



Center for Coaching Certification Diversity and Equity Statement and Policy

As a member of the International Coaching Federation, ICF, and Association of Coach Training Organizations, ACTO, the Center for Coaching Certification, CCC, subscribes to the statement and stand of the respective organizations.

Additionally, CCC embodies this in the company's efforts to support diversity and equity. Specifically, CCC supports a diverse team of trainers and support people, a diverse student body, communicating openness with images, language, and outreach, offering a CCE Diversity and Equity in Coaching program, plus publishing, blogging, podcasting, and presenting on the topic.

The CCC team all acknowledges and agrees to abide by and be accountable to the ICF Code of Ethics which includes the following: "25. Avoid discrimination by maintaining fairness and equality in all activities and operations, while respecting local rules and cultural practices. This includes, but is not limited to, discrimination on the basis of age, race, gender expression, ethnicity, sexual orientation, religion, national origin, disability or military status."

CCC is committed to promoting equity and diversity in policy, practices, and procedures and in those areas in which CCC has influence.

CCC intends to treat everyone with the same attention, courtesy, and respect regardless of the disability, gender, marital status, race, racial group, color, ethnic or national origin, nationality, religion or belief, or sexual orientation or identity.

International Coaching Federation, ICF, Statement of Diversity, Inclusion, Belonging and Justice

At <https://coachfederation.org/about>: "ICF Members and Credential-holders live and work in more than 140 countries and territories. ICF is a vibrant global community committed to the shared vision of making coaching an integral part of a thriving society. Our mission is to lead the global advancement of coaching. To do this, we must reflect on our blind spots and be aware of opportunities for improvement. We cannot ignore the challenges that many coaches and coaching clients face due to systemic problems in their communities.

As members of the ICF community, we ascribe to the core values of integrity, excellence, collaboration, and respect. The foundation of these values is a shared commitment to diversity, inclusion, belonging, and justice.

We will place diversity, inclusion, belonging, and justice at the forefront of every decision we make within our Association. As we continue the journey toward our vision, we will recommit ourselves to valuing the unique talents, insights, and experiences that every coach and client brings to the world."



Association of Coach Training Organizations, ACTO, Stand for Diversity, Inclusion & Belonging

ACTO is committed to creating diversity, inclusion and belonging in the coaching profession through calling forth, honoring and inviting the uniqueness of all individuals and diverse life experiences.

In support of this stand, we acknowledge and are committed to eliminating the negative impact of personal and systemic bias, privilege and oppression, which may be conscious or unconscious, intentional or unintentional, overt or subtle.

As coach trainers, we are tasked with creating the future of the coaching profession. We commit to providing dialogue, learning and resources and to cultivating personal and organizational responsibility in alignment with this stand, at ACTO, for each of our students, members and member organizations.