



## **Statement of VRMA's Commitment to Equity, Diversity, and Inclusion**

VRMA seeks and values diversity and inclusive practices within our membership, leadership, and the vacation rental industry as a whole.

We respect and celebrate the unique characteristics, perspectives, and qualities that make each person who they are.

VRMA welcomes people of any age, appearance, disability, ethnicity, gender, geographic location, nationality, professional level, race, religion, sexual orientation, and other factors that shape creative perspectives and professional experiences. To that end, we are committed to providing continuous opportunities for diverse individuals at all levels of the organization.

VRMA recognizes the importance of diversity and inclusion and how both contribute to the overall mission of the organization: *To unlock the possibilities and potential of our diverse, global membership of vacation rental professionals so they can strengthen their business, elevate the industry, and ensure superior guest and homeowner experiences.*

Finally, we understand that achieving equity is an ongoing process, and we seek to maintain the highest standards of ethics, transparency, and accountability. VRMA strives to:

- Support and encourage policies and practices that advance social inclusion
- Communicate and share content respectfully and with inclusive representation
- Reflect diversity in our staff, committees, and boards
- Foster open and constructive discussions among our members throughout the world
- Engage with diverse vendors, consultants, and industry professionals
- Celebrate diversity and inclusion in our programming and at our events