



AAZK is excited to announce the creation of a new committee - the **Diversity Committee** will serve as a resource regarding diversity, equity, access, and inclusion (DEAI) efforts in AAZK and the animal care field as a whole. The primary focus will be on increasing the presence of underrepresented groups in the zoo and aquarium field, with an emphasis on animal care professionals, and promoting full inclusion in all facets of their career. The team will assist the association in improving diversity statements and activities, establish baselines for tracking demographics in the profession, and encourage communication on topics related to DEAI with the membership.

### **Mission**

The AAZK Diversity Committee strives to increase opportunities to extend the animal care profession by encouraging the recruitment, development, mentoring, and retention of animal keepers from all backgrounds.

### **Vision**

Encouraging & developing an inclusive community that represents people from all groups and backgrounds. Promoting topics that highlight diversity of all kinds, and ways to increase acceptance of experiences for all volunteers, interns and staff.

- **Diversity** - striving to have multiple ideas, perspectives, and experiences represented in a group or organization. An individual can hold more than one perspective and represent more than one minority group
- **Equity** - fair and just treatment of all members of a community
- **Accessibility** - giving equitable access to everyone along the continuum of human ability
- **Inclusion** - the intentional, ongoing effort to ensure that diverse individuals have the opportunity to participate in all aspects of work, including decision-making processes and ongoing education

The Diversity Committee will be increasing their presence through resources and presentations to AAZK membership and look forward to helping to shape the human side of animal care.

If you have any questions or ideas for the Committee, we would love to hear from you at [diversity@azk.org](mailto:diversity@azk.org)