



June 11, 2020

### **Boulders Staff Inclusivity Pledge**

Boulders Equity Vision: Boulders Climbing Gym's vision is to create a culture in which all people are represented and celebrated. We strive to be an equitable community by supporting and encouraging individual identity, diversity, and opportunity through the experience of climbing.

As a member of the Boulders Climbing Gym staff:

1. I will not encroach on the rights of others.
2. I acknowledge that climbing and the outdoor industry has a problem with representation and diversity, and that I have the opportunity to help change that.
3. I accept the obligation to listen to and understand the beliefs and opinions of others, and to treat others fairly, and to foster this within the Boulders Climbing Gym community.
4. I am accountable for my own behavior. I accept that as a member of Boulders Climbing Gym's staff I am, in part, responsible for the welfare of the community itself.
5. I will stand up for the dignity of every member of this community, and intervene where and when necessary to assure that each individual's dignity is respected within the community at Boulders Climbing Gym.
6. I will defend, celebrate, and express pride in our community's diversity in all its forms: Race, gender identity, differing ability, religion, sexual orientation or any of the dimensions which makes each person uniquely human.

#WeAreAllBoulders