

ANACOSTIA COMMUNITY BOATHOUSE ASSOCIATION DIVERSITY & INCLUSION STATEMENT

The **Anacostia Community Boathouse Association** (ACBA) believes that, as a fundamental right, all individuals are afforded common respect and dignity, unbiased treatment, and equal opportunity and access to the rowing and paddling community, without discrimination on the basis of race, creed, color, ethnicity, national origin, religion, sex, sexual orientation, gender identity, gender expression, age, physical or mental ability, or socio-economic status.

ACBA, our member organizations, and all persons involved therein shall establish, maintain, and abide by policies that support and protect all individuals, and create and expand the diversity of our organizations and the activities they provide.

Furthermore, ACBA and our member organizations are committed to creating opportunities within the rowing and paddling community for all individuals, through programs that devote resources to the promotion of diversity and inclusion.

ACBA strives to create a **COMMUNITY** that is

- **INVITING**
Through our belief that recreational and competitive rowing and paddling shall be accessible to all, regardless of background or ability, ACBA and our member organizations create opportunities for all individuals to learn, thrive, and excel.
- **SAFE & SUPPORTIVE**
By maintaining a zero-tolerance policy regarding bullying and harassment, in alignment with US Rowing policies, US Dragon Boating Federation, and International Dragon Boat Federation, ACBA fosters a safe and encouraging environment for all.
- **DIVERSE**
Affirming the belief that a variety of backgrounds enriches the collective experience, ACBA and our member organizations offer equal opportunity to membership and all coaching and supporting roles and positions.
- **EMPOWERING**
Teamwork, a core aspect of both rowing and paddling, teaches us that by working together we progress and excel. By fostering camaraderie, through the interconnectedness of our organizations, ACBA creates opportunities that empower all individuals to be actively engaged and involved in the life, development, and future of our community.
- **EXPANSIVE**
Through community involvement and our participation in community events to promote rowing and paddling, ACBA is dedicated to expanding opportunities for individuals that have historically been underrepresented in the rowing and paddling community, especially those marginalized due to race or socio-economic status.

- **ACCOUNTABLE**

We acknowledge that, to achieve our goals, it is not just what we are currently doing, but what we still can and will do that will make a difference. To this end, we must hold ourselves and our member programs accountable.

We must create opportunities by eroding barriers at the local, regional, national, and international level through our engagement with governing agencies and organizations to ensure that their policies align with our own vision for a more inclusive and diverse rowing and paddling community.

We must dedicate our resources of time and money to engage in the community and establish and develop our programs in ways that support these statements.

We must challenge ourselves and our teams to become aware of the inequities and challenges that create barriers to our vision of inclusion and diversity, in a continuing effort to recruit more people of color, and by establishing resources that expand access to those for whom rowing and paddling are economically infeasible.

We must communicate with our member organizations, offering resources that allow our community to become aware of our unconscious biases, and to foster positive change.

- **RECEPTIVE**

The Anacostia Community Boathouse Association cares about our members and our community. Therefore, we are here to listen and to learn about the challenges facing the rowing and paddling community, whether they are our own shortcomings or external factors, and work to address and resolve them.

Contact us at <http://www.anacostiaboathouse.org/contact>