

# **Pocock Rowing Club Diversity, Equity, and Inclusion Policy Statement**

The Pocock Rowing Club (“PRC”) incorporates the values of diversity, equity, and inclusion (“DEI”) in its governance and operations. Our intent is to support an inclusive rowing community, one where all members feel welcome and respected, and to diversify our membership by consciously reducing barriers to entry.

## **Defining Approaches to Diversity, Equity, and Inclusion**

Diversity at PRC means recruiting new members from communities that have not traditionally considered the sport of rowing.

Equity at PRC means the fairness of access and opportunity for all. PRC seeks to provide economic support to members in need by raising funds to support access and participation.

Inclusion at PRC means fostering relationships among members through active community building. One way to develop these relationships is by developing an effective on-ramp to the club where new people are celebrated, feel included, and thrive.

The Board’s Membership Committee is responsible for developing and recommending initiatives that support these commitments.

## **Incorporating These Values**

PRC embraces DEI overtly by including in any standardized communications sent to new members, on the PRC website, and in the member handbook:

- A statement that PRC incorporates the values of diversity, equity and inclusion into its governance and operations, and actively recruits new members from across the greater Seattle community.
- A land acknowledgment: “We row on the traditional water of the first people of Seattle, the Coast Salish People past and present, and honor with gratitude the land and water and their stewardship of it.”

## **Code of Conduct**

Per our Code of Conduct, PRC members treat each person with respect and courtesy regardless of their position, tenure, abilities, age, gender, gender identity or expression, race, ethnicity, natural hair, religion, national origin, cultural background, sexual orientation, marital status, disability, height, weight, or political affiliation.

## **Equal Employment Opportunity Statement**

Pocock Rowing Club values diversity and is an equal opportunity employer. It is PRC’s policy that employment decisions are based on merit, qualifications, and competence. Employment practices shall not be influenced or affected by virtue of a person’s race, color, religion, sex, national origin, age, sexual orientation, gender identity or expression, marital status, parental status, disability, genetic information (including family medical history), political affiliation, military status, or any

attribute or characteristic protected by applicable law. This policy governs all aspects of employment, including hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training. Diversity, equity, and inclusion are core values at PRC.