Alzheimer’s Association of Colorado Board of Directors

Diversity & Inclusion Priorities

August 2020
Purpose and Scope of Application

At the Alzheimer’s Association of Colorado we believe that

a diverse and inclusive board of directors is essential to creating a sustainable and successful Association chapter.

Our Values

Drive our diversity and inclusion agenda, making clear the requirement for all our board members to be open to different ideas and lived experiences – this means listening to each other, treating people fairly, being inclusive and valuing different perspectives.

Our Diversity & Inclusion Priorities

Provides a common framework to value, encourage, support and embed a diverse board and inclusive community for all staff and volunteers of the Association.

It sets out the board’s vision and objectives for enhancing diversity, inclusiveness, and equity within the Association, how it will achieve those objectives, and how it will measure the progress.
General Principles

The Alzheimer’s Association Colorado Chapter Board of Directors strives to **create an inclusive culture in which diversity is recognized and valued.**

By bringing together people from diverse backgrounds and giving each person the opportunity to contribute with their knowledge, skills, experience and perspectives, we **create shared value for the Association and its stakeholders and we reflect the diversity of our community.**

Our vision truly reflects the essence of Diversity, Inclusion, and Equity.

**“Diversity”**

for the Chapter refers to all the ways in which we differ which includes visible differences such as race, gender expression, nation origin, age, disabilities and invisible differences such as disabilities, religion, sexual orientation, gender identity, etc.

**“Inclusion”**

refers to creating an environment and culture where all differences are valued, respected, and leveraged without any bias. Everyone has opportunity to contribute to and achieve success in the Association.

“Regardless of race, national origin, gender identity, sexual orientation, age, physical ability, or religion, everyone can thrive and contribute to the success and sustainability of the Alzheimer’s Association Colorado Chapter Board of Directors”
Diversity and Inclusion for a sustainable future

Valuing Diversity and Practicing Inclusion will enable us to:

**Build effective teams**, where everybody feels valued, included, treated fairly and with dignity. This will boost impact, enhance engagement, and improve efficacy leading to greater success for the Chapter;

**Lead the greater Alzheimer’s Association** in creating meaningful and effective diversity and inclusion strategies;

**Utilize fresh perspectives and nurture creativity and innovation**, drawing on the variety of approaches to our work, tapping hidden capacity for growth as well as encouraging and empowering board members to give their best;

**Acquire and develop talent from a wider talent pool**, on the basis of objective criteria and merit, to have the best teams leading to a competitive advantage for the Chapter.
Our Commitments

The Alzheimer’s Association Colorado Chapter Board of Directors is dedicated to creating an inclusive environment where all of our members are encouraged to reach their full professional potential and individual differences are valued and respected.

Therefore, our commitment to recognizing diversity and inclusion and the need to create equity within our Chapter, extend to all areas of our work including, but not limited to:

- Recruitment and retention of board members
- Leadership selection and development
- Communications & Outreach
- Meetings and day to day interactions
- Partnerships & Collaborations
- Fundraising
- Strategic planning and policy development
- Learning and professional development
Our Commitments

To support the above commitment the board will use the “Global Diversity & Inclusion Framework”, based on three platforms of globally transversal activities “Tell-Train-Track” and sustained by Collective Enablers:

Tell

Communicate internally and externally about the positive impact of diversity and inclusion via all communication channels, events & programs at every level of the organization. Include messaging about the D & I strategy with our other business topics.

Track

Establish qualitative and quantitative objectives to evaluate the impact of diversity and inclusion actions taken and monitor progress.

Train

Provide learning tools for all members to educate and develop more inclusive behaviors. Put in place actions to raise awareness about unconscious and implicit bias which adversely affects inclusion at every phase of the Chapter’s business. Support internal Chapter initiatives committed to the development of diverse board members and leaders.

Collective Enablers

Adapt internal practices and/or implement new ones, to foster a truly inclusive board for everyone, also encouraging Chapter leaders, partners, volunteers, and other stakeholders in this commitment.
The Alzheimer’s Association Colorado Chapter Board of Directors has set measurable objectives for achieving diversity and inclusion within the board.

The Executive Committee reviews the D&I objectives and our performance against them each year. We also disclose the objectives and our performance in our reporting to the national office.

The Board Engagement committee is responsible to develop the board’s Diversity & Inclusion strategy, define board initiatives on D & I, ensure internal and external communication on D & I and evaluate progress on the board’s diversity goals.