

# Diversity, Equity, and Inclusion Vision



The Society of Family Planning recognizes that institutionalized exclusionary and oppressive systems such as racism, sexism, classism, ableism, nationalism, heterosexism, cisgenderism, and other discriminatory practices are barriers to the full participation of all contributors to the field of family planning. We acknowledge the interconnectedness of these oppressive systems.

We also intentionally center and lead with anti-racism, recognizing deeply-rooted and pervasive structural racial injustices and that an anti-racist praxis connects multiple marginalized communities allowing for broader equity impacts for all.

To achieve the Society's vision of just and equitable abortion and contraception informed by science and to ensure that this vision is actualized for the benefit of all, we must work together to intentionally address and incorporate values of diversity, equity, and inclusion (DEI) in everything we do, from how we govern the organization to the implementation of our programs.

## **We commit to:**

- Diversifying membership and leadership,
- Creating inclusive spaces for individuals to convene among and across identity groups,
- Advocating for and supporting research that ethically addresses the needs of underrepresented populations and which is led by, or inclusive of, historically marginalized members,
- Advancing the equitable delivery of evidence-based, anti-racist, and gender affirming family planning clinical care, and
- Championing diverse voices from across our community implementing evidence-based practice and policy changes.

We see this as ongoing work. We are committed to continued learning from our efforts and the efforts of colleagues in and outside the field of family planning who are dedicated to advancing DEI, and working toward a field in which everyone, regardless of identity, feels a sense of belonging.