



Diversity, Equity & Inclusion (DEI) Statement

U.S. Ski & Snowboard, the National Governing Body (NGB) for skiing and snowboarding in the United States, is committed to cultivating an inclusive culture, establishing equitable systems, and valuing diversity. We have a responsibility to our sport and our community to advance DEI through honest, ongoing self-assessments and by taking meaningful actions to drive real change.

U.S. Ski & Snowboard ascribes to the following definitions of diversity, equity, and inclusion in alignment with definitions adopted by the U.S. Olympic & Paralympic Committee (USOPC) where available, with the understanding that DEI language will continue to evolve and be updated:

Diversity is differences among people, whether they work for, are served by or otherwise have a stake in the organization itself. These differences among stakeholders include but are not limited to race, ethnicity, gender, sexual orientation, socio-economic status, age, geographic location, national origin, religious beliefs, language, veteran status, and physical abilities. Diversity is invaluable because it generates differing points of view, leads to innovation, fosters an understanding and acceptance of individuals from different backgrounds, and recognizes the contributions that a variety of individuals and groups can make.

Equity is developing an organizational structure of fair systems and policies to provide opportunities for a wide range of people. An equitable system mitigates or removes barriers to entry, participation, and growth.

Inclusion is creating and maintaining a cultural environment that is welcoming and inviting to all, and where differences are valued. It means promoting an environment in which contributions and strengths are recognized, optimized and valued in a way that generates opportunities for adaptability, problem-solving, growth and ultimately increased success.

U.S. Ski & Snowboard's prioritization of DEI is inherent in its vision to make the United States of America the Best In The World in Olympic skiing and snowboarding. DEI is also integral to our mission to lead, encourage, and support athletes in achieving excellence by empowering national teams, clubs, coaches, parents, officials, volunteers, and fans.

We are dedicated to organizational excellence. To that end, U.S. Ski & Snowboard adopts the following guiding principles:

- Nurture an inclusive and diverse community rooted in mutual understanding and respect



- Educate constituents about the importance of an inclusive and diverse community
- Support innovation in equitable approaches to enhance access, retention, and advancement of underrepresented groups

By formulating specific action plans based on these guiding principles, U.S. Ski & Snowboard will strive to lead nationally in our home country, the United States, and globally in all aspects of diversity, equity and inclusion practices in the snow sports world.

- *Revised May 2021*