Diversity Tool Kit and Best Practices for Increasing Inclusion in Your Sailing Program

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Introductions

Blair Overman – Durham, NC
- DC Sail, YMCA Camp Sea Gull
- Teaching, Startups & International Development
- Currently: Siebel Program Manager for US Sailing

Chris Childers – San Francisco, CA
- NJ, VT, FL, CA
- Back and Forth, Round in Circles
- Currently: Siebel Sailors Coach, SF

Outcomes for our time together

- Practice self-awareness as a first step to supporting others
- Use language to be inclusive, rather than exclusive
- Create a welcoming environment for all participants

10 tools to try out

Teambuilder

Turn to your neighbor:

- Introduce yourself!
- Where are you from?
- What is your role within your sailing org?
- Tell them about a time when you felt like you were different from those around you.
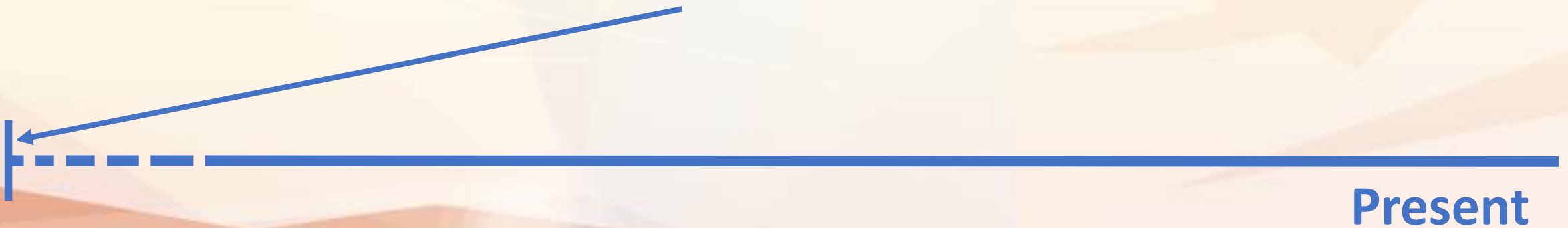
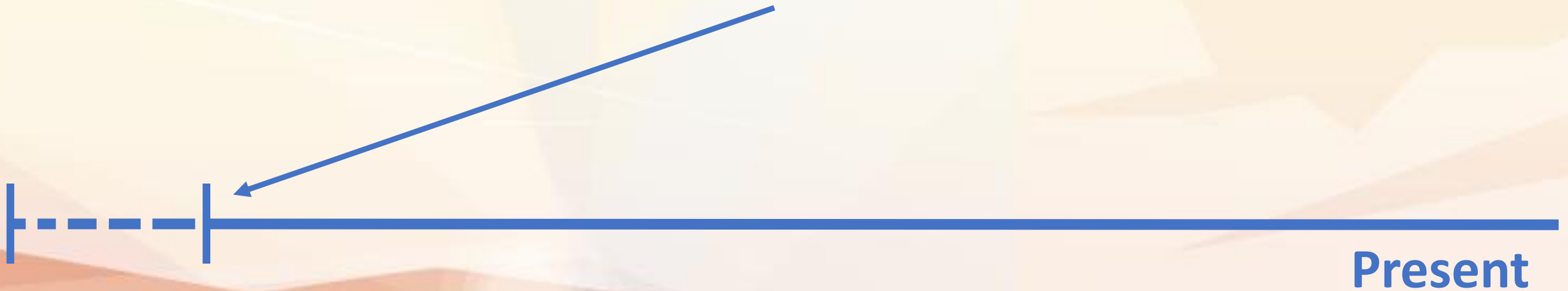**1** Know the *past* so you can make sense of the *present*
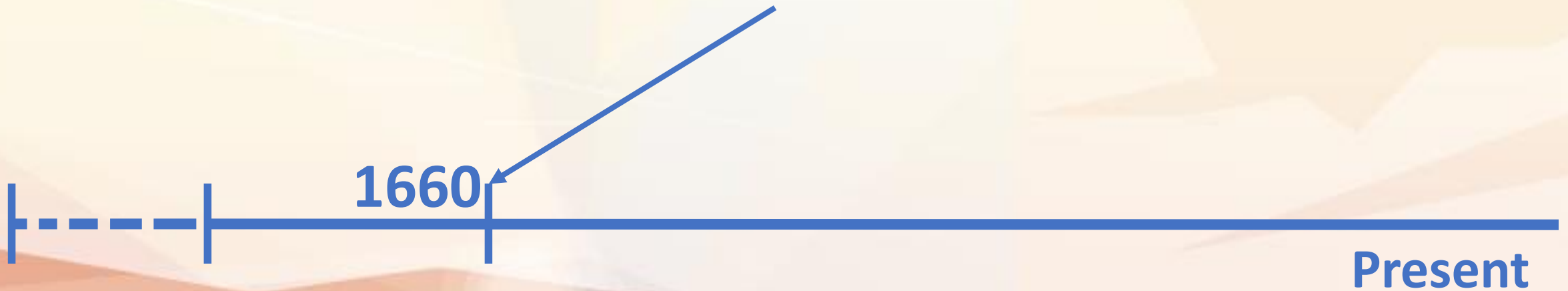
How did [we] get here?

