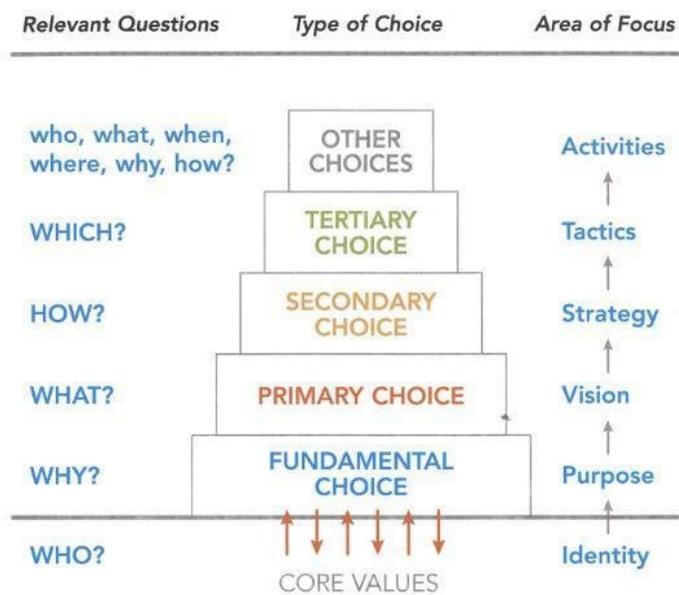


The Governor’s Advisory Council on Diversity and Inclusion’s Core Values, Vision & Mission Statements, and Norms

The widely used hierarchy of choice model is a tool for clarification and prioritization. The base identifies who we are via a set of *core values* that we share in common in coming together; these help to inform our conception of our *purpose* our fundamental general collective aim. Next is a corresponding *vision*, as in envisioning: how would things look if we succeeded in our purpose, what would some of the benefits look like when realized. This is intentionally idealistic, but it gives us a picture we can use to gauge our progress and remind us of the value of what we aim for, and to keep our eyes on the prize. *Strategy* is what it sounds like: overall plan/campaign to eventually achieve or least come close to realizing what we have envisioned. *Tactics* are particular means we will use to execute our strategy. Finally, there are *activities*: Where we concretize the particulars: who will do what by when and where and why and how.

Hierarchy of Choices



Identity / Core Values

Inclusive Excellence, Collaboration, Social Justice and Equity, Respect and Civility, Leadership and Partnerships

Purpose

Assure that the civil rights of all NH residents and visitors are equally enforced and safeguarded. Assure the elimination of discrimination and harassment (since discrimination and harassment threaten the peace, order, health, safety, and general welfare of NH and its

inhabitants). Enhance inclusion throughout the state, especially attentive to traditionally marginalized groups/populations. Contribute to the cultivation of a standard of mutual respect in discourse for NH.

Vision Statement

To be a catalyst and advisory body for the State of New Hampshire in advancing critical diversity and inclusion priorities that impact the welfare and wellbeing of all State citizens; to achieve the aspirational outcomes:

- Everyone experiences fairness, safety and equity as they pursue their dreams here in the Granite State
- Mutual respect, safety and fair treatment is everyone's experience here in New Hampshire
- We all realize equitable treatment, safety and fairness in our individual pursuits of happiness here in New Hampshire
- Inclusion is realized—channels of participation are open and inviting, so that all have a welcome place at the table.

Mission Statement

The New Hampshire Governor's Advisory Council on Diversity and Inclusion engages in ongoing education and meaningful dialogue with State residents and community organizations in order to inform, strengthen, and advise New Hampshire laws, regulations and agency policies, combat inequity, advance diversity and inclusion, and system responsiveness, so that all residents can live free of discrimination and have full opportunities to participate and prosper in our communities.

Strategies

We need to engage in an ongoing and comprehensive discussion regarding further steps that it must take to insure our freedoms so that everyone can participate and prosper.

Proposed Norms for Council

- Be present
- Be open to another perspective
- Be ready to actively listen
- Assume good intentions and take responsibility for impact
- Be able to express as much vulnerability as you are willing to offer
- Step Up/ Step Back

Note: It would be good to have more discussion of diversity and inclusion. In brief, *diversity* is primarily a compositional notion that does not itself entail inclusion. (For example, one can have a diversity of spices in one's cabinet, but only some ever play a role in your cooking, and some might even be occluded by others, in a dark corner of the cabinet, present but invisible and forgotten.) *Inclusion* is about including all parties who are willing (or representatives) in key activities, endeavors, etc. Inclusion is optimized if a proactive stance is taken to invite,

encourage, and welcome participation. *Inclusive excellence* aims at achieving an optimal state by including all (or representatives) in the enterprise and thereby not only getting buy-in from all quarters, but also making optimal use of the diversity of resources available, thus making the achievement of excellence in endeavors at once more equitable and more likely.