

## LTA's Equity, Diversity, and Inclusion Statement

The Louisiana Tennis Association is committed to equity, diversity, inclusion, and pluralism as a strategic priority. We appreciate and welcome our differences and strive to create an environment that is inclusive, diverse, equally accessible, and serves all members of the tennis community justly and with mutual respect and integrity. We commit ourselves to develop, promote, and support efforts to grow the game of tennis within diverse communities throughout the State of Louisiana.

We embrace the following values to guide our interactions and actions towards an inclusive, diverse, and pluralistic tennis community.

### **Our core values:**

Equity: We are committed to fairness and justice for all individuals. We reflect these values in our actions and interactions with others.

Diversity: We recognize and embrace the unique experiences, identities, perspectives, and beliefs of those with whom we work and support.

Inclusion: We embrace differences in a welcoming and respectful environment that encourages all to join, participate, and contribute to further our mission. We leverage the power of diversity and seek to include people and perspectives that might otherwise be excluded or marginalized.

Pluralism: we accept, appreciate, and celebrate our similarities and differences at the personal, interpersonal, systemic, and cultural levels.

To achieve our goals of an equitable, diverse, and inclusive community, we agree to develop and implement a cohesive strategy with clearly defined goals, objectives, and outcomes. The LTA aligns itself with the USTA National and USTA Southern Section's priorities, including the following areas of focus:

- Foster an equitable, diverse, and inclusive culture in every aspect of our operation and programming
- Develop and support programs and outreach activities that encourage groups that have not traditionally been involved in tennis to participate with an ultimate goal to achieve an inclusive, pluralistic tennis community that reflects all the communities and the demographics within the State.
- Work with and support community tennis associations, recreation departments, clubs, and other tennis entities within the State to help them with their EDI efforts.
- Identify areas, facilities and/or organizations where EDI efforts are most needed and develop partnerships to provide targeted support.