

## Cover Notice and Statement of Intent: Diversity and Inclusion

On April 1, 2021, the Board of the USAID Alumni Association unanimously approved the following **Statement of Intent: Diversity and Inclusion**. The Board recognizes that we can do better at all levels of the organization to be more inclusive and more diverse in terms of race, ethnicity, gender, and sexual orientation. The Statement of Intent also includes specific next steps in our efforts toward those objectives. Shortly we will be establishing an internal working group focused on those objectives and implementing a process to help insure that the election of two new members of the Board in 2021 are aligned with that Statement.

As we move ahead on this journey your thoughts and suggestions are welcome and should be addressed to Roberta Mahoney ([robertacairo@hotmail.com](mailto:robertacairo@hotmail.com)) and Terrence Brown ([t4brown99@aol.com](mailto:t4brown99@aol.com))

### **UAA Diversity and Inclusion Statement of Intent:**

**Statement Headline:** Diversity is our heritage and our future. Help us make it happen in UAA.

**Statement:** Whether related to accessibility, gender, ethnicity, age, sexual orientation, hiring authority, or geography, it is important to find intentional ways for UAA's leadership and membership to reflect the diversity of USAID's global labor force and grow our understanding and support of others. UAA's commitment to increasing this diversity and promoting an inclusive culture must remain on top of our agenda. We believe embracing and reflecting the diversity of USAID's global labor force is vital to achieving UAA's mission and to creating an environment where all colleagues feel equal, valued, and willing to bring their whole selves to UAA.

To support this, we ask our members and leaders to commit to helping make this happen. Such a commitment gives everyone the opportunity to demonstrate their personal dedication to diversity, equity, and inclusion at UAA.

**Definitions:** UAA members are former USAID employees. By discussing diversity and inclusion, we refer to people or groups of people who have worked with USAID but who are under-represented in UAA membership, its committees and activities, and its leadership. However, defining diversity is complex and continues to evolve over time, so we intend to rely upon self-identification rather than setting quotas or tabulating individuals by categories. We seek inclusivity in the UAA.

### **Next Steps:**

1. Post Statement of Intent on our website and reference in next Newsletter

2. Establish the UAA internal Diversity Working Group, charged with: finalizing the Diversity Framework Paper (including multi-year work plan) and identifying the external Advisory Group
3. Implement a plan to emphasize our commitment to diversity in the next UAA Board elections and in expansion of representation in UAA's standing committees