

Virginia Native Plant Society

Diversity, Equity, Inclusion, and Justice Committee

Mission and Vision Statement

Mission Statement:

The VNPS DEIJ Committee, while supporting the VNPS mission, will seek to achieve diversity, equity, inclusion, and justice relative to race, ethnicity, gender identity, sexual orientation, socioeconomic status, marital or parental status, religious affiliation, disability, country of origin, language, and age during outreach and within VNPS membership and leadership.

Vision Statement:

- Works with board member chairs to address inclusivity and accessibility within all realms of the organization. [VNPS President]
- Conducts an annual DEIJ review of VNPS practices and creates action plans for implementing improvements. Due end of October annually beginning in 2024. [DEIJ Chair]
- Works with the chapter leadership to develop DEIJ plans relevant to their region. [DEIJ Chair, DEIJ Committee Vice Chair, DEIJ Committee Secretary]
- Creation of outreach and involvement opportunities in underserved and historically underrepresented communities. [DEIJ Chair]
- Hosts educational events at schools of varying socioeconomic status to increase their knowledge of and interest in native plants. [DEIJ Committee Member]
- Conduct outreach and create collaborative relationships with Virginia's colleges and universities. [DEIJ Committee Secretary, DEIJ Committee Member]
- Foster reciprocal networks with organizations and clubs that share interests related to the mission of VNPS. [DEIJ Committee Vice Chair, DEIJ Committee Member]
- Collaborate with organizations dedicated specifically to diversity, equity, inclusion, and justice to explore and carry out mutual goals. [DEIJ Committee Vice Chair]

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Approved by the VNPS Board of Directors September 20, 2023