

USOA DEI COMMITTEE
VISION AND MISSION STATEMENTS
Date: 04/13/2023

Vision Statement

Our DEI committee envisions a USOA community that values diversity, equity and inclusion in all aspects. We strive to create a safe, respectful environment where everyone feels valued and can participate fully. By encouraging a greater awareness of and actionable steps to promote diversity and equity, we aim to celebrate and make inclusion a way of life.

Mission Statement

The mission of the DEI Committee is to continually improve diversity, equity, and inclusion within USOA and its members, including on-going assessment of member experiences, as well as organizational culture.

In our ongoing efforts we will:

- *Recognize that knowledge and practice are on a spectrum, which is always expanding. Our learning and improvement efforts are therefore always ongoing.*
- *Approach this work with the understanding that identity is intersectional, it is impossible to be culturally competent, and have a holistic understanding of all people.*
- *Create a safe, respectful, environment where everyone feels valued and can participate fully.*
- *Encourage a greater awareness of and actionable steps to promote diversity and equity, in order to celebrate and make inclusion a way of life.*
- *Support USOA members in their efforts to promote diversity, equity and inclusion in their work and the communities they serve.*
- *Be culturally responsive and equitably engage with others.*
- *Provide opportunities for members to grow and self-reflect, increase knowledge, and the tools needed for advancing diversity, equity, and inclusion for ourselves, our own organizations, and the communities we serve.*
- *Receive comments and feedback related to diversity, equity and inclusion from USOA members and make recommendations as required to the USOA Board.*