



ACU Justice, Equity, Diversity, and Inclusion (JEDI) Statement and Guiding Principles

ACU JEDI Statement

The Association of Clinicians for the Underserved (ACU) believes that justice, equity, diversity, and inclusion (JEDI) is achieved by breaking down and rebuilding structures and systems that marginalize and exclude members of our society. As such, ACU strives for representation across its workforce and membership that reflects diversity in race, ethnicity, gender, sexual orientation, ability, religion, and more. ACU believes the perspectives gained from the lived experiences of its diverse workforce and membership infinitely strengthen its work and are vital to achieving its mission.

Guiding Principles

Continuous learning. Individual reflection and transformation are prerequisites to achieving equity and inclusion at the structural, institutional, and systemic levels. We recognize that the constant evolution of cultures and accepted terminology requires a commitment to continuous learning.

Respect. Everyone has a unique history and social context that contributes to experiences of privilege and/or discrimination. We respect and support each other in learning, growth, and healing by keeping these experiences in mind when communicating with each other.

Shared decision making. Individuals from historically excluded groups not only inform our work but help lead our work and thus should be represented at every level of the organization.

Accountability. Identifying and interrupting biased or discriminatory policies and behaviors requires regular assessments of equity and inclusion within the organization and accountability for change.