



D&I MISSION STATEMENT

The purpose and mission of the ARDC Diversity and Inclusion (D&I) initiative is to clarify the D&I connection and benefit regarding:

What We Do and Who We Serve

- Provide leadership and direction for diversity at the ARDC
- Cultivate awareness of the importance of diversity and how it enriches the Commission
- Enhance the diversity and cultural competence in all levels of the Commission
- Ensure that the ARDC serves all members of the legal profession and the public
- Contribute to efforts to increase diversity and inclusion in the legal profession and in the community in general

Our Workplace and Workforce

- Promote a culture that leverages differences and similarities to maximize organizational and individual potential
- Encourage all staff members to develop mutual respect, understanding, and appreciation of different perspectives and backgrounds
- Introduce diversity into the systems, structures, and culture of the ARDC, and develop accountability through assessment
- Advise and assist the ARDC in establishing and maintaining an environment free of discrimination and harassment



D&I VISION STATEMENT

The ARDC promotes and protects the integrity of the legal profession. We recognize that diversity of ideas, backgrounds, and experience is crucial to fulfilling this commitment. With a diverse, inclusive, and engaged culture that inspires all individuals to work together, we:

- Provide services in a manner that meets diverse needs, and work to ensure that we are visible and accessible to all;
- Fully embrace and promote inclusion across our people and services, and we integrate diversity into our business strategies and decisions;
- Recruit, develop, and retain a diverse workforce of attorneys and staff; and we recruit and retain diverse boards of volunteer lawyers and non-lawyers, that reflect the population we serve.