

## USHJA POLICY STATEMENT

**Subject: Diversity and Inclusion Advocacy Committee Charter**

**Policy Number: COM135**

**Date of Board Adoption: May 17, 2021**

**Board Approved Effective Date: May 17, 2021**

### **Diversity and Inclusion Advocacy Committee**

The **Diversity and Inclusion Advocacy Committee** is a Standing Committee that reports to the Board of Directors. Members shall serve terms of four years and are appointed by the President.

The work of the Diversity and Inclusion Advocacy Committee supports the USHJA mission, which is to unify and represent the hunter and jumper disciplines of equestrian sport through education, recognition, and sport programs.

The purpose of the Diversity and Inclusion Advocacy Committee is to make recommendations to improve opportunities for underrepresented groups and create a more inclusive environment in equestrian sport.

#### Responsibilities:

- Identify opportunities and strategies to increase the involvement and visibility of underrepresented groups in equestrian sport
- Identify educational opportunities and DEI training for the Board of Directors, committee members, licensed officials, staff, and members
- Serve as a resource for members to communicate concerns regarding diversity and inclusion in the sport
- Support the growth of internal and external partnerships to create materials and resources to promote DEI initiatives
- Support and advise communications and marketing to promote DEI initiatives
- Support the growth of a mentorship program to provide auditing, internship, and shadowing opportunities
- Make recommendations to the Board of Directors on effective strategies, policies, and best practices related to DEI in the sport
- Conduct periodic reviews of the effectiveness of current DEI initiatives and identify opportunities for improvement