WHEREAS AGPA recognizes inclusion as essential to the vitality, creativity, innovation, strength, and impact of the organization; and, that inclusion involves respectful environments intentionally open to all; values and welcomes the contributions and equitable participation of every individual; and, reflects and represents those they serve; and,

WHEREAS AGPA recognizes the diverse makeup within and among the communities that we serve and values these differences as integral to our overall makeup; and,

WHEREAS AGPA will be guided by the principle that equity means more than treating people in the same way; it requires creating a level playing field for individuals or groups according to their respective needs, which may include equal treatment or treatment that is different but is considered equivalent in terms of rights, benefits, obligations and opportunities; and,

WHEREAS AGPA is committed to fostering attitudes, behaviors, and procedures to facilitate access that promotes equity and diversity, fosters inclusion and allows people to maximize their contribution to AGPA and communities they serve; and,

WHEREAS AGPA is committed to inclusion and diversity, in the selection process and criteria for all volunteer positions, board appointments, committees and working groups; and,

WHEREAS the AGPA Board will set DEI goals appropriately aligned and central to AGPA's mission and vision; and,

WHEREAS Board members have committed to taking responsibility for training that increases personal knowledge and understanding of issues of racism, power and privilege as part of its commitment to diversity, equity and inclusion;

THEREFORE BE IT RESOLVED THAT AGPA will work toward achieving diversity, equity and inclusion by taking continuous anti-racist, quantifiable actions dedicated to these goals throughout AGPA governance, leadership, membership, staff, committees, volunteers, and programs and activities.