

System Dynamics Society Diversity Statement
(3/5/2019)

The System Dynamics Society embraces and is committed to promoting equality and diversity in the field of System Dynamics as both an ethical and operational imperative. We will continue to promote a culture that recognizes and develops the potential of all members. We will take proactive steps across all our activities and initiatives to ensure the adoption of processes and practices that enable access to opportunities for inclusion and engagement across all segments of our diverse membership. We will strive to eliminate potential sources of discrimination, harassment, and victimization within our membership. We recognize the benefits of having a diverse community of members and volunteers who value one another and realize the contribution they can make to achieving the Society's mission to encourage the development and use of system dynamics and systems thinking around the world.

Diversity statements are an increasingly common part of an association's policy framework as an important signal, particularly to younger or underrepresented members, that they are welcome within the organization. Younger association members often see such policies as part of the social responsibility of an association for its field, profession or industry, and the absence of such a policy may influence their membership decisions. Besides being the right thing to do, it can have financial implications as a growing number of corporate and foundation funding sources look to see if an association has such a policy in place. Improving diversity can be a catalyst for improved decision making, increased productivity, and a competitive advantage. Incorporating a philosophy based on diversity across an association's activities and initiatives has been linked to improving relations between a profession and those they serve, the quality of work produced by a field or profession, membership growth, and the impact of a field or profession on society. The adoption of a diversity statement would also be consistent and supportive of other motions before the Policy Council related to Harassment Prevention and Codes of Conduct (General and Meetings).