



WEDC's STATEMENT ON CULTURAL EQUITY

To support strong leadership and economic growth for all members, the WEDC commits to championing policies and practices of cultural equity that empower an inclusive and equitable organization

DEFINITION OF CULTURAL EQUITY

Cultural equity embodies the values, policies, and practices that ensure that all people—including but not limited to those who have been historically underrepresented based on race, ethnicity, national origin, age, disability, sexual orientation, gender, gender identity or expression, pregnancy, marital, parental, or socioeconomic status, geography, citizenship status, or religion—are represented in the WEDC's members, directors, officers, committee chairs and co-chairs, and speakers.

ACKNOWLEDGEMENTS & AFFIRMATIONS

- Cultural equity is critical to the long-term viability and success of women in leadership positions throughout our community.
- We must all hold ourselves accountable because acknowledging and challenging our inequities and working in partnership is how we will make change happen.
- Everyone deserves equal access to personal and professional resources, which is essential to a healthy economy and democratic society.
- The prominent presence of women in leadership challenges inequities and encourages alternatives.

MODELING THROUGH ACTION

To provide informed, authentic leadership for cultural equity, we strive to...

- **Raise awareness in the WEDC** through training, education, and formal, transparent policies.
- **Acknowledge and dismantle any inequities** within our policies, systems, programs, and services, and report organization progress.
- **Commit time and resources to expand more diverse leadership** within our board, directors, officers, and committee chairs and co-chairs.
- **Continually assess member and leadership demographics** to ensure that the WEDC is reflective of our community as a whole.
- **Ensure diversity of speakers at WEDC Leadership Training meetings** so they are reflective of our community as a whole.



EQUITY IN ACTION

To pursue diversity, equity, and inclusion within the organization, we strive to...

- **Encourage training and education to raise awareness** and to support pro-equity policies and practices by the WEDC and its members.
- **Improve the cultural leadership pipeline** by creating and supporting programs and policies that foster leadership that reflects the full breadth of our community.
- **Evaluate quantitative and qualitative data related to equity** to make incremental, measurable progress towards cultural equity more visible.