



U.S. Ski & Snowboard 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 - Developing a team of stakeholders/people from differing perspectives and backgrounds to drive innovation and increase cultural awareness.

Equity - Creating paces and removing barriers so all people are treated fairly and have the same access to opportunities.

Inclusion - Enabling a welcoming and respectful environment that fosters belonging for all stakeholders/people and groups.

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 June 2021*