Know the *past* so you can make sense of the *present*

Most boaters are working people

Present

Know the *past* so you can make sense of the *present*

Charles II is the first "yachtsman"
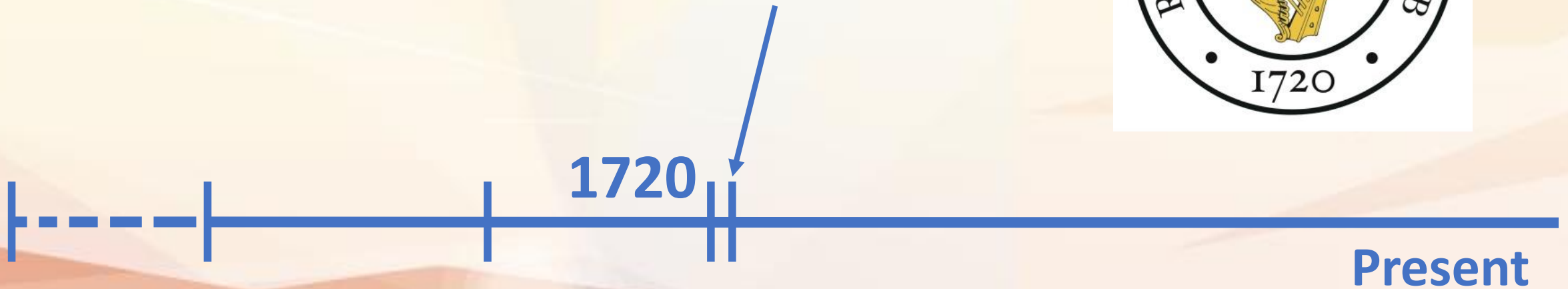
1660

