



Board Of Directors Diversity, Equity & Inclusion Statement of Intent

Defining Diversity, Equity and Inclusion

Diversity: The recognition of the inherent value of the differences and similarities between individuals and the benefit that a collective mix brings to all aspects of the American Cider Association. We seek to involve and reflect the communities we serve, and to create an environment where individual characteristics, values, beliefs and experiences are celebrated.

Equity: Assurance that the predictability of success or failure is independent of any aspect of one's identity, where individuals from all backgrounds have the same genuine opportunities to thrive within the American Cider Association.

Inclusion: An environment in which all individuals feel valued and respected and have a sense of belonging within the American Cider Association community.

DEI Mission Statement

The American Cider Association recognizes diversity, equity and inclusion as an important and necessary part of present and future successes. We believe that existing structures of power, privilege and discrimination must be actively questioned and evaluated in order to create equitable opportunities in an environment that embraces and values our differences. We will strive to create events, opportunities and organizational policies that embody these values, and to continue evaluating these practices for sustained growth and improvement.

Intentions

The American Cider Association is committed to equitable treatment and elimination of discrimination in all its forms throughout all positions within the organization and within all interactions with the broader community.

The American Cider Association is committed to diversity in all staff, volunteers, and audiences, including full participation in policy formulation and decision-making.

The American Cider Association is committed to individual and organizational efforts to build respect, dignity, fairness, equality, and self-esteem among members and non-members alike.

The American Cider Association honors the fundamental value and dignity of all individuals and recognizes the rights of all individuals to mutual respect. The American Cider Association values diverse life challenges, working to create an environment that is inclusive of all.

The American Cider Association commits to closing the opportunity gap by explicitly utilizing a DEI lens in all organizational culture and practices for members and non-members alike.

The American Cider Association commits to creating a space for ongoing and open discourse about DEI, and being genuinely willing to consider new perspectives, while appreciating individual similarities and differences.