

## Diversity and Inclusion Statement Journal of Solution-Focused Practices (JSFP)

### We acknowledge:

- that the international SF community is a diverse collection of people working in a diverse range of activities.
- the presence of social structures of privilege that we each bring from our unique experiences of living and that for many of us, the privileges we enjoy may be experienced as oppressive for others. We recognize that privilege is intersectional and multi-dimensional and may shift according to the context and who is present.
- that diversity and inclusion cultivates excellence both in academic (publishing) endeavors and in practice.
- and also understand that the success of each individual strengthens the community as a whole.

### We aspire:

- to create a diverse collection of groups and individuals from around the world to develop and produce the JSFP, a collection that is reflective of the whole SF community.
- to harness the diversity inherent within the SF community to assist in building and publishing a journal of the highest standard, one which the international SF community can be proud of.
- to be willing to examine and own our individual privilege and to consider when and how these may affect the potential for participation of others, and to strive to act in a way that minimizes barriers to participation.
- to create respect for and appreciation of all persons as a key characteristic of our JSFP community.
- to increase the diversity of all parts of our JSFP community through commitment to diversity in our recruitment and retention efforts.

### We plan:

- to review this statement annually (or more often if needed) in an attempt of continual improvement.
  - to develop a journal that is relevant to the international community. To accomplish this plan, our board and management structure will be welcoming of people from various backgrounds (i.e. ethnic, gender, religion, etc.) who have expertise in various disciplines where solution focused conversations occur.
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