

## **AATG Statement of Commitment to Diversity, Equity, and Inclusion**

(included in the Bylaws of the organization)

Adopted October 2020

The American Association of Teachers of German (AATG) acknowledges and affirms the importance of creating a diverse, equitable, and inclusive environment in which all members are respected and empowered. The AATG recognizes that each person's unique experiences, perspectives, and viewpoints add value to the AATG's ability to create and deliver the best possible service to our membership.

Diversity shall be defined as creating an organizational environment that esteems individuals, their personal experiences, and the intersectionality of race, ethnicity, nationality, gender, sexual orientation, physical abilities, intellectual abilities, age, socioeconomic status, political beliefs, religious beliefs, military or veteran status, and ideologies.

Equity shall be defined as understanding the myriad facets of people's backgrounds and working to ensure fair access to services, opportunities, and resources.

Inclusion shall be defined as the promotion of fair, safe, supportive, healthy, and open engagement among the diverse communities included in AATG membership.

The AATG will promote diversity, equity, and inclusion for all with the full understanding that our individual social, ethnic, economic, and cultural identities shape and influence our experiences and perspectives. These values will guide our policies, professional development opportunities, and the continuing education of our members.