

Kansas Women Attorneys Association
Statement on Member Diversity, Equity, Inclusion, and Belonging

The Kansas Women Attorneys Association (KWAA) is committed to fostering, cultivating, and preserving a culture of diversity, equity, inclusion, and belonging. Consistent with these ideals, KWAA previously adopted the Pillars of Professionalism.

We embrace and encourage our members' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that distinguish our members.

KWAA's diversity initiatives are applicable—but not limited—to our practices regarding recruitment and selection; professional development and training; social and recreational programs; and the ongoing development of an environment built on the premise of gender and diversity equity that encourages:

- Respectful and civil communication and cooperation between all members.
- Teamwork and member participation, welcoming the representation of all groups and member perspectives.
- Member contributions to the communities we serve to promote a greater understanding and respect for diversity.

All members of KWAA have a responsibility to treat others with civility, dignity, and respect at all times. Civility, dignity, and respect demand that members engage with the content of others' messages, rather than participating in tone policing, *i.e.*, criticizing the emotional manner in which a person expresses a point of view rather than addressing the substance of the point itself.¹ All members are expected to exhibit conduct that encourages inclusion when engaging with other members of the profession, including in communications with other members and at KWAA-sponsored and participative events.

Unanimously approved at KWAA Council meeting on April 20, 2024.

¹ "Inclusive Language Series: Tone Policing" University of Wisconsin-Madison.