



## **Diversity Statement**

Diversity creates an environment that fosters appreciation of the values, skills and abilities of everyone. We know that we do our best work when we embrace the diversity of ideas and experiences that characterize the social, cultural and intellectual world.

In this context, we are mindful of all aspects of human differences such as socioeconomic status, race, ethnicity, language, nationality, sex, gender identity, sexual orientation, religion, geography, disability and age.

Inclusion is a core element for successfully achieving diversity. Inclusion is achieved by nurturing the climate and culture of the association through professional development, education, policy, and practice. The objective is creating a climate that fosters belonging, respect, and value for all and encourages engagement and connection throughout the association and membership community.

Adopted by ANCOR Board of Directors, 5.9.19