



SOSC Diversity, Inclusion, & Anti-racism Vision Statement

Special Olympics Southern California: a diverse, inclusive, and anti-racist organization that practices equity, promotes unity, and respects all voices to ensure everyone within our communities achieves their full potential.

How we get there – principles for action:

Diversity: Our board, staff, athletes, volunteers, and partners represent the broad spectrum of the communities we serve. The uniqueness of each individual's identities, experiences, and perspectives are valued and given due consideration.

Inclusion: Our culture fosters a sense of belonging and support throughout the organization and the activities we sponsor. We actively invite individuals to fully and effectively participate in and contribute to critical organizational goals and processes.

Equity: The work we do is characterized by fair treatment and open access to resources and opportunities.

Anti-racism: We regularly and intentionally examine our policies, procedures, routines, and unconscious bias to uncover the presence of systemic racism and actively dismantle and replace them with systems that promote and support equity for all.

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