



Statement:

First Tee of Pittsburgh believes that children should be treated with the utmost of care. We look to our core values as guidance. These are respect, courtesy, responsibility, judgment, sportsmanship, honesty, integrity, perseverance, and confidence.

While golf has a history of being exclusive, elitist, racist, and sexist, the philosophy of the First Tee of Pittsburgh is "Anyone Can Play." Golf is the ideal platform to teach young people positive core values because the game doesn't care about what car you pull up on, what ball you play or the color of your skin. The game of golf is an equalizer that gives everyone the same opportunities. Our chapter has always been committed to inclusion and racial and social injustice will not be tolerated.

The First Tee community teaches us that mentors must do three things: Empathize, Set Expectations, and Advocate for those that we work with. Using this as our foundational model, First Tee of Pittsburgh will do these three things to learn about others and what our blind spots are and create and implement a culture of community for all.

Action Plan:

- Conduct an introspective review of coaches/staff and methodologies (an independent resource will be engaged)
- Seek open dialogue/conversation with current community partners regarding programmatic strengths and shortfalls in relation to racial and social justice
- Develop a plan to more inclusively serve our communities of color