

Diversity and Inclusion

Our goal is to help foster an environment of inclusion and belonging so that all members, staff, volunteers and supporters can feel safe and participate as their true authentic selves.

The A Plus programs are a home for everyone, regardless of color, race, ethnic background, gender identity, sexual preference, or orientation, religion, or socio-economic status. We are committed to an organization that is inclusive, tolerant, and diverse.



Diversity refers to the traits and characteristics that make people unique while **inclusion** refers to the behaviors and social norms that ensure people feel as if they are where they **belong**.

Each A Plus program aims to be a great place for its members, staff and volunteers to participate and to develop. The Board is establishing organizational structures, processes and procedures that are aligned to current and future organizational needs. Our mission and vision will be delivered through practices that are built on simple, fair and consistently adhered to policies and processes to support inclusion, acceptance and equality. People will feel proud to say they belong.