



## **DRAZ's Commitment to Diversity**

Disability Rights Arizona mission is to assist Arizonans with disabilities by promoting and protecting their legal rights to independence, justice, and equality. We envision a society where people with disabilities enjoy full acceptance without barriers.

To serve people with disabilities effectively, our board and staff should reflect the diversity of Arizona. By diversity, we mean to look at qualities such as disability, language, ethnicity, gender, age, race, culture, sexual orientation, and life experiences.

As a Protection and Advocacy organization, we are committed to implementing those principles in the workplace including:

1. Hiring people with disabilities;
2. Implementing model employment practices including reasonable accommodations and accessibility throughout the workplace;
3. Involving people with disabilities in decision making at all levels of the organization.
4. Valuing different views and appreciating different learning styles;
5. Recognizing language and cultural issues.

DRAZ also recognizes that becoming a more disability and culturally competent organization is a long-term commitment.