

# Encore Support Services

## Diversity Statement

At Encore, we believe that society thrives when diverse talents, experiences, perspectives, and cultures are welcomed and celebrated.

We envision a world where everyone, especially those on the autism spectrum, can fully participate, contribute and succeed to their fullest potential. Regardless of neuro-divergence, differing abilities, ethnicity, nationality, race, religion, immigration status, or sexual orientation, every person deserves to be treated with dignity and respect. Encore Support Services share core values – Respect, Trust, Inclusion, Diversity, and Excellence. More than aspirations, these core values shape the behaviors that we expect of ourselves and our colleagues.

We are committed to act with purpose and intention to:

- **Champion diversity** by building a community of researchers, staff, and clinicians who are as diverse as the community we serve.
- **Invite open, transparent dialogue** among diverse voices and perspectives to shape impactful scientific research, clinical services, and educational opportunities
- **Commit to equal and open access for all.** We seek to provide our services, programs and research opportunities to all who could benefit, regardless of who they are or where they're from.
- **Advocate for an end to disparities** in access to autism services, healthcare, and community supports in disadvantaged areas and/or in communities of color.

It is with these commitments in mind that we stand in solidarity with those who promote human rights and who work peacefully to end systemic racism and social injustices. We acknowledge these systems create unacceptable disparities in education, support, and services for individuals on the autism spectrum, based on socio-economic factors, race and ethnicity. We pledge to continually celebrate and cultivate a diverse community, while working to ensure that each person on the autism spectrum can reach his or her full potential, living a life of meaning and purpose.