

Diversity and Inclusion



At aSTEAM Village, we embrace the diverse backgrounds, interests, and skills of our staff, students, and volunteers as we work together, taking advantage of exceptional talent to improve the human condition by turning knowledge into practice.

Our organizational culture reflects and embraces diversity and inclusion through our collaborative approaches, innovative research, benefits, communication activities, recruitment outreach, and community involvement efforts. We view diverse perspectives, cultures, backgrounds, and skills as a source of strength as we look to the future. aSTEAM Village is committed to building on what we have in place in order to achieve and maintain a diverse workforce that works together in an inclusive environment.

Diversity

Our commitment to diversity is reflected in our recognition that **innovation, creativity, and progress** are best achieved when we leverage **varying backgrounds and experiences**. For us, diversity is much more than just providing equal employment opportunities to all employees and applicants. Our policies, procedures, and processes are specifically designed to ensure that we are **proactively building a strong, inclusive and diverse workforce**. As a growing organization, we strive to be racially and ethnically diverse. We are intellectually diverse, enabling us to collaborate effectively with fellow researchers and clients in many fields and professions. We are also diverse in other ways and come from a variety of life circumstances, as shown in the definition of diversity.

Inclusion

Our commitment to inclusion is reflected in our **value of each other's perspectives**. Each individual is welcomed, respected, supported, and valued as a person and as a team member. All individuals are recognized for their professional knowledge and accomplishments, regardless of personal characteristics. We strive to ensure that **all individuals are treated fairly and respectfully**, have fair access to opportunities and resources, and are able to contribute fully to the organization's success. Our training, performance management, team and other awards, and professional development programs and processes **strive to be fair, appreciative, and encouraging**, all designed with the overarching goal of inclusion in mind. These are in place so that all staff can work in a safe and professional environment where they can voice their opinions and feel accepted.

Diversity is valuing everyone as an individual. aSV embraces differences to leverage our exceptional talent in improving the human condition. At aSV diversity includes personal qualities, social and cultural identity, ethnicity, personality and work-style, as well as characteristics that make individuals unique (e.g., age, generational differences, gender identity, sexual orientation, religion, and disabilities).

Inclusion is understanding each other and moving beyond simple tolerance to welcoming and embracing the differences among our many individuals. Inclusion at aSV means each person feels welcomed, accepted, respected, supported, safe, involved, and valued. An open and inclusive work environment is achieved when all individuals are treated fairly and respectfully, have equal access to opportunities and resources, and can contribute fully to aSV's success.

Note: Definitions of diversity and inclusion were adapted from the Society for Human Resources Management (SHRM).