

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 Corporate Board of Directors January 23, 2021.



Terms*

Diversity

Diversity is the presence of difference within a given setting. In the Colts, drum corps is the setting and the 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 — diversity is about the group, not the individual.

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. It's a process that acknowledges uneven starting places and seeks to correct the imbalance. Diversity and inclusion are both outcomes. Equity is not. It refers to the process an organization engages in to ensure that people with any identity have the opportunity to grow, contribute and develop.

Accessibility

Accessibility is often used to refer to the physical 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 — are the programs and opportunities that we offer equally accessible to all interested students? If not, what can be done about it?

Inclusion

Inclusion has to do with people with different identities 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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