



USYS Unity Statement

U.S. Youth Soccer is an organization that believes inclusion is core to our culture. We encourage participation of individuals of all ethnicities, gender, religious beliefs, sexual orientation, age, ability or disability, realizing that diversity and inclusion makes us stronger. We are profoundly troubled by the deaths of countless individuals, both named and unnamed, who have been subject to discrimination only due to the color of their skin. We stand in solidarity with the Black Community. Our organization has zero tolerance for racism and racial injustice.

Moreover, we know that diversity is good for America and good for soccer; it improves performance, communication, understanding, community development, creativity, personal growth and player engagement. Simply put, organizations with diverse teams perform better.

In this time of change, there is an opportunity to revisit and improve upon the way our organization approaches diversity and inclusion. We recognize that these are complex issues and that we need to tackle these subjects holistically to better engage and support our organization. To do this, we need to address honestly and head-on, the concerns and needs of our diverse community and increase equity for all. We agree that we must do more, but in the short-term we commit to the following actions:

- **Convert the USYS D&I Taskforce into the USYS Diversity, Equity, and Inclusion Committee:** This will ensure that D&I initiatives are long-term priorities that receive full attention, weight and development resources as a standing Committee
- **Publish the USYS Diversity, Equity, and Inclusion Policy Statement:** This will ensure that ALL members understand, share and reinforce our shared values
- **Establish an all new Diversity, Equity and Inclusion Grant Fund:**
Provide additional grant opportunities to members, clubs and organizations who are working to create and expand their own diversity and inclusion efforts

As we have committed ourselves to these action steps at the national level, we ask that our members come together, discuss the issues of the past few weeks, and create their own action steps to reinforce these shared values. To ensure that each member understands that the ideals of diversity and inclusion are essential to our organization, we ask that our members pledge to act off the field, how we do on the field; with a fierceness of character, determination, leadership, focus, passion and commitment to EVERY MEMBER OF THE TEAM.

USYS Unity Pledge

America is OUR TEAM.
TOGETHER we are STRONGER.
TOGETHER we can make meaningful CHANGE.
TOGETHER we are our BEST SELVES.
TOGETHER, WE ARE YOUTH SOCCER!