, skills and perspectives that make each person unique.