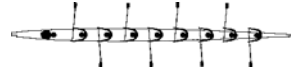




Rock Creek Rowing Inc.



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Diversity and Inclusion Statement

Racial equality, equity, diversity, and justice are principal values among Rock Creek Rowing's members and board, although they have never been explicit in our governing procedures or on our website. Martin Luther King said, "[i]n the end, we will remember not the words of our enemies, but the silence of our friends." Therefore, in response to the racial injustice and systemic racism that was highlighted by the horrific, violent murder of George Floyd, the Rock Creek Rowing (RCR) Board of Directors commits to review our policies, procedures and programs to integrate explicit measures to better reflect our commitment to diversity and inclusion.

Call to action: In addition, we are identifying concrete actions we can take as a club to better support inclusion and diversity in our community, our sport and our own club. As a first step, we are in conversation with school programs that share our boathouse about offering financial and logistical support for their efforts to bring students of color to rowing. We are also discussing how we can ensure the parents of those students feel invited and welcome to consider rowing themselves, since being rowing parents is how so many of our members came to rowing.

These are small, and belated, efforts, but we believe they are a start. We invite you, our teammates, coaches, supporters, colleagues, rivals and friends to join us in action as we face this task together: Become more informed and engaged with the goal of promoting diversity in our mutual rowing community.