



Diversity, Equity, and Inclusion Statement

At Spokane Youth Hockey, we are committed to fostering a culture of diversity, equity, and inclusion in all aspects of our organization. We believe that everyone should have the opportunity to participate in and enjoy the sport of hockey, regardless of their background, identity, or abilities. We embrace the principles outlined by USA Hockey, the National Hockey League (NHL), and the U.S. Center for SafeSport and strive to create an inclusive environment for all players, families, coaches, officials, and volunteers.

We recognize that diversity enriches our community and makes us stronger both on and off the ice. We value and celebrate individual differences, including but not limited to race, ethnicity, nationality, gender identity, sexual orientation, religion, age, socioeconomic status, and physical or cognitive abilities. We believe that a diverse and inclusive hockey community creates a more equitable and vibrant environment for all involved.

To ensure that everyone feels welcome and valued, we are committed to the following principles and best practices:

- *Inclusive Language:* We use inclusive language that respects and affirms the identities and experiences of all individuals. We promote respectful communication and discourage any form of discrimination, harassment, or exclusionary behavior.
- *Accessibility:* We strive to make our facilities, programs, and communications accessible to individuals of all abilities. We are committed to removing barriers and providing reasonable accommodations to ensure equal participation for everyone.
- *Education and Training:* We provide ongoing education and training opportunities to our coaches, officials, volunteers, and staff on topics related to diversity, equity, and inclusion. By fostering awareness and understanding, we aim to create an environment that is welcoming and supportive for all.
- *Representation:* We seek to reflect the diversity of our community at all levels of our organization, including our leadership, coaching staff, and volunteer positions. We value diverse perspectives and actively promote opportunities for underrepresented individuals to participate and lead within our organization.
- *Fair and Equitable Opportunities:* We ensure that all players, regardless of their background or identity, have equal opportunities to participate, compete, and develop their skills. We are committed to fair play, merit-based advancement, and providing a supportive environment for individual growth.



- *Respect and Inclusion:* We foster an environment where everyone is treated with dignity, respect, and kindness. We do not tolerate any form of discrimination, bullying, or harassment, and we encourage open dialogue and constructive feedback to address concerns and promote understanding.

By embracing diversity, equity, and inclusion, we believe that Spokane Youth Hockey can create a positive and enriching experience for all individuals involved. We are dedicated to continuously improving our practices and policies to ensure that hockey remains a sport that welcomes and embraces everyone, regardless of their differences.

Together, we can build a hockey community that is diverse, equitable, and inclusive, and create a lasting legacy for future generations.