



Breastfeeding Coalition
of Delaware

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Diversity Values Statement & Guiding Principles

Diversity Values Statement

The Breastfeeding Coalition of Delaware (BCD) is committed to inclusion and diversity. This means that there shall be no barriers in any activity of the BCD on the basis of economic position, gender, race, creed, age, sexual orientation, national origin, or disability. Diversity also includes family status, life experience, religion, communication styles, geographic location, work-related skill sets and experience. All of these factors play a critical role in positively constructing expectations, experiences, and organizational behavior.

The BCD believes that diverse perspectives integrated into day-to-day operations and management lead to responsible and representative decision-making. Ensuring and fostering diversity among BCD's leadership and member organization is essential to the BCD's ability to fulfill its mission and vision. The BCD engages in organizational behaviors that encourage and support inclusive diversity.

United States Breastfeeding Committee. 2011. Diversity Values Statement. Retrieved March 28, 2013 from <http://www.usbreastfeeding.org/AboutUs/Governance/DiversityValuesStatement/tabid/221/Default.aspx>

Guiding Principles

1. We serve the geographic jurisdiction of Delaware.
2. Our focus is clear and limited.
3. We are implementers—we rely on evidence-based strategies recommended by trusted leaders of the field.
4. We identify strategies likely to make the most impact for the fewest resources invested.
5. We leverage the resources of others.
6. We advocate vigorously but respectfully in our area of focus.
7. We are mindful of our words and actions and their potential impacts.
8. We seek and heed the counsel of others.
9. Our efforts are family-focused, culturally competent, and community- and data-driven.
10. We work to increase access to support for those most in need.
11. We aspire for our efforts to be culturally competent.
12. We build relationships with partners to improve policies, programs, and practices, and we strive to avoid duplication of efforts.
13. We demand ethical behavior of ourselves.
14. We treat each other as valued colleagues.
15. We are good stewards of our resources, and we apply them strategically.
16. We leave room for growth and change.

Adapted from the Bill and Melinda Gates Foundation. Retrieved Marcy 28, 2013 from <http://womenintheworld.org/solutions/entry/bill-melinda-gates-foundation>