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# CMS-A Non-Discrimination Policy



The Court of Master Sommeliers, Americas does not discriminate based on race, gender, religion, age, physical or mental disability, marital status, national origin, citizenship, veterans status, sexual orientation, gender perception, or in any other way prohibited by applicable federal, state or local law.

In addition, the Court does not tolerate behavior of any member or candidate that is racist, discriminatory, harassing, or hostile towards an individual or group of individuals. Behavior deemed in violation of the Non-Discrimination Policy will result in corrective action, up to and including suspension or termination of membership, the right to participate in Court programs, or loss of credential.

If you or anyone you know experiences or observes discriminatory or harassing behavior by a candidate, affiliate or member of the Court of Master Sommeliers, Americas, please contact [Diversity@mastersommeliers.org](mailto:Diversity@mastersommeliers.org) or our [ethics reporting line](#) immediately.



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# CMS-A Anti-Racism Pledge



The Court of Master Sommeliers, Americas (CMS-A) seeks to promote diversity, equity, access and inclusion in our organization and the greater beverage industry. In order to do so, we acknowledge that racism and inequity exist and are present globally, systemically, socially, and institutionally. We are committed to uncovering our individual and collective biases within this organization. While prejudices may be unconscious or conscious, we must separate the intent of our internalized biases from the impact of them and recognize the harm they cause to the greater wine community and, specifically, our underrepresented communities.

We challenge ourselves to address any and all policies that reinforce inequities in recruitment, retention, inclusion opportunity and a sense of belonging. This challenge and pledge begins with our own internal work to develop an anti-racism lens with respect to our organizational culture. We know this will be long and hard work. Just as bearing the Master Sommelier title is a lifelong honor, so is our commitment to actively dismantle organizational structures and norms that perpetuate racism.

Therefore, we pledge to:

- Continually learn about and address our inherent biases in order to create a more equitable organization
- Disrupt and dismantle systems that perpetuate racism, exclusion, or marginalization by rethinking and rebuilding long-standing institutional practices, culture and dialogue
- Prioritize diversity, equity, and inclusion and intertwine this goal with our organization's culture, core values and mission
- Create spaces, resources, dialogues, and time for our BIPOC, LGBTQ+, women, and minority communities to listen to them, honor their experiences, and create avenues for access and opportunity in society in addition to our members and students
- Empower participation in our programs for underrepresented communities and people who are experiencing socioeconomic hardship through scholarship funding

