



Arizona Trail Association Diversity, Equity & Inclusion Policy

The Arizona Trail Association is an organization where all members, employees, volunteers and leadership value diversity, and seek to foster inclusive, equitable and respectful treatment of all persons, without consideration of gender, race, ethnicity, national origin, age, sexual orientation, or ability. The ATA respects and values diverse life experiences and heritages.

The Arizona Trail Association is committed to achieving greater diversity, equity and inclusion, including taking the following steps:

- Value and promote diversity, equity and inclusion in staff, volunteers, programs and the community we serve, as part of our mission.
- Continuously evaluate our policies to eliminate any inequitable policies, systems, programs and services, and improve equitable policies.
- Foster and promote diversity in the Association's leadership, board membership, committees, employment and participation in programs.
- Conduct all ATA activities and work with respect and tolerance for diversity and differences.

The Arizona Trail Association commits to take the following actions to achieve its goal:

- Make learning opportunities and education on Diversity and Equity available to executives, staff, and board members.
- Evaluate our existing policies and programs to eliminate or restructure those which impede diversity, or do not promote equity and inclusion.
- Improve and expand programs to include awareness of different heritage, cultures and underrepresented constituents.