



Diversity & Inclusion Statement

USA Nordic Sport ascribes to the definitions of diversity and inclusion which have been developed by the USOPC (i.e., diversity is about differences among people, whether they work for, are served by or otherwise have a stake in the organization itself). These differences among stakeholders include but are not limited to race, ethnicity, gender, sexual orientation, socio-economic status, age, geographic location, national origin, religious beliefs, language, veteran status, and physical abilities. Diversity is invaluable because it generates differing points of view, leads to innovation, fosters an understanding and acceptance of individuals from different backgrounds, and recognizes the contributions that a variety of individuals and groups can make.

Inclusion is about creating and maintaining an environment that is welcoming and inviting to all, and where differences are valued. It means promoting an environment in which contributions and strengths are recognized, optimized and valued in a way that generates opportunities for adaptability, problem-solving, growth and ultimately increased success.

USA Nordic Sport is committed to fostering, cultivating and maintaining a culture of diversity and inclusion throughout its organization. Our mission is to lead, encourage, and support athletes in achieving excellence by empowering national teams, clubs, coaches, parents, officials, volunteers, and fans of all socioeconomic backgrounds, races, ethnicities, and genders.

We are dedicated to organizational excellence. One of the keys to achieving excellence across an organization is creating an environment in which diversity is valued, equity is striven for, inclusion is embraced and individuals are respected and heard. Our organization respects the unique needs, perspectives and potential of all members.

To that end, USA Nordic Sport adopts the following guiding principles:

- Nurture a diverse community rooted in mutual understanding and respect
- Educate constituents about the importance of a diverse community
- Support innovation in approaches to enhance access and retention of underrepresented groups

By formulating specific action plans based on these guiding principles, USA Nordic Sport will strive to lead nationally in our home country, the USA, and globally in all aspects of diversity and inclusion practices in the ski jumping and Nordic combined worlds.

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