



## Why we embrace Diversity, Equity and Inclusion (DEI)

### Version: 1.0

Assistance Dogs International (ADI) works for and with assistance dog organizations around the world which strive for the highest level of excellence whilst respecting, accepting and understanding cultural differences.

We believe that excellence comes from a global vision shared by all our members, staff and volunteers. To support this, we challenge ourselves to listen, learn and work hard to ensure our membership is as diverse, inclusive and equitable as possible. Our core beliefs include *upholding respect for all people and assistance dogs by embedding care, empathy and emotional safety through our treatment and interactions.*

ADI acknowledges and respects the importance of Diversity, Equity and Inclusion (DEI). We believe DEI to be a life-long journey of listening, learning and sharing, and that we all bring different perspectives and experiences of work and life. These differences have been shown to increase productivity, creativity, innovation and revenue, and to encourage faster decision-making, reduced turnover and higher employee engagement.

We will strive to collect and analyze information and data to help us understand the needs of all our members, staff and volunteers. We established a member-led Inclusivity, Diversity, Equity and Accessibility Committee to help us learn all we can, from as many as we can, and to use that knowledge to empower and encourage.

As a global organization, ADI will develop equitable policies, practices and support systems to ensure all members, staff and volunteers are heard. We are committed to ensure everyone involved with the organization has equal access, treatment, opportunities and advancement. To that end we will work tirelessly to identify and eliminate any barriers to full participation by individuals or groups.

Above all, we strive for all members, staff and volunteers to feel support, energy and commitment from us and from each other. We will ensure our organizational culture and mindset is positive, empowering and people-centered. We won't always get it right, but we promise to listen, learn, consult, reflect and work hard to embrace change and to foster collaborative, positive relationships now and in the future.