

# Bare Chest Calendar

Est. 1984



3/13/2025

## STATEMENT OF INCLUSIVITY

The Bare Chest Calendar has had at least one trans man appear on its pages for 9 of the last 11 years. For one of the other two years, we had a Sister in full face appear on the Calendar. We are very proud of our demonstrated record of being inclusive, not only with regard to trans men, but also with racial diversity, representation for people with disabilities, etc.

We had a Deaf man appear on the Bare Chest Calendar for the first time in 2025. The previous year we had a participant in a wheelchair. In both cases, we made reasonable accommodations to ensure that their experience during our contests and throughout the year was as close as possible to the other men on the team. Over the years, there have been many examples of the Bare Chest Calendar making reasonable accommodation; the key to this is respectful, collaborative communication between the individual involved and the leadership team.

We put a great deal of effort into recruiting from various communities and making people feel welcome; again our record speaks for itself. The organization is very proud of the work done by our recruiting team each year to ensure that the Calendar is representative of our entire community. In particular with the trans community, we feel that our recruiting efforts have been very effective in recent years. We have many trans men who have had an outstanding experience as a Calendar Man and we are grateful for their contributions to the success of the organization.

There are a handful of cases where individuals are excluded from running based on merit, but we cannot provide specific comments on those. These are unique, personal situations and we need to protect people's privacy.

Respectfully,

Bare Chest Calendar Board of Directors

*The Bare Chest Calendar and Team BCC exist for one purpose: to raise vital funds that support the missions of our beneficiaries. Each year, our volunteers donate their time and talent to support the most vulnerable in our community through fundraising.*