

## INTRODUCTION

ASHP is proud of its continued commitment to make diversity, equity and inclusion (DEI) a strategic imperative for the organization. We encourage all ASHP staff to create opportunities for learning, understanding and embracing our DEI commitments and definitions.

## COMMITMENTS

- We commit to increasing **diversity** by actively including and celebrating differences that may include race, gender, religion, sexual orientation, gender identity, ethnicity, nationality, socioeconomic state, language, (dis)ability, age, or political perspective.
- We commit to promoting **equity** by ensuring impartiality and fairness within all procedures, and prioritization of resources.
- We commit to actively practicing **inclusion** principles and will create space to include all individuals and groups in a non-judgmental environment.

## DEFINITIONS

**DIVERSITY:** The representation of our different perspectives and views in an environment where individuals are encouraged to think differently and listen to all ideas.

**EQUITY:** Seeking to ensure fair treatment of all individuals in areas including: opportunity, resources, and access to information.

**INCLUSION:** Actively inviting the participation of everyone by listening to all ideas and receiving input from all individuals.