# Task 4: Set diversity and inclusion goals that align with organization mission, vision, and values

## Key Terms and Examples: Vision, Mission, and Values

Directions: Use this document to define and develop your own vision, mission, and values statements.

A vision statement expresses what your organization wants the future to look like by using clear, motivational language. There are two main types of vision statements: one describes the ideal organization; the other illustrates the ideal world. The vision statement is “what we aim for.”

The mission of your organization is articulated in a clear and specific statement describing what you do, how and why you do it, and who you serve. It is stated in a way that informs people of the organization’s purpose and will guide decision making within the organization. The mission statement is “what we are doing to get there”.

Goals are broad initiatives, in line with the institution’s mission, that will enable the vision to be realized.

Values guide the perspective and actions of the organization. Writing down a set of commonly held values can help an organization define its culture and beliefs.

### Example

Diversity at University of Massachusetts Medical School (UMMS)

* UMMS Vision Statement. Diversity compels UMMS to lead in the development and implementation of innovative approaches to health sciences education, research, and public service.
* UMMS Mission Statement. Through consultation, regulation, education, and collaboration, the Diversity and Inclusion Office (DIO) is a catalyst for an inclusive academic medical health sciences center comprised of a diverse faculty, staff, and student body who possess the cultural competencies necessary to serve the people of the commonwealth and the world.
* UMMS Core Values. Civility, mutual respect, and multiple perspectives

Your Turn: Write down your mission, vision, and values.

Vision:

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Mission:

Click here to enter text.

Values:

Click here to enter text.