



**Both as individuals and as an organization,  
we pledge to do our part to build a nation of love,  
equity, and justice for all.**

Recognizing our role in this pivotal moment, Girls on the Run International (GOTRI) is elevating its ongoing commitment to inclusion, diversity, equity, and access (IDEA). We recognize the intentional, thoughtful work it requires to ensure sustainable outcomes.

Since July 1, 2020 the following actions have occurred:

- ✿ GOTRI Board of Directors discussion of financial resources and reallocation, if needed, to ensure necessary investment of funds to drive IDEA progress
- ✿ CEO and Senior Leadership Listening Sessions held with staff, board, councils, and other key organizational stakeholders
- ✿ Review of the organization's 2017 Access and Inclusion statement to ensure relevance
- ✿ Development of an IDEA Commission comprised of diverse staff and board members to support development of FY21-23 IDEA strategy

### Leading with our core values

As this work evolves, our core values will continue to guide our way. We find strength in connectedness and value the dignity and humanity of all people, regardless of national or ethnic origin, physical or mental disability, or religion. Our commitment to intentional decision making ensures we are thoughtful in all that we do. At all levels of our organization, we are dedicated to mindfully acting to be an inclusive and welcoming organization. We are inspired to lead the organization in a way that mirrors the lessons we teach our girls.

### Idea Statement

At Girls on the Run, our core values guide our way and we stand firm in our long-standing commitment to building a world where every person can know and activate their limitless potential. We value the dignity and humanity of all people and are dedicated to being an inclusive, diverse, equitable and accessible organization. We define inclusion, diversity, equity and access (IDEA) as follows:

#### ✿ Inclusion

The act of authentically and intentionally engaging, affirming, and valuing all people and creating a place of belonging across the Girls on the Run movement.

#### ✿ Diversity

The many ways that human beings differ from one another. While in the United States, the word 'diversity' is strongly associated with race, ethnicity and gender, at Girls on the Run we believe there are many other forms of diversity including thinking style, abilities and disabilities, culture and generation, social roles, sexual orientation, gender identity, education, income, religion, and more.

#### ✿ Equity

Fairness and justice in the way people are treated and the absence of disparities that are systemically associated with societal advantage or disadvantage. In particular, equity where one's gender or race identity has no influence on how one fares in society, including the elimination of policies, practices, attitudes and cultural messages that reinforce differential outcomes.

### ✿ Access

The ability to fully participate in programming, retrieve resources, contribute through volunteer opportunities.

## Commitment

Girls on the Run International and our network of Councils are committed to ensuring that:

- ✿ All participants feel the curriculum is relevant and reflective of their life experiences.
- ✿ All participants feel listened to, valued and part of a team.
- ✿ Curriculum modifications are available for participants with disabilities.
- ✿ All participants have a coach who has been trained to understand social context, create positive inclusive environments, eliminate microaggressions and build genuine relationships.
- ✿ We are aware of participation barriers like transportation and technology and find ways to reduce them.
- ✿ Practices are in place to ensure an equity-centered registration process.
- ✿ Staff, stakeholders and leaders in our organization are able to clearly articulate our commitment to inclusion, diversity, equity and access.
- ✿ Staff, stakeholders and leaders in our organization are encouraged to have ongoing dialogue to gain a clear awareness of each other's experiences and perspectives and not tolerate any opposition to our commitment to inclusion, diversity, equity and access.
- ✿ Initiatives are supported with human resources and professional development opportunities.
- ✿ Staff and board members reflect the diversity of the communities we serve.
- ✿ Coaches and volunteers reflect the diversity of the communities we serve.
- ✿ Sites and participants reflect the diversity of the communities we serve.
- ✿ Marketing materials, website content and social media communications reflect the diversity and needs of the communities we serve.
- ✿ Policies are in place to reinforce our commitment to inclusion, diversity, equity, and access
- ✿ We actively seek out mutually beneficial community relationships with diversity-owned businesses, contractors and consultants strengthening local communities across our movement

## Our Vision & Role

We envision a world where every girl knows and activates her limitless potential and is free to boldly pursue her dreams.

While we are proud to have served over 2 million girls in the past 20 years, we recognize that many girls face seen and unseen challenges and barriers that make reaching their potential more difficult for them than their peers. Research shows that Girls on the Run has a positive impact on all participants and has the greatest impact on girls who enter the program with lower perceptions of their physical, social and emotional competencies. This knowledge further underscores our responsibility to remove barriers to access and to provide programming that is inclusive of and equitable to girls from all backgrounds and communities.