

## **DIVERSITY, EQUITY, BELONGING, AND INCLUSION RESOLUTION**

### **May 2021**

#### **WHEREAS:**

WHEREAS, human diversity can be defined as differences in race, ethnicity, nationality, gender, gender identity, sexual orientation, socio-economic status, age, physical and/or mental capabilities, and religious beliefs, and

WHEREAS, equity is providing fair treatment, access, opportunity, and advancement for all people; eliminating barriers that have prevented the full participation of all groups; and

WHEREAS, inclusion is creating environments in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate; and

WHEREAS, ACCF is committed to building a community that holds diversity, equity, and inclusion as core values; and

WHEREAS, this commitment strengthens the organization, improves our overall effectiveness, by ensuring that differing ideas, experiences, and contexts are available to inform important decisions; and

WHEREAS, the perspectives of communities of color and different cultural and economic backgrounds are often underrepresented in the viewpoints in civic engagement; and

WHEREAS, ACCF's role as a federation seeks to advance the success of its Member Organizations and support their common strategic goals, including to increase diversity, inclusion, and equity within their communities; and

Whereas bringing about greater diversity in our efforts requires not only action at the programmatic level, but also a cultural shift, embedded in the way we govern and manage our organization and our work and ACCF recognizes the need to embrace this process of change.

#### **RESOLVED:**

Be it resolved, we affirm our commitment to make diversity, equity, inclusion and belonging evident in our organizational structure, policies, board of directors, staff, strategic goals, and program delivery.

We recognize that diversity is an asset and we welcome people of all backgrounds; seeking a culture of welcoming, respect, openness, learning, integrity, transparency, and honesty. We strive to build relationships where all participants are listened to, respected, valued, and empowered. Our focus on community engagement leads us to seek out and learn from a multitude of cultural and life experiences, perspectives, and talents. We believe that a commitment to increase diversity, equity, inclusion, and belonging is supported by our core values and essential to achieve the mission of our organization. We will act on these commitments by:

- Seeking diverse and highly qualified candidates for Board and other leadership positions;
- Developing multi-cultural competency, sensitivity, and empathy through training;
- Adding diversity, equity, inclusion, and belonging commitment language to our guiding documents;
- Adjusting communications to reflect all communities;
- Designing programs and events to seek out, engage, and be accessible to diverse communities;
- Collecting data on community participation, where relevant, related to program delivery and events;
- Encouraging our Member Organizations to embrace all communities.

#### **Primary Sources:**

1. *Chesapeake Alliance for the Bay DEI Resolution*  
<https://www.allianceforthebay.org/2017/02/alliance-board-of-directors-adopt-diversity-and-inclusion-resolution/>
2. *Adirondack North Country Association DEI Resolution*  
<https://adirondack.org/DEI-Resolution>