

**Assistance League® of Tucson  
A Chapter of Assistance League®  
Diversity, Equity, and Inclusion Policy**

Assistance League of Tucson is committed to fostering, cultivating, and preserving a culture of diversity, equity, and inclusion.

Our human capital is our most valuable asset. The collective sum of the individual differences, life experiences, knowledge, and unique capabilities and talents that members invest in Chapter activities and programs represent not only our organization's culture, but its reputation within the Tucson community. Our culture of belonging is about uniting members in an environment where everyone feels valued and works together to achieve successful outcomes.

This DEI Policy sets out the principles and requirements by which the Chapter ensures that diversity, equity, and inclusion standards are applied to all members and new member recruitment, to anyone conducting work on behalf of the organization, and all others served.

**Advancing a Culture of Belonging: Member Responsibilities.**

DEI is each member's responsibility and requires purposeful action.

- Respect the dignity and diversity of all people.
- Create an inclusive environment free from discrimination, harassment, and bullying.
- Enhance awareness of potential unconscious bias.
- Focus on conscious inclusion to promote diversity, equity, and inclusion.
- Commit to individual goals to meet and enhance DEI responsibilities.

**Advancing a Culture of Belonging. Leadership Responsibilities.**

- Ensure an organizational environment free from discrimination, harassment, and bullying.
- Promote respectful communication and cooperation among all stakeholders.
- Engage in conscious inclusion practices and other behaviors that promote equity.
- Mitigate potential unconscious bias in decisions and practices.
- Role model inclusive and respectful behavior.
- Follow appropriate internal procedures and policies for DEI communications.
- Address behavior inconsistent with DEI Policy and its principles.