Present

Know the *past* so you can make sense of the *present*

Neva Yacht Club

1718

Present

Know the *past* so you can make sense of the *present*

Royal Yacht Squadron

1815
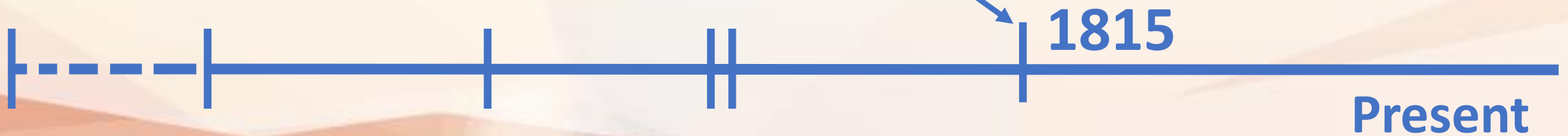
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Know the *past* so you can make sense of the *present*
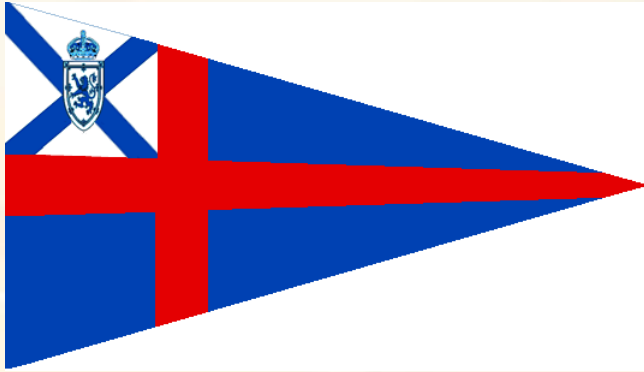
Royal Nova Scotia Yacht Squadron
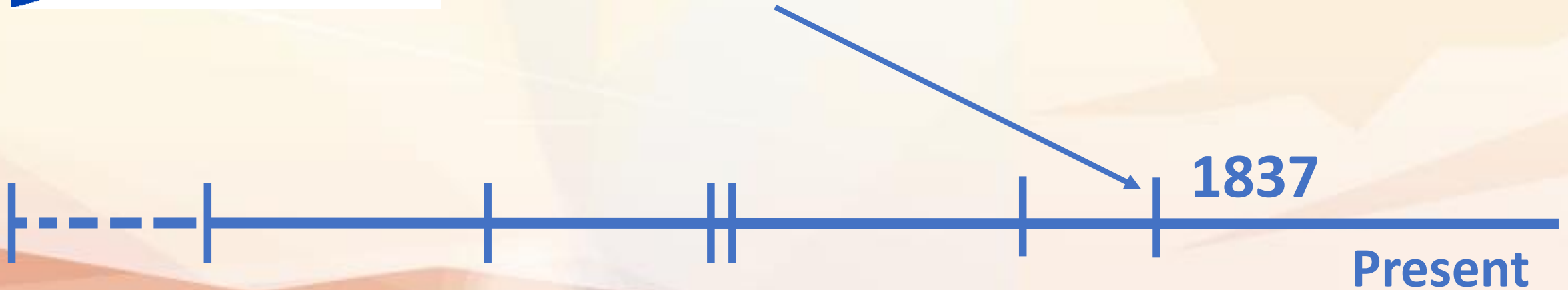
1837
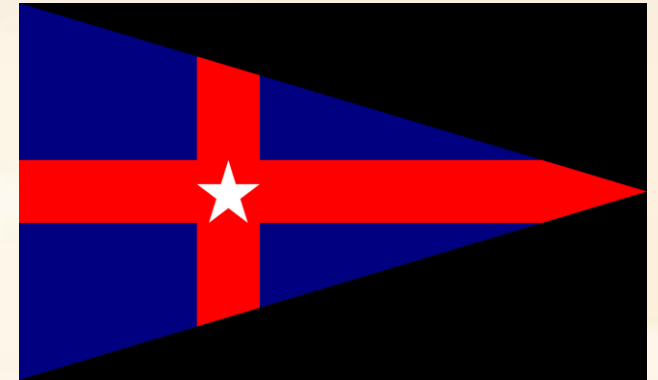
Present

