

# APPENDIX G

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## SAMPLE DIVERSITY AND INCLUSION STATEMENT

### **NVFC Diversity and Inclusion Statement**

In principle and in practice, the National Volunteer Fire Council (NVFC) values and encourages diverse and inclusive participation within the fire and emergency services of its member organizations. As a network of fire and emergency services providers, we must take positive steps to promote diversity and inclusion by eliminating any vestiges of discrimination or unequal treatment including, but not limited to, on a basis of race, color, religion, sex, gender identity, sexual orientation, national origin, age, disability status, citizenship, genetic information, protected veteran status, or any other legally protected characteristic. To allow such discrimination or unequal treatment to persist, whether through active or passive facilitation, weakens our abilities to respond to our varied customer base and to act effectively as an organization.

It is important to maintain a fire and emergency service network where all member organizations are morally committed to ensuring the equality of opportunity and inclusivity for every individual. We all assume a personal responsibility that this equality of opportunity and inclusivity transcends throughout the fire and emergency services.

The words we speak and write as well as our actions play a significant role in the ability to achieve an inclusive environment. We must practice inclusive behaviors and educate others regarding the benefits and wisdom of inclusive behaviors while carrying out our missions. To gain the maximum benefit from our increasingly diverse communities and organizations, we must make first responders feel welcome and motivated to work their hardest and rise through the ranks, regardless of their individual characteristics. We must affirm that we work better together because of our differences, not despite them.