

## **NIETOC STATEMENT OF EQUITY\***

As a community of educators, we commit ourselves to the advancement of equity, social justice, and educational opportunity for our people. Amidst the recent events that have put our country in turmoil, we also commit to act and show up for BIPOC communities across the nation. Our commitment is such because we know that as all forms of oppression are connected, the liberation of all our communities is also connected. We stand in solidarity for Black lives. We understand that we have the privilege to stand on the shoulders of such great leaders of equally great movements, and because of this, our commitment to solidarity perseveres.

Tournament officials are committed to the safety and well-being of all participants -- students, coaches, and judges. Equity Officers will be available to address concerns that challenge safety and fairness of the competition. We have Zero Tolerance of harassment, bullying, and/or discrimination of any kind. We expect all competitors, coaches, judges, and staff to make a commitment to providing a safe environment for all students to compete.

The Equity Committee will be able to assist in adjudication of any protests that arise. This committee will serve students and coaches and judges to ensure our diverse populations' concerns are heard and uphold the standards of inclusion that this activity promises.

### *NIETOC EQUITY CREATION COMMITTEE*

Rachel Warnecke, TX  
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\*The NIETOC Board would like to recognize and thank Dr. Tommie Lindsey and Justin Kurup of James Logan HS in California for their leadership in drafting this policy.

