

Vision Statement

We improve the lives of Californians and businesses by going above and beyond to foster trust in democracy, celebrating our state's rich history, driving economic growth and investing in tomorrow.

Mission Statement

Adhering to the highest standards of integrity and transparency, the California Secretary of State supports businesses, strengthens democracy, protects individual rights and preserves our state's history by delivering high-quality services, accessible resources, and trusted information.

Contact Us

Please share any DEI stories and resources, as well as all questions and inquiries, with the SOS DEI Team at DEI@sos.ca.gov.



California

Secretary of State

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CALIFORNIA SECRETARY OF STATE

Diversity, Equity & Inclusion (DEI)



Secretary of State (SOS) Commitment to DEI

"As California is the fifth largest economy in the world, at the core of its strength is the fact that it is also the most diverse state in the nation. We believe diversity is the key to our State's continued success and the backbone of a thriving economy and a democracy that gives equal access and opportunity to every individual across our state."

"It is central to the SOS's mission to foster diversity, equity, and inclusion across our work culture, through the delivery of quality services to the public, providing accessible resources and trusted information, by supporting California businesses, strengthening democracy, protecting individual rights and preserving our state's history."

**-Shirley N. Weber, Ph.D.,
California
Secretary of
State**



SOS DEI Definitions

"DIVERSITY"

The presence of people from all walks of life, backgrounds, cultures, experiences, abilities, and perspectives.

"EQUITY"

Providing proportional access to resources, information, and opportunities according to need, free of bias and discrimination.

"INCLUSION"

The practice of proactively respecting, appreciating, and involving all backgrounds, cultures, experiences, abilities, and perspectives in the work of the California Secretary of State.

"BELONGING"

The feeling of being valued, accepted, supported, and connected within the workplace.

"ACCESSIBILITY"

Ensuring information, resources and services are reachable and usable for all, and that a person with disabilities can acquire information, engage in interactions, and enjoy access to services with the same effectiveness, equivalency and ease of use as a person without a disability.

SOS DEI Activities

- We regularly uplift multi-cultural celebrations and events that highlight the importance of diversity, equity and inclusion for our staff and the public.
- The Secretary has sent out a heartfelt DEI letter and video, highlighting the importance of these efforts and encouraging everyone to get involved.
- We offer ongoing training for both management and staff, available whenever needed.

What is DEI?

Diversity, Equity, and Inclusion (DEI) pertains to the qualities, experiences, and work styles that make individuals unique (e.g., age, race, religion, disabilities, and ethnicity) as well as how organizations leverage those qualities in support of business objectives.

SOS DEI Goals

1. Shift organizational culture.
2. Ensure equitable, diverse, and inclusive access to programs and services.
3. Connect with (internal and external) stakeholders to foster continuous improvement.
4. Champion the Secretary's commitment to Diversity, Equity, and Inclusion.

