

PASFAA COMMUNITY AND INCLUSION STATEMENT

The focus of the work that PASFAA does must reflect the diversity of our community: the membership, our institutional sectors, and the students served by our institutions. The PASFAA community is rich with a diversity of experiences and perspectives of individual members. Sharing diverse ideas in an environment of mutual respect is a fundamental principle of fostering a sense of community and inclusion for PASFAA members.

Every PASFAA member has the opportunity to serve the organization and share their ideas and perspectives freely without limitations based on factors such as race, color, gender or gender identity, sexual orientation, disability, political ideology or affiliation, ethnicity, age, veteran status, religious beliefs, and other personal qualities that give individuals unique perspectives based on their distinct experiences. For PASFAA, diversity extends to the various sectors represented by the membership and the students we serve. It is the sharing of diverse ideas from differing perspectives through open communication that helps to build a stronger sense of community. As a community, it is essential that all groups are engaged and represented in our activities, including those groups which may be underrepresented within PASFAA.

Fostering community and inclusion as a fundamental strength of our organization is hard work. Every effort is made to promote the establishment of diverse working groups, including committees, task forces and others who work on behalf of the PASFAA membership and the students served by the membership. It is the responsibility of PASFAA leadership to exemplify the need for community and inclusion and to engage and support new members by encouraging their involvement and seeking their assistance. New members bring fresh perspectives that can greatly enhance diversity of thought and action. In an inclusive environment, new PASFAA volunteers are given the opportunity to serve before others are given multiple opportunities.

Providing for engagement of all members by promoting open communication in an environment of respect and diversity as a fundamental goal helps to promote a sense of belonging and acts as a catalyst for building and sustaining a more inclusive PASFAA community.