



CASE acknowledges that systemic discrimination has long limited opportunities for individuals from diverse backgrounds. Our Values Statement makes our stance clear: “We are committed, in all that we do, to be collaborative, inclusive, and embracing of diversity.” As members of a people-oriented profession, each of us has a personal responsibility to be mindful of the ways in which we can hold ourselves and our colleagues to the highest standards of opportunity and inclusion in our institutions and in the communities with which we engage.

CASE encourages all advancement professionals to make the following commitments:

- I will educate myself on diversity, equity, and inclusion issues.
- I will contribute to a working environment of mutual respect where prejudicial statements or actions are not tolerated.
- I will hold myself and others accountable when I witness or experience conduct that inhibits a diverse and inclusive working environment.
- I will encourage constructive dialogue and honest exchange among people from all backgrounds, perspectives, and abilities.
- I will listen when others offer perspectives that have been influenced or generated by their lived experience of discriminatory systems or biased conduct.
- I will seek to understand how culture, heritage, education, and upbringing may reflect the privilege inherent in race, gender, orientation, and identity.
- I will remain alert to unintentional prejudice and will address it directly and honestly.
- I will encourage the development of responses to imbedded inequities and unconscious bias in order to engage a more diverse population in our mission, vision, and impact.
- When involved in hiring, I will strive to ensure that the candidate pool includes applicants from diverse backgrounds and that the review process allows all applicants full consideration.
- When involved in the promotion process, I will ensure that the review includes consideration of the diversity, equity, and inclusion goals of the institution.

Approved by CASE Board of Trustees

26 February 2021