

Presbyterian Villages of Michigan

**Diversity and Inclusion
Statement of Organizational Commitment**

Approved by the PVM Board of Directors: January 31, 2013

*“People may not remember exactly what you did, or what you said,
but they will always remember how you made them feel.”*

Maya Angelou

Diversity and Inclusion Statement of Organizational Commitment: Presbyterian Villages of Michigan (PVM) will intentionally value and build upon a diverse and inclusive resident, client, employee, board, business partner, volunteer, donor, community, and other stakeholder population. In doing so, all individuals will enjoy environments where:

- Respect and consistent treatment is the experience of all,
- Enhanced Diversity and Inclusion will be achieved through conscious, intentional and disciplined efforts, and;
- PVM’s mission, vision, and beliefs/values are reflected in all daily activities.

Furthermore, PVM actively works to foster an inclusive environment that recognizes the contributions and supports the advancement of all, regardless of race, ethnicity, national origin, gender, religion, age, marital status, disability, sexual orientation, gender identity and/or expression because an inclusive environment can enhance the comprehensive quality of life for everyone, strengthen organizational success, improve community relations, and positively affect the society.

Additional notes:

- LaDonna Holley, PVM’s Senior Vice President of Human Resources and Organizational Development, was appointed by the Board of Directors as System Diversity Officer.
- The Board of Directors also received and reviewed a detailed Implementation Plan and Reference Document in support of the above Statement.