

Leadership Middle Tennessee
Diversity, Equity & Inclusion Statement
Proposal - April 2021

Leadership Middle Tennessee (LMT) is working towards cultivating a regional leadership program that is welcoming, diverse, and inclusive to all. In principle and practice, LMT believes in the value and power of diversity, equity, and inclusion (DEI) in all facets of this organization.

With DEI, we expand our talent, resources, and leadership opportunities necessary to thrive in an increasingly competitive regional marketplace. In efforts to better serve and represent our alumni and community, LMT is committed to actively seeking a diverse, equitable/inclusive board, participants, alumni and programming.

LMT recognizes that full potential is realized when DEI is the standard to strengthen and impact our community. LMT's commitment to this charge is evidenced in our leadership in the work of DEI.

LMT, in both its values and practices, is committed to inclusion and excellence of all diverse people irrespective of differences. This means that there shall be no barriers to selection in any activity of LMT on the basis of economic position, gender, race, ethnicity, age, sexual orientation, gender identity, national origin, or disability. LMT recognizes that diverse perspectives are important and necessary for regional leadership development and overall success. We believe inclusiveness is a fundamental principle of every organization that enhances its ability to respond more effectively to changing demographics and needs. We affirm our commitment to reflecting the diversity of LMT class participants, leadership positions and alumni.

LMT values and promotes diversity because it enhances the business community and the economic development of the region through: increasing regional development; expanded educational opportunities; and creating a robust community infrastructure that encourages all community members to make contributions using their special talents, expertise and knowledge.

LMT believes equity is the intentional inclusion of everyone in society. Equity is achieved when systemic, institutional and historical barriers based on race, gender and other identities are dismantled. We fight for greater opportunity for all.

Together, we have the collective capacity and courage to identify and address the different ways that bias, prejudice, privilege and oppression show up in our community. We will continue to look to our alumni to be part of the ongoing conversation to confront and end inequality. Most importantly, we are committed to working alongside those who are most affected by disparities. Together, we can create a thriving region where everyone has the opportunity to succeed.

At Leadership Middle Tennessee, we know acknowledging our differences and embracing diversity is critical to the success of our program. We need leaders from different backgrounds with different points of view to truly create a space for relevant conversations that will help shape a better future for Middle Tennessee.