

Ice Age Trail Alliance, Inc

## **Statement of Inclusion**

Approved: April 13, 2018

The Ice Age Trail Alliance (Alliance) is committed to celebrating diversity, ensuring inclusion and working towards equity in all we do.

The Alliance staff, Board, partners and volunteers embrace, value and respect a variety of social and cultural characteristics including, but not limited to race, class, ethnicity, sexual orientation, gender identity, mental/physical ability, religion or age. We believe diversity, inclusion and equity are essential to our mission because:

- Diversity is an organizational necessity and social imperative that will enable the Alliance to maintain a leadership role in the trail and land conservation communities we serve that is socially and culturally relevant.
- Inclusion fosters involvement of all persons and organizations that share our vision for a healthy environment.
- Equity ensures that everyone has access to all Alliance activities, programs and business functions with a safe, unthreatening experience that allows them to do their best in an environment free of judgment and/or discrimination.

The Alliance acknowledges that in order to be a truly diverse and inclusive organization we must exercise commitment to these goals in the way we do business and how we interact with one another, our external partners and the general public. In support of the mission of the Alliance, we are committed to recruiting, engaging, supporting and cultivating leadership throughout all of the communities we aim to serve.

The Alliance's vision is for our volunteers, leaders, members, staff, Board and supporters to reflect the diversity of these communities. In an ongoing effort, we will build and integrate our commitment to equity and inclusion into our Trail and conservation initiatives, outreach and education platforms, membership, workforce, structure, business practices, communications and the ever-evolving culture of the Alliance.