

DEI Mission & Vision

The mission and vision we hold for the SCA move us to build opportunities for learning, growth, and accountability. This office sees our Core Values as a Diversity, Equity, and Inclusion Vision Statement. We want to be an organization that holds true to our Core Values as written in our governing documents:

SCA Statement of Core Values

In pursuing its mission, the SCA is committed to excellence in its programs, communications and activities and to:

- act in accordance with the chivalric virtues of honor and service;
- value and respect the worth and dignity of all individuals;
- practice inclusiveness and respect pluralism and diversity;
- promote a safe and respectful environment for all SCA events;
- act with transparency, fairness, integrity and honesty;
- be a responsible steward of SCA resources; and,
- be committed to maintaining the trust of its members and participants.

It is the expectation of the SCA that its members and participants, in all events and activities of the SCA, will conduct themselves in accordance with these tenets.

DEI Mission Statement

The Diversity, Equity, and Inclusion (DEI) Office is committed to promoting the values of inclusion throughout the SCA.

This office will identify opportunities for improvement, develop trainings for Kingdom Officers, conduct a comprehensive policy review, promote accountability based on our core values, and support our existing processes to address inequitable actions including discrimination and bullying.

The DEI Officer will facilitate the necessary conversations and decision-making that can lead to a more equitable and inclusive SCA.

Equity Vision

Equity is just and fair inclusion into an organization in which all can participate, prosper, benefit, and reach their full potential. The SCA is committed to building a diverse and equitable organization. We recognize the history of oppression that has resulted in ongoing disparities for some communities, as well as the limitations of our nonprofit framework to address them. Yet, we have a powerful opportunity before us to create a welcoming place for all to participate in the research and education of pre 17th-century arts and sciences. We believe that the first step in doing this is to raise awareness of our own biases and operationalize our values.

The SCA is committed to our own equity journey, the diversity of our membership and the broader contributions both will have to an inclusive and equitable organization that champions chivalry and honor. We learn from history that for as many differences there are between us and those who lived centuries ago, there are an equal number of similarities. The same holds true to those who live now.