

SUN COUNTRY REGION DIVERSITY, EQUITY AND INCLUSION POLICY

EVERY MEMBER AND FAMILY OF SUN COUNTRY REGION SHOULD FEEL WELCOME, REGARDLESS OF RACE, GENDER, IDENTITY, SOCIOECONOMIC STATUS OR OTHER IDENTIFICATIONS.

We know that racial and other forms of discrimination are not new, however recent events have made it painfully clear that progress cannot be made unless each individual and organization within our community makes a decision to step out of their comfort zone, learn something new about someone different than themselves, and take action to make inclusion a priority.

The racial, socioeconomic status and gender identity demographics in our region and in volleyball are significantly different than our state and especially of our country.

We at Sun Country Region, have, are and will continue to undergo an internal examination to address the shortfall of diversity and inclusion within our organization, in our clubs and in volleyball as a sport and community.

Sun Country Region and its Board of Directors and staff commit to:

- Listening and learning with open minds, and assisting others in doing the same, so that volleyball can be a sport where everyone feels safe and welcome.
- Exploring our organizational structure, policies and procedures to examine ways to be more inclusive
- Creating a Diversity & Inclusion Committee and seeking input from our membership
- Reducing current barriers to entry into volleyball, and collaborating with other entities to increase access to our sport
- Creating opportunities for outreach to under-served communities and populations
- Increasing access to employment opportunities for families and individuals in need
- Looking at ways to develop a minority coach and official scholarship and mentoring program
- Developing a resource and outreach page on Sun Country Region website for diversity and inclusion initiatives and information
- Diversifying Sun Country Region's social media following and shared content