**SOMOS Diversity, Equity & Inclusion Statement** (*Approved 5/19/2021*)

It is the mission of SOMOS that “We support and nurture the literary arts, written and spoken, providing both place and resources for writers, readers, and learners while honoring the cultural diversity of Taos and the Southwest.” In order to fulfill our mission and live our values, we aim to make our commitment to diversity, equity and inclusion evident in our network structures, organizational structures, policies, board of directors, staff, and organizational vision. We are accountable to each other in our network, and transparent in our pursuit of equity. We embrace people of all backgrounds and seek to foster a culture where everyone is welcome, and historically marginalized voices are heard and their stories valued. As such, we commit to adopting and implementing a SOMOS Diversity, Equity and Inclusion Plan of Action to be developed and updated on an annual basis by the SOMOS Board of Directors, and to encompass all aspects of our organizational culture and operations.

This Plan of Action will include, but is not limited to:

* Board Recruitment, Retention and Development
* Membership and Donors
* Programming
* Policies and Procedures
* Employment
* Anti-Discrimination and Anti-Harassment Policy
* Fundraising
* Outreach and Partnerships

We further commit to using an assessment tool to annually evaluate our progress in implementing the SOMOS Diversity, Equity and Inclusion Plan of Action. The results of the assessment tool will be used to revise and update the SOMOS DEI Plan of Action on an ongoing, annual basis.

In this way, we recognize that our commitment to diversity, equity and inclusion is a living process that must live in the hearts and minds of our board, members, and the community we serve through our actions and programming. We understand that such a commitment will take constant attention and intention as well as integrity, vulnerability, courage and humility as we commit ourselves fully to this work.

For the purposes of clarity, we use the following definitions for diversity, equity and inclusion, as provided by United Way of Central New Mexico:

**Diversity** includes expressions of identity reflecting the realities, background, experiences, and perspectives of all individuals, such as the unique attributes such as race, ethnicity, nationality, socioeconomic status, education, age, gender, sexual orientation, ability, and beliefs.

**Equity** ensures just treatment, advancement, and access to opportunities for a safe, healthy, and thriving life while identifying and working to eliminate barriers and power imbalances.

**Inclusion** means creating an environment in which all are welcomed, respected, and able to fully participate and bring their authentic selves to work.