



Diversity, Equity, and Inclusion Statement

The RMC's mission is to bring together a diverse set of organizations and individuals to identify and meet the needs of the State of Maryland's rural communities. We strive to ensure that all individuals regardless of identification are included in our activities, research, meetings, events or grant programs. Without true community engagement and inclusion, we could not meet the needs of all rural residents. Long-term sustainable policy decisions are not possible without bringing diverse experiences and opinions to the table.

Historically, some individuals and communities have been excluded from civic and political engagement. There have been instances of discrimination in government programs and in siting of public infrastructure. We do acknowledge the negative impacts of past decisions that have impacted established communities so that future decisions can be equitable and just.

We commit to questioning our practices and standard operating procedure to improve equity, inclusion and diversity. The Council's mission requires community engagement, stakeholder input, transparency and responsiveness. We strive to be accessible to any interested individual. We strive to recruit board and staff who are a part of the communities we serve and reflect the demographics of rural Maryland. We strive to improve all segments of rural Maryland through our programs and we commit to educating our members, our board and our staff of the history of underrepresented social groups, value their thoughts, and to be a reliable partner.