



International Association of Education in Science and Snowsports

## **Diversity, Equity, and Inclusion Charter for Interski**

In the Interski community we are dedicated to promoting lifelong engagement in snowsports and are committed to fostering a welcoming and inclusive environment for all members, participants, and stakeholders. We believe that diversity in all its forms enriches our community and enhances the snowsports experience for everyone involved.

Our mission is to bridge the gap between theory and practice, creating a welcoming environment where individuals from all backgrounds can thrive. We embrace and celebrate the uniqueness of each person, irrespective of race, ethnicity, gender, sexual orientation, abilities, socio-economic background or belief. We strive to provide equal opportunities for everyone to participate in snowsports and related activities, ensuring that no one feels excluded or discriminated against. Additionally, we embrace sustainable development, recognizing that a diverse and inclusive community is essential for fostering innovation and positive change in the snowsports industry.

We value international collaboration and actively seek diverse perspectives to enrich our practices and initiatives. Through these collective efforts, we aim to create a positive, supportive, and diverse community that thrives on the shared passion for snowsports.

As we continue to contribute to the development of snowsports, we acknowledge that our journey towards diversity, equity, and inclusion is ongoing. We are committed to listening, learning, and evolving to create a more equitable and inclusive Interski community for all.

We intend that all Interski member countries create a strategic plan which we can then publish to promote this charter and the different approaches to move this important part of our work forwards.

### **TERMS:**

#### **Diversity:**

Valuing differences regarding any kind of identifying factors or backgrounds within our snowsport community. By acknowledging the meaningful range of lived experiences and views of our members, stakeholders, and collaborators we are creating an environment in which any individual or group can be and feel welcomed, respected, supported, and valued to bring their full, authentic selves to any space on and off the slopes.

#### **Equity (equitable systems):**

Providing fair opportunities, treatment, and access to all individuals and groups based on their needs, interests, and experiences, irrespective of their own history or personal experiences. Such systems mitigate or remove any barriers to entry, participation, or growth within our Interski family and the world of snow sports.

**Inclusive Culture:**

Refers to our belief in creating an environment where all people are welcomed and respected for who they are and have a sense of belonging.

**Inclusion:**

Embracing diversity and promoting inclusive actions that encourages everyone, regardless of their abilities, background, or aspirations, to feel valued and empowered as part of our snowsports community and creating safe spaces.

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This statement is the product of a working group coordinated through IAESS, led by Peter Allison, Vanessa Mann and Asa Tugetam. The representatives of the member countries of Australia (Angela Pope), Denmark (Mette Jørgensen, Tim Kjær), Lithuania (Ieva Urbonaviciute-Purkene), Germany (Andrea Spieth), Great Britain (Jas Bruce, Charlie Laine), Serbia (Slobodanka Marić), Sweden (Torbjorn Lundqvist) developed and phrased this statement to lay the groundwork for developing individual statements of each member country, based on their respective needs. The statement has been acknowledged and approved by INTERSKI International.

We acknowledge that DEI is an ongoing and evolving process. We welcome suggestions, edits and ideas for the development of this statement, and ideas on promoting more inclusive practices around the world, particularly from those with lived experience from marginalised communities [within snowsports].