Know the *past* so you can make sense of the *present*
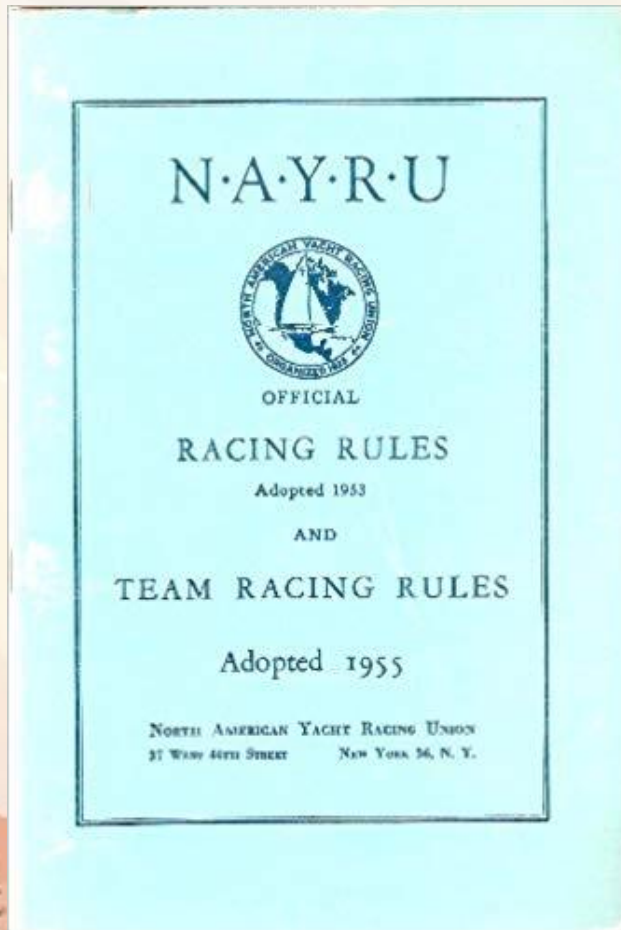
North American Yacht Racing Union

