DIVERSITY, EQUITY, & INCLUSION
2020 SAILING LEADERSHIP FORUM
Olympic & Paralympic Training Center
ZONES
LSCs
CLUBS
Athletes

4
59
3034
346,735
Diversity

You're invited to a party

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

Listen and Be Respectful

Confidentiality

Open to “different”

Platinum Rule

Right to Pass

Step up! Step Back!

Be Engaged

Be Willing to Make Mistakes

Accept where people are

Be Engaged

Cell Phone Use

Side Conversations

Sarcasm/Inappropriate Humor

Interrupt when someone is speaking

Taking things personally

Judgement

Below the Line

Shame, Guilt, Blame
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
## Societal norms

<table>
<thead>
<tr>
<th>Identities</th>
<th>Preferred</th>
</tr>
</thead>
<tbody>
<tr>
<td>Race/Ethnicity</td>
<td>Caucasian</td>
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<tr>
<td>Gender</td>
<td>Male</td>
</tr>
<tr>
<td>Sexuality</td>
<td>Heterosexual</td>
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<tr>
<td>Disabled/Non-disabled</td>
<td>Non-disabled</td>
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<tr>
<td>Age</td>
<td>Early Adult to Middle Age</td>
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<tr>
<td>Nationality or Country of Origin</td>
<td>United States</td>
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<tr>
<td>Social Class</td>
<td>Upper Class</td>
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<tr>
<td>Religious/Spirituality</td>
<td>Christianity</td>
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<tr>
<td>Education</td>
<td>Formal</td>
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</table>
Diversity ignites creativity, problem solving and innovation.