



Diversity, Equity, & Inclusion Policy

STATEMENT

Special Olympics Kentucky (SOKY) is committed to promoting diversity, equity, and inclusion in program services and the workplace. Each staff member, volunteer, board member, athlete, and stakeholder contribute unique cultural experiences to SOKY, and diversity benefits the organization.

DIVERSITY, EQUITY, AND INCLUSION VISION

Special Olympics Kentucky believes in the fundamental advantages of an inclusive and diverse organization that values differences. Our commitment to inclusion, equity and diversity is our promise to each other and the individuals we serve. We believe that everyone should be treated with respect and dignity.

POLICY

Special Olympics Kentucky will strive to identify and remove barriers to inclusion within all aspects of the organization. SOKY is committed to an inclusive workplace and program that values everyone for their different qualities regardless of ethnicity, age, gender identity or expression, color, national origin, family or marital status, physical or mental challenges, language, political affiliation, race, religious or spiritual belief, sexual orientation, socio-economic status, or any other characteristics that makes us unique.

POLICY OBJECTIVES

Awareness: Recognize intrinsic and external cultural bias and how it impacts our decisions.

Recruitment & Hiring: Develop strategies to increase the pool of applicants that reflect more diversity.

Workplace Inclusion: Encourage application and promotion for underrepresented individuals when positions are available.

External Representation: Website, social media, and other external materials use inclusive images.

Program Delivery: Recruit athletes and volunteers with targeted efforts to promote diversity and inclusion.

Special Olympics Kentucky promotes and cultivates an inclusive, barrier free organization and workplace. SOKY will take affirmative action measures that protect against discrimination in recruitment, employment, compensation, termination, promotions, and other conditions of employment. Everyone is accountable and engaged in cultivating an environment where differences are appreciated.