1897
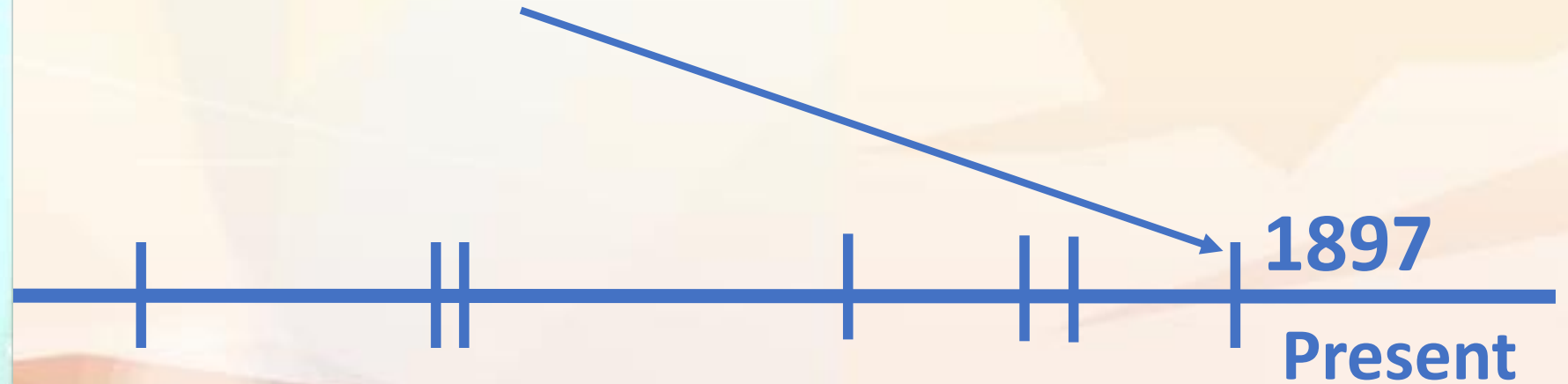
Present

Know the *past* so you can make sense of the *present*

United States Yacht Racing Union

1975
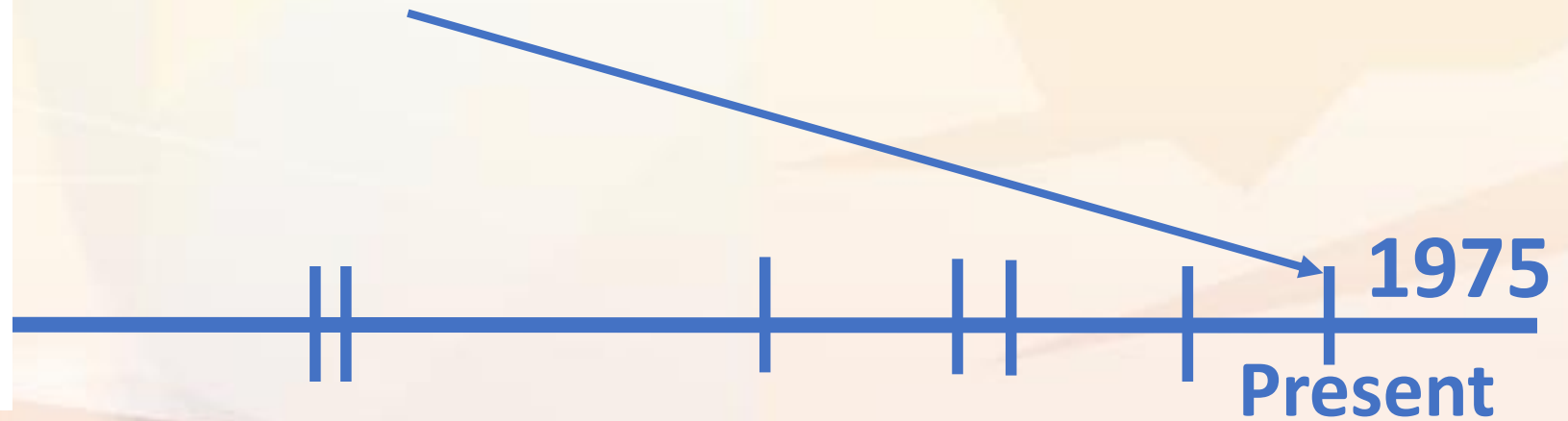
Present

Know the *past* so you can make sense of the *present*

United States Sailing Association

1991

Present

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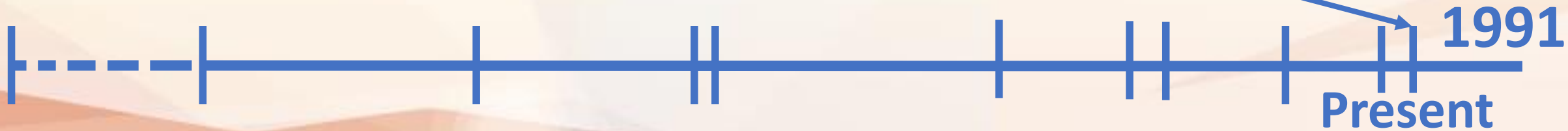
Know the *past* so you can make sense of the *present*

