



## Anti-Racism

We love sports, but we believe many youth sports organizations either intentionally or subconsciously perpetuate racism. As an anti-racist organization, it's important that we are very clear where we stand. We believe Black Lives Matter. We believe that sports should be fun **and** we believe the programs for our kids and families should be unequivocally anti-racist. We are committed to naming the racism we see in youth sports and outlining ways in which we attempt to disrupt the status quo.

**Quality:** We believe in the ability of every child to grow and to lead at young ages. We believe young athletes benefit from the social, emotional, and physical benefits of team sports. Anything less than high quality programs devalues the experiences of our youth and either reflects a lack of knowledge or a low expectation for kids. As anti-racists, we can demand high quality programs in schools and in the community. We will continue to train 100% of our coaches and continue to emphasize teaching and learning during our practices.

**Affordability:** Many youth sports organizations are unaffordable. They operate at a price point that intentionally excludes kids or pretends to offer an "equal" entrance fee which ignores an economic system that institutionalizes racism and disproportionately affects BIPOC kids and families. As anti-racists, we can demand low-cost programs without hidden fees (equipment, travel, etc.). Participating in costly programs perpetuates a "pay to play" system. We will continue to offer a sliding scale participation fee model so that cost is never a barrier.

**Inclusivity:** Many children, particularly BIPOC children, girls, gender non-conforming individuals, and students with disabilities, are underserved and underrepresented in youth sports. We believe youth sports programs should be responsive to the needs of the community and welcoming to all. As anti-racists, we can create programs that reflect the diversity of our city, we can partner with organizations serving a diverse population, and we can refuse to participate in programs that do not prioritize diversity. We will continue to reach or exceed our diversity and inclusion goals for youth and coach representation.

We believe in the power of sports to influence change and we believe in the community of people who currently participate in our programs. We are more than just a group of families who enjoy watching our kids play sports. We are a strong community of public educators, healthcare professionals, public defenders, entrepreneurs, nonprofit leaders, essential workers, and advocates for change.

Let's change the system together,  
The 18<sup>th</sup> Ward Coaches