SUGGESTED COMMUNITY VALUES RELATED TO DIVERSITY, EQUITY, INCLUSION

Value	Definition (within the context of Diversity, Equity, Inclusion)	Value Statements: Examples of how it is realized in our community
Accountability	Willingness and obligation to take responsibility for one's own actions and outcomes	"We take appropriate action when we observe someone being treated unfairly or in a demeaning manner." "We understand that we all share in the responsibility to create a positive culture and to safeguard equity, inclusion, dignity, and respect for all."
Authenticity	Honestly representing one's true nature or beliefs; acknowledging the uncomfortable; and taking responsibility for one's mistakes	"We are authentic in our efforts to honestly and respectfully represent our beliefs while also acknowledging that others' beliefs may differ." "When becoming aware of mistakes or oversights, we genuinely make an effort to raise our level of awareness and take responsibility for rectifying those oversights, misjudgments or mistakes in an appropriate and reasonable manner."
Community-minded	Interested in the health, safety and quality of life for ALL members in the broader community	"We believe individuals have a level of awareness of the needs of the community at large because we recognize that our diversity makes us stronger and safer."
Dignity	Bearing, conduct, and speech indicative of honor and respect toward ourselves and others	"We make a genuine effort to acknowledge each person's dignity by striving to have empathy for life situations different from our own, by listening to and encouraging each other's opinions and input, and by validating other people's contributions."
Diversity	Different and varied identities (national origin, color, religion, socioeconomic status, sexual orientation, individuals with disabilities etc)	"We believe honoring cultural, social, and physical diversity strengthens our communities and neighborhoods." "We recognize that our diversity as a community makes us stronger. We respect and seek out inclusion of differences, realizing we can learn from each other." "We embrace opportunities to contribute and learn more about others."

Equity	Providing fair and just treatment, access, opportunity, and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some community members	"We believe that equitable practices paired with inclusive and authentic public engagement lead to good governance and healthy, thriving communities."
Inclusion	The practice of welcoming and integrating diverse people and groups	"We strive to ensure that our actions are inclusive and reflective of the diverse community of which we aim to be." "We promote transparent and accessible engagement with citizens and stakeholders and expect our managers and consultants to understand the needs and values of our community."
Respect	Honoring the rights, differences and dignity of others	"We cultivate an environment of trust, dignity and respect for all residents and visitors alike." "We strive to establish and maintain a culture of respect and recognize that words and actions matter and that the absence of action and words also matter."
Trust	A firm belief in the reliability, truth, ability or strength of someone or something	"We have the firm belief that valuing every individual in the community makes that community healthier, stronger, safer, and more thriving."