Community Sailing Handbook
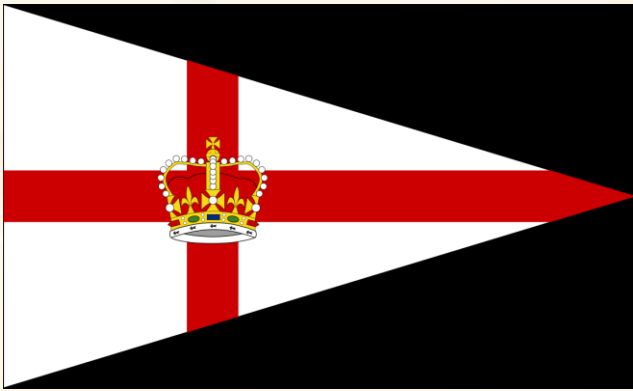
1987

Present

Know the *past* so you can make sense of the *present*

Work

Present

Know the *past* so you can make sense of the *present*

Sport for Kings and Royalty
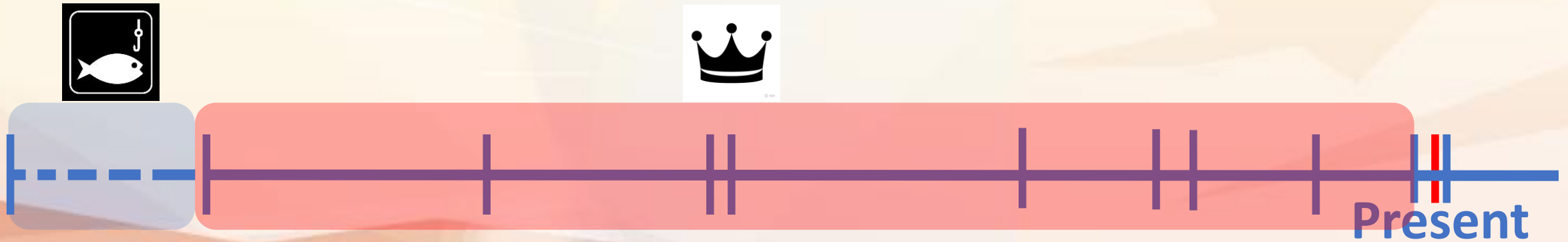
Present

Know the *past* so you can make sense of the *present*

Let's Organize

Present
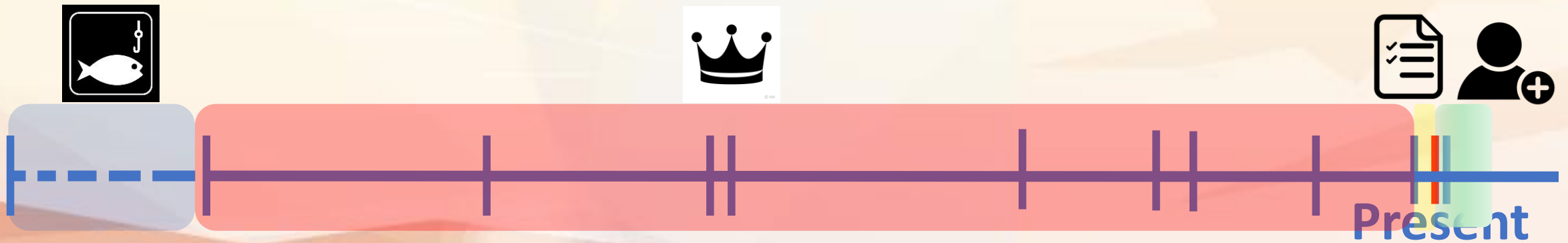
Adopt a *growth mindset*

A **fixed mindset** assumes that our character, intelligence, and creative ability are static givens that we can't change.

Strive for success by **avoiding failure** at all costs.
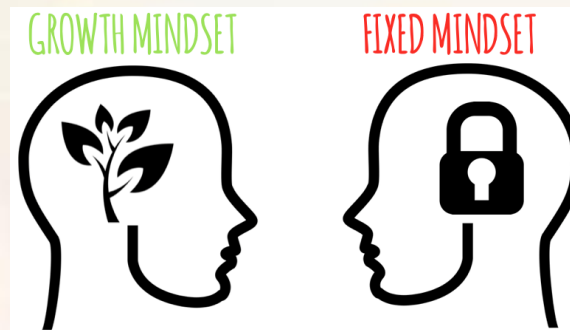
Adopt a *growth mindset*

A **growth mindset** thrives on challenge and sees **failure** as a springboard for growth and for stretching our existing abilities.

