



Guideposts for Advancing Racial Equity and Inclusion

America SCORES champions inclusivity and values each individual for their unique contribution to our community. We embrace the power that comes from bringing together people of diverse backgrounds. We recognize the harm White supremacist systems have caused, and in particular their effects on Black people, indigenous people, Latinx/Hispanic people and many other people of color (collectively referred to below as “BIPOC”). To us, racial equity and inclusion mean fair opportunity for every person -- whatever their race, color, ethnicity, sexual orientation, gender, or religion.

America SCORES is committed to applying an intersectional approach to advancing racial equity, to examining power imbalances through an intersectional lens, and to looking at each individual as a whole. We will model the equity we believe should be present throughout society, and we will combat individual, institutional, and structural forms of racism and White supremacy in our society through all facets of our operations and programming. Specifically, we commit to:

- Ensure our workplaces and program spaces are inclusive environments where BIPOC feel safe to bring their whole selves and can expect unbiased, safe, and just treatment
- Strive to ensure our staff, coaching corps, leadership and Boards are reflective of the demographics of the communities we serve
- Provide equitable pathways for growth for participants, coaches, staff, and prospective hires who are BIPOC
- Incorporate anti-racist and non-discriminatory practices through all aspects of our programming, including curricula design, selection and training of coaches, curricula implementation, and outcomes evaluation
- Continue providing platforms and opportunities for BIPOC to contribute to the public discourse, and continue to amplify their voices.
- Keep our programs 100% free for all participants and strive to eliminate socio-cultural, financial, and physical barriers to participation in our programs