

Diversity, Equity, Accessibility And Inclusion Statement

The Colts Youth Organization is committed to fostering a welcoming community that celebrates the unique contributions of each person and promotes inclusive learning and workplace environments.

To promote our core values, we respect [diversity](#), seek [equity](#), create [accessibility](#), and practice [inclusion](#). Everyone benefits from a diverse learning/workplace environment and the sharing of differences in ideas, experiences, and beliefs. Dimensions of diversity include, but are not limited to sex, race, age, national origin, ethnicity, gender identity and expression, intellectual and physical ability, sexual orientation, income, socio-economic class, faith and non-faith beliefs, religion, political affiliation, ideology, educational background, linguistic background, family or marital status, military experience, and geographic identity.

Positions in the Colts — a Drum Corps International World Class drum and bugle corps — are open to any person of eligible age and are awarded through a rigorous audition process. Participation in other key programs is open to all students of eligible age without an audition. These programs provide opportunities to develop young talents with fewer barriers.

The Colts expect students, staff and volunteers to respect the individual intersection of experiences and characteristics in our community and activity.

We are committed to maintaining an inclusive environment with equitable treatment. If you witness or experience an act that undermines these commitments to diversity, equity, access, or inclusion at the Colts, immediately approach a staff member or director in person, by email, or through the online [whistleblower](#) process. An effective report is specific and should include the who, what, where, when and how.

Approved by the Colts Corporation Board of Directors 01/23/2021; Revised and approved 02/24/2022



Terms*

Diversity

Diversity is the presence of difference within a given setting. Differences typically refer to identities like race, gender, religion, nationality, sexual orientation, or gender identity and expression. A person brings diversity to a group through participation. The Colts support and protect diversity by valuing individuals and groups, free from prejudice.

Equity

Equity is an approach that ensures everyone has access to the same opportunities. Equity recognizes that we don't all start from the same place because advantages and barriers exist. Equity seeks to correct that imbalance. Equity is the process an organization engages in to ensure that people with any identity can grow, contribute, and develop.

Accessibility

Accessibility is often used to refer to the barriers that may prevent a given individual from entering an area or participating in an activity. In the drum corps context, it also complements the idea of equity. The Colts aspire for programs and opportunities to be equally accessible to all interested individuals.

Inclusion

Inclusion and diversity are outcomes. Inclusion has to do with all people feeling and/or being included, valued, and welcomed within a given setting (whether that's a team, workplace, community, or industry). Inclusion isn't a natural consequence of diversity. You can have a diverse team of talent, but that doesn't mean they feel welcomed or valued or are given opportunities to grow.

*Definitions adapted from <https://bloomerang.co/resources/templates/diversity-inclusion-and-equity-policy-template/>

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