



# WSBA Culture of Inclusion Philosophy

## **WSBA's Commitment to Diversity**

The Washington State Bar Association is committed to advancing diversity and inclusion within the legal profession. An inclusive environment encourages and incorporates different perspectives, ideas, and experiences. Our commitment to a culture of inclusion starts internally and is reflected in this Philosophy of Inclusion.

## **About the Philosophy**

Achieving a culture of inclusion can be uncomfortable for many people. A culture of inclusion will not prevent discomfort or conflict, but provides an environment that reflects our commitment to diversity and inclusion. This philosophy stands in concert with our policies, procedures, and norms.

## **The WSBA Philosophy of Inclusion**

### **We aspire to a culture of inclusion which is an environment where:**

- We offer community-building opportunities so people feel a sense of connection to one another.
- We create shared understanding, goals, and values around diversity and inclusion.
  - We collaborate and communicate openly.
  - We consistently communicate our organizational commitment to inclusion.
- We welcome and celebrate individual identities and differences.
  - People are valued for their unique experiences, insights, and identities.
  - People feel able to be true to themselves within the work environment.
  - Empathy is valued and people feel understood across their differences.
- We all feel empowered to address disparity.
  - Self-awareness and self-reflection are highly valued.
  - Growth, learning, and open-mindedness are encouraged, yet people aren't expected to know everything.
  - We aspire to eliminate our stereotypes and assumptions about others.
  - We are all responsible for illuminating and eliminating barriers to inclusion.



## Aspects of the culture:

- Shared values
- A sense of responsibility
- Feeling safe
- Respect
- Reliability
- Cultural competence
- Solution-oriented
- Optimism
- Friendship
- A sense of connection
- Shared identity
- Trust
- Feeling invited
- Happiness
- Acceptance
- It's okay not to know everything
- Eliminating barriers
- Open to learning
- Be true to yourself
- Feeling heard
- Collaboration
- Unity
- A sense of engagement
- Communication
- Awareness
- Affinity
- Illuminating barriers
- Feeling welcomed
- Shared understanding
- Celebration of difference
- Being a part of something
- Challenge assumptions
- A sense of community