

Strategic Diversity and Inclusive Governance

Good Sports Leadership Statement on DEI

“At Good Sports, we believe that a diverse workforce is essential to spark innovation, improve performance and foster an environment of authenticity and teamwork. In so, we are committed to creating an equitable and inclusive culture, implementing an inclusive performance management process, building a diverse team and board, and supporting equal access to sports throughout our community.”

Approaching with a DEI Lens

As a BOD member, approaching our work with a DEI lens means...

- **Diversity:** Acknowledging that the youth we support face barriers to accessing sport due to their demographic identities
- **Equity:** Providing those in need with the tools to ensure equal opportunity
- **Inclusion:** Recognizing that just having access is not enough, children need to feel welcome, a sense of belonging and have equal footing in sport



Evaluate the impacts of BOD decisions of marginalized communities

- View financial decisions through DEI lens
- Prioritize budgeting decisions that positively impact BIPOC children and girls.
- Hold Good Sports accountable for making sure that DEI is implementing across the organization
- Ensure equitable practices in hiring and development opportunities

BOD members as Ambassadors of Good Sports includes:

- Using inclusive language
- Sharing Good Sports commitment to DEI
- Representing the communities Good Sports serves

Key Takeaways:

- Good Sports has made DEI a key tenet of it's approach, focus and strategy
- Recognizing the identities of the communities we serve is an important aspect our diversity and inclusion work.
- Targeting community through an equity approach ensures Good Sports is more effective in realizing its mission
- As a Good Sports BOD member you are responsible for approaching your work through a DEI lens, representing Good Sports and its diversity and advocating for Good Sports DEI work.