



# Diversity, Equity & Inclusion Pact

## Introduction

IASF coaches, officials, volunteers, athletes, attendees, etc. are committed to the highest ethical standards. Based on the unique trust placed on IASF, we all have a specific obligation to act ethically.

Our success and reputation depend on adhering to a high and unique standard of ethical conduct. We set an example in our pursuit of excellence in performance, professionalism, and ethical conduct.

This Pact is based on our mission and guided by our fundamental values, integrity, leadership, volunteerism, commitment to IASF and the discipline of All Star Cheer and Dance.

## Definitions

This Pact defines the principles as follows:

**Diversity** – The quality of being different or unique as an individual or group, including but not limited to age, race, religion, ethnicity, color, physical features, sex, sexual preference/orientation, gender identity/expression, language differences nationality or national origin, family or marital status, Disability including physical, mental and developmental difference, physical, mental and development abilities, socio-economic status, education, work and behavioral styles, political affiliation, etc. May also refer to different ways of thinking and different ways of working.

**Equity** – Promoting justice, impartiality, and fairness within the procedures, processes and distribution of resources by institutions or systems by understanding the root causes of outcome disparities within society.

**Inclusion** – A strategy to leverage diversity to ensure all who are diverse have equality of opportunity without any impediments due to diversity characteristics as stated above within the organization or group.

This Pact applies to any entity who represents their respective EP/Gym or country as a coach, athlete, event producer, etc.

The objective of this Diversity, Equity and Inclusion Pact is to articulate proper behavior and accountabilities, reinforcing respect for each other, at all times.

This pact applies to interactions in our shared competitive space, professional arenas, social media, or other events where respective gyms, programs, teams, gyms, event producers and or countries are represented.

Coaches/Program Owners/Athletes/Officials and Event Producers agree to acknowledge the following Principles:

- **Bias.** Acknowledge that individual and institutional bias have excluded marginalized members of our organization, regardless of the intention of those excluding.
- **Centering.** Recognize that our organization includes everyone. However, we commit to centering this work on the concerns, views and opinions of the marginalized members of our organization and not solely on the comfort of the majority.
- **Transparency.** Commit to communicating openly with our members on our work toward equity and inclusion and receiving and incorporating their feedback as our work continues.
- **Accountability.** Commit to holding ourselves and each other responsible for both failure and success.
- **Specificity.** Recognize that our policies and procedures have had different negative effects on minorities and less fortunate communities and we commit to being specific on which policies will be assisting which groups and how.
- **Realistic.** Acknowledge that this DEI process cannot address all the challenges that our organization faces, while also recognizing that those challenges may affect our ability to meet DEI goals.
- **Measurability.** Set out actionable goals and measure our progress toward those goals.
- **Values.** Understand our values as an organization and will work to center those values on equity and inclusion.
- **Acceptance.** Acknowledge that the organization that exists at the end of this process might be different than the one we had when we started, and we accept that as we start this journey.
- **Empathy.** Listen to the narratives of those who have been marginalized and not deny their lived experiences.