

# Institute for Supply Management™

## Official Position Statement

### DIVERSITY WITHIN SUPPLY MANAGEMENT

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ISM believes diversity is important for the growth and success of supply management programs throughout the world. All organizations should value and respect various individual viewpoints, backgrounds, strengths, and contributions in supply management recruiting, staffing, training, sourcing, and supplier relationships.

#### Definitions:

**Diversity** – an organization’s effort to include different categories of suppliers in its sourcing processes. Diversity is inclusive of the similarities and differences of all individuals, organizations, and suppliers, as well as the ways to address the opportunities and challenges that arise from those differences and similarities.

**Supply management** – the identification, acquisition, access, positioning, and management of resources the organization needs or potentially needs in the attainment of its strategic objectives.

**Business affirmative action** – the process of ensuring that businesses owned by minorities, women, and other disadvantaged persons are considered in an organization’s purchasing activities.

**Culture** – the unique way of life of a group of people.

**Cultural adaptation** – the process of adjusting to another culture.

**Cultural sensitivity** – attunement to the nuances of another culture.

**Minority Business Enterprise (MBE)** – any legal entity, organized to engage in commercial transactions, that is at least 51% owned and controlled by one or more minority persons who are American citizens. Ownership in the organization must be real, substantial, and continuing.