



Diversity, Equity & Inclusion Policy

As of 2 Jun 2023

An Inclusive Environment: Our mission is to provide an inclusive environment for a diverse group of employees, volunteers, and Club members, where opportunities and equal access are demonstrated at all levels. As an organization, we embrace and honor diversity, equity, and inclusion. When we draw on the wisdom of a diverse workforce, we are better able to understand and meet the needs of America's youth and our Clubs.

We have zero-tolerance for discrimination in any form. The model we set fosters our ability to understand, support, and deliver on our organizational goals and commitment to youth.

Inclusion cultivates an environment that builds healthy and productive working relationships by creating a foundation of equal treatment, influence, and respect for diversity.

We demonstrate our commitment to diversity through organizational assessments that analyze data and practices, a defined diversity, equity, and inclusion roadmap and priority action plan, formal educational and informal learning opportunities (e.g., unconscious bias and equity workshops, online learning, listening sessions for community building, mindfulness events), employee surveys, ongoing cultural recognition, and events.

As colleagues, we commit to upholding these principles:

Diversity is the presence of varied identities in a culture that respects and celebrates all characteristics that make us uniquely individual and collectively successful. Diversity recognizes the value of all people in their entirety, with appreciation for personal experiences, in an environment that fosters collaborative thinking for the benefit of our work.

Equity is the focus on providing access, opportunity, networks, resources, and support for individuals to be successful and reach their full potential. It is our collective responsibility, especially for those with influence, to address power differences and eliminate barriers that hinder the advancement of historically marginalized people.

Inclusion is the act of empowering everyone to participate, connect, and grow. Inclusion creates a culture of belonging and mutual respect by ensuring all individuals are given the tools and information necessary to contribute to the organization in their own unique way and that these contributions are valued.