

**The Texas Association of Mediators (TAM) is committed to diversity, equity, equality and inclusion** in its membership, structure, and organizational work. **“Diversity”** means promoting a culturally diverse organization as one that recognizes, supports, values, and utilizes people's differences and similarities in support of the organization's goals and objectives. **“Equity”** means recognizing and working to eliminate injustices in access, process, and consequences of TAM's efforts to strive to meet the needs of diverse members and stakeholders. The term **“Equality”** means the state of being equal, especially in status, rights, and opportunities. The term **“Inclusion”** means putting the concept and practice of diversity into action by focusing on creating conditions necessary for every individual to be fully able to participate in every area within TAM.

TAM seeks to encourage and promote participation, accessibility, active representation, and leadership from diverse populations including, but not limited to, races, ethnicities, national origins, languages, genders, sexual orientation, economic statuses, school or organizational locations, physical abilities, ages, religions, educational types or levels, and perspectives. Further, TAM actively implements equity and affirms diversity in its work, including its publications and standards, and in its board, staff, programs, chapters, sections, and committees.

In order to promote diversity, equality, equity and inclusion in TAM and the conflict resolution field, on-going self-examination is essential. We are committed to discussing and implementing fairness and openness in our values, procedures, conceptual frameworks, and structures. All persons participating in TAM programs and activities are a part of this endeavor.