



## **WCMA VALUE STATEMENT ON DIVERSITY, EQUITY, INCLUSION AND BELONGING**

*As approved by the WCMA Board of Directors on September 29, 2022*

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The Wisconsin City/County Management Association is committed to fostering, cultivating, and preserving a culture of diversity, equity, inclusion and belonging where all board members, staff, volunteers, and members feel respected and valued regardless of gender, age, race, ethnicity, national origin, sexual orientation or identity, disability, education, or any other bias.

### Definitions

- **Diversity** includes all the ways in which people differ.
- **Equity** is the fair treatment, access, opportunity, and advancement for all people.
- **Inclusion** is the act of creating environments in which any individual is respected, supported, and valued.
- **Belonging** is the act of feeling safe, welcomed, accepted and a place where you can be yourself.

All members of WCMA have a responsibility to always treat others with dignity and respect. All members are expected to exhibit conduct that reflects inclusion at WCMA functions.