



DIVERSITY, EQUITY, & INCLUSION

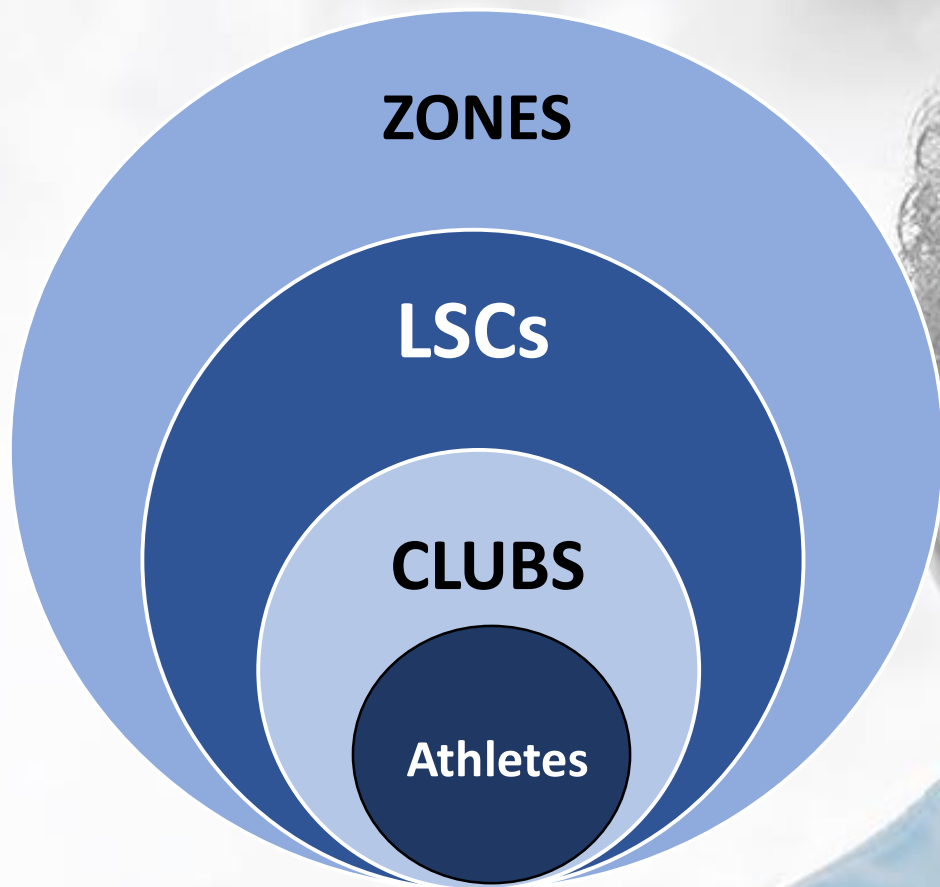
2020 SAILING LEADERSHIP FORUM

SWIMMING



Olympic & Paralympic Training Center





4

59

3034

346,735





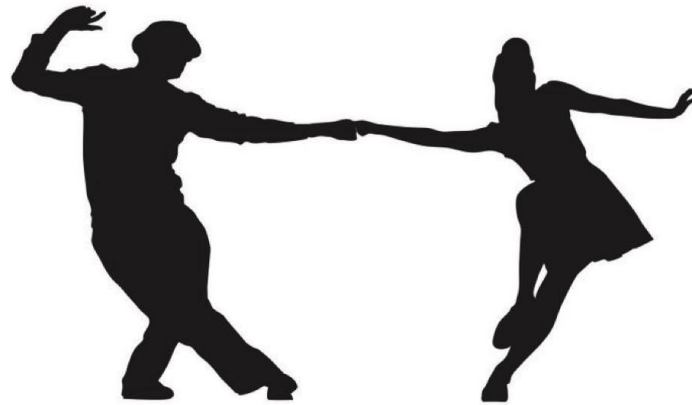
Local Swimming Committees & Zones



Diversity



Inclusion



Equity





DEI Focus Areas

Diversity

- Diverse Membership Growth
- Diverse Hiring Practices

Equity

- Transgender Athlete Policies
- Rule Book

Inclusion

- Education



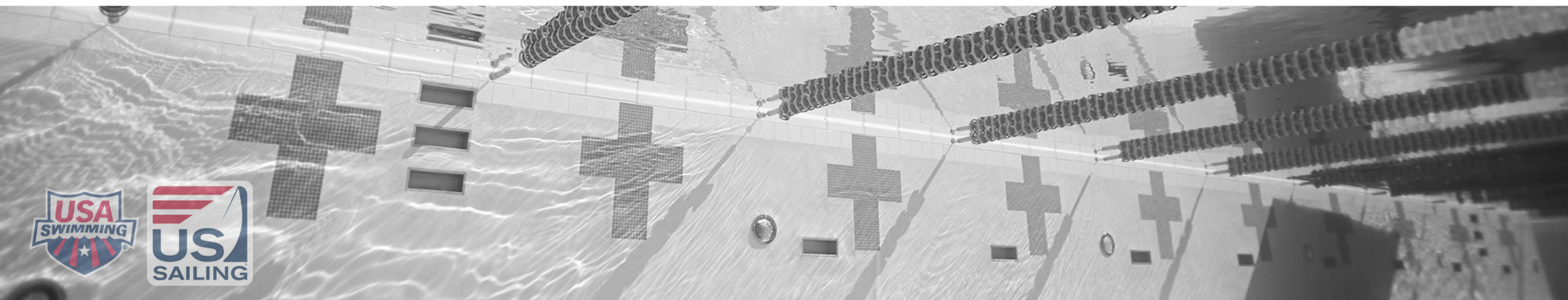


What's on the horizon

- Intro & Warm-up
- Guidelines for Interaction
- Activity
- Debrief



Icebreaker



Hello my name is...organization...state...

Sweet or Savory

Coffee, Tea, or Other

Art or Science



Hello my name is...organization...state...

Something on my bucket list...



Hello my name is...organization...state...

What's in a Name?





DEBRIEF





- Finding connection

laughter

emotion

experience

- Learning about others
- Self-reflection
- Choose level of disclosure





UNDERSTANDING IDENTITY

TO CONNECT & COMMUNICATE MORE
EFFECTIVELY



ABOVE AND BELOW LINE BEHAVIORS



Above the Line



Be Open & Honest

Be Engaged

Open to "different"

Confidentiality

Right to Pass

Be Willing to Make Mistakes

Accept where people are

Listen and Be Respectful

Platinum Rule

Step up! Step Back!



Cell Phone Use

Sarcasm/Inappropriate Humor

Taking things personally

Side Conversations

Interrupt when someone is speaking

Judgement

Below the Line

Shame, Guilt, Blame





ACTIVITY: INDEX CARDS



REFLECTION



- DEPTH TO OUR IDENTITIES
- DEEP CONNECTION TO THEM
- THINGS WE CAN AND CAN'T GET RID OF
- IMPACT OF BRINGING ONLY PART OF OURSELVES

DIVERSITY WHEEL




Societal norms

Identities	Preferred
Race/Ethnicity	Caucasian
Gender	Male
Sexuality	Heterosexual
Disabled/Non-disabled	Non-disabled
Age	Early Adult to Middle Age
Nationality or Country of Origin	United States
Social Class	Upper Class
Religious/Spirituality	Christianity
Education	Formal





Q&A

A woman with long dark hair, wearing a dark blazer, is smiling and holding a large white rectangular sign in front of her. The sign contains handwritten text in black ink. The background is a plain, light-colored wall.

Diversity ignites creativity,
problem solving and innovation.

