



**Vision:** The Vision of Dysphonia International is to ensure the ongoing viability of the organization that will continue to lead the effort to eradicate spasmodic dysphonia and related voice conditions.

**Mission:** Dysphonia International is dedicated to improving the lives of people with spasmodic dysphonia and related voice conditions through research, education, awareness, and support.

**Core Values:** The Core Values of Dysphonia International are the beliefs that govern our actions and choices for the organization and reflect our commitment to the individuals who struggle every day with spasmodic dysphonia and related voice conditions. We believe that every person involved in the organization should have a clear understanding of our core values.

- **Integrity | *We act with honesty and transparency toward our commitments to the Dysphonia International community and the public.*** Through our Board members, volunteers and staff, Dysphonia International adheres to the highest moral and ethical principles as we serve our community and interact with those who support Dysphonia International.
- **Responsibility | *We fulfill the purpose of Dysphonia International's Mission and Vision with accountability.*** Dysphonia International is truthful in its solicitation and expenditure of funds, consistent with the needs of our community.
- **Respect | *We have regard for the worth and dignity of individuals.*** Dysphonia International values and respects all people, knowing that those searching for information or help, and our donors, both come from a diverse community.
- **Honesty | *We carry out our responsibilities with truthfulness in all aspects of Dysphonia International's operations and activities.*** Communicating honestly advances our Mission. We provide information about Dysphonia International clearly, coherently and with all the necessary detail to fulfill our Mission.
- **Openness | *We inform the Dysphonia International community and the public about our activities in a responsive and timely manner.*** Understanding spasmodic dysphonia and related voice conditions is a work in progress. Working together, we will share new information and honestly admit what we don't know about these conditions.
- **Fairness | *We treat the Dysphonia International community, donors, volunteers, and staff with equity.*** Dysphonia International treats all people with dignity and recognizes that each person matters. We strive to provide everyone with access to information and help.
- **Empathy | *We want people diagnosed with SD and related voice conditions to know that we understand.*** It's not unusual for a person with SD or a related voice condition to feel alone at some point and as though they are the only person with a vocal disorder. That is certainly not the case, and Dysphonia International wants you to know that we understand what you are going through, and we support you.