

**DEI VISION STATEMENT**  
**APPROVED BY BOARD OF DIRECTORS**  
**JUNE 25, 2021**

The Central Virginia Partnership embraces diversity, equity and inclusion (DEI) to attract and retain the best talent and the most innovative companies to our region. We believe DEI increases creativity, promotes higher quality decisions and enhances economic growth. We commit to cultivating welcoming workplaces where employees and member perspectives are valued and respected. Central Virginia Partnership encourages all new and existing companies and organizations to embrace similar values.

**Diversity** includes all the ways in which people differ, encompassing the different characteristics that make one individual or group different from another. This includes, but is not limited to: race, color, gender expression, religion, sexual orientation, ethnicity, nationality, socioeconomic status, language(s), mental or physical ability, age, political perspective, veteran status, education, marital status, and learning styles. We recognize that many people affiliate with multiple identities.

**Equity** is the fair treatment, access, opportunity and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some individuals or groups. We believe this is attainable when it's built on RESPECT and it's a process that begins by acknowledging an unequal starting place and making a commitment to correct and address the imbalance. We will work together to identify and eliminate barriers that may prevent equality for everyone.

**Inclusion** is a sense of belonging and the outcome when everyone authentically feels welcomed, valued, supported and able to fully participate so that they can do their best at work.