

Diversity Committee Strategic Plan

Mission Statement

To create an inclusive environment that encourages and supports all members' perspectives and talents and embraces all people interested in pursuing a professional appraisal career, enabling all to contribute at their highest potential.

Diversity Vision Statement

The Appraisal Institute is the preferred membership choice by all professionals interested in real estate valuation services. Its members respect each other and work cooperatively and effectively with one another in achieving the Appraisal Institute's mission.

Key Terms

Inclusiveness

Seeking the thinking of others with diverse views and backgrounds and assuring that opportunities are broadly available.

Diversity

The business environment that results from practicing inclusiveness. In such an environment, all members are respected and valued, and everyone is given the opportunity to contribute and be recognized based on their performance. As a result of this business strategy, creativity, productivity, and commitment are maximized and each individual is able to contribute meaningfully based on his or her abilities.

Objectives

- **Increase** awareness of the value of embracing diversity throughout the Appraisal Institute and the appraisal profession.
- **Recruit** minorities, women and individuals new to the profession into the Appraisal Institute
- **Retain** minorities, women and individuals new to the professional in the Appraisal Institute and help advance those interested in designation.
- **Enhance** opportunities for minorities, women and individuals new to the profession to be active in leadership at all levels of the Appraisal Institute.

Strategies

- Seek out and involve those who reflect the diversity of the organization's membership, the appraisal profession, and the public they serve
- Develop and communicate a shared and inclusive understanding of diversity.
- Create a welcoming membership, leadership and education climate.
- Promote diversity as a strength of the profession and organization.
- Coordinate organizational change to support diversity goals.
- Promote the development of association leaders with a commitment to diversity.