

Diversity, Equity, and Inclusion Goals

Ongoing Goals

- Ensure every SOAZ athlete has a platform for their voice to be heard.
- Increase opportunities for SOAZ athletes to have leadership roles on the board, staff, committees, and with the community and partnerships.
- Grow the committee to include more diverse opinions from members of the Arizona community.
- Ensure that our Board of Directors is reflective of the communities served by SOAZ.
- Be proactive to serve the needs of the community.
- Be transparent in the work we are doing.
- Be receptive to ongoing learning and growth opportunities.
- Follow best practices in the DEI space to recruit volunteers, interns, and staff members.

Completed Goals

- SOAZ has successfully added an accessibility menu to its website.
- Created buttons to identify individuals willing to translate to Spanish & ASL at events.

Current Initiatives

- Building community connections to ensure Special Olympics Arizona constituents are representative of Arizona state's demographics
- Provide DEI resources and trainings to SOAZ constituents
- Provide programing and marketing materials in languages that are reflective of the Arizona's community members.