



24 June 2020

Rocky Mountain Rugby ensures that our executive board embodies and instills the core values of rugby within our region. Those values include Integrity, Passion, Discipline, and - in this time of civil unrest, two values we specifically want to call out - Respect and Solidarity.

We acknowledge that while racism can be obvious, violent, and harrowing, it can also be unconscious, unintentional, and woven intricately into our society. Black Lives Matter.

We are dedicated to upholding the values of rugby and hold our organizations and its members accountable for promoting an inclusive environment.

We are dedicated to listening to and collaborating with our members and fostering enjoyment and love for all rugby players, coaches, staff, referees, and fans.

We are dedicated to developing and working to implement strategies that break down barriers for those who want to be included in our community.

We are dedicated to reflecting on our actions, learning from them, and creating a path forward through policies and practices to ensure everyone is fully able to enjoy the sport we love.

**Black Lives Matter.**

Erik V. Geib  
President, Rocky Mountain Rugby