We manifest these mindsets at an early age. They determine our behavior, relationship with success and failure, as well as our capacity for happiness.
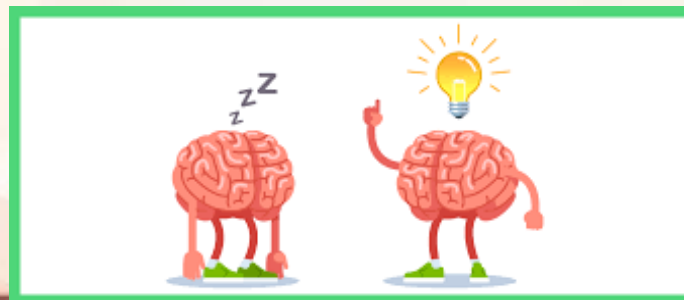
Use *inclusive language*

Person First Language

- Name the person first, condition second
- Some dimensions of diversity are acquired or not the choice of the individual
- They may not want that dimension to define their identity

Use *inclusive language*

Pronouns in the LGBTQA+ space

People get to choose how they are referred to
- He/Him/His
- She/ Her/Hers
- They/Them

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Use *inclusive language*

Ally

Someone who advocates and supports a community other than their own.

A person should not *JUST* self-identify as an ally but show that they are one through action.

Use *inclusive language*

Stereotypes vs Generalizations

- based on assumptions, popular opinion, misinformation
- generally negative
- sweeping and simple
- "always," "never"

- based on observable experiences within a community
- not necessarily negative
- helpful, intended to guide actions
- complex
- "often," "sometimes," "may."

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Use *inclusive language*

Colorblindness

The process by which a person attempts to *ignore the existence of race* or skin color in service of seeing past race and just seeing the person.

This *deemphasizing* of race can ignore the real, lived experience of people of color.

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Use *inclusive language*

Micro-Aggressions

Subtle, often *unconscious everyday behaviors* that can unintentionally denigrate someone from a historically marginalized or non-dominant group.

Small acts but if experienced repeatedly, a person can feel *death by a thousand tiny cuts*.

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Use *inclusive language*

Culture

A *set of shared ideas, customs, traditions, beliefs, and practices* shared by a group of people that is constantly changing.

(Be aware of your own *culture* and how it shapes your interactions)

④ Understand the *dimensions* of diversity

Core dimensions – born with them

Secondary dimensions – can be changed

External dimensions – can see

Internal dimensions – can't see

Understand the *dimensions* of diversity

Understand the –isms

There are groups in the US who are historically more advantaged or disadvantaged

Systematic oppression of various groups does not need your intentional or unintentional involvement in order to be alive and operational in our society

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Understand the *dimensions* of diversity

Types of oppression

- Racism
- Sexism
- Homophobia
- Religious oppression
- Classism
- Militarism

- Elitism
- Xenophobia
- Linguistic oppression
- Ableism
- Ageism

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Understand the *dimensions* of diversity

Activity

Start at 0

+1 for every Advantaged Group category
-1 for every Disadvantaged Group category

-

Understand the *dimensions* of diversity

Advantaged Groups – give you a one up

- White
- Men
- Heterosexuals
- Protestants
- Upper and middle class

- College educated
- US Born citizens
- English speakers
- Able-bodied persons
- Adults

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Understand the *dimensions* of diversity

Disadvantaged Groups

- People of Color
- Women
- LGBTQA+
- Catholics, Jews, Muslims…
- Poor, working class

- Not college educated
- Immigrants
- Non-English speakers
- People with disabilities
- Elders, children, youth

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Understand the *dimensions* of diversity

Advantaged Groups – give you a one up

- White +1
- Men
- Heterosexuals
- Protestants
- Upper and middle class +1

- College educated +1
- US Born citizens +1
- English speakers +1
- Able-bodied persons +1
- Adults +1

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Understand the *dimensions* of diversity

Disadvantaged Groups   7-3 = 4

- People of Color
- Women -1
- LGBTQA+ -1
- Catholics, Jews, Muslims... -1
- Poor, working class

- Not college educated
- Immigrants
- Non-English speakers
- People with disabilities
- Elders, children, youth

Understand the difference

Equality

The assumption is that **everyone benefits from the same supports**. This is equal treatment.

Equity

Everyone gets the supports they need (this is the concept of "affirmative action"), thus producing equity.

Justice

All 3 can see the game without supports or accommodations because **the cause(s) of the inequity was addressed**. The systemic barrier has been removed.

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Know yourself in order to understand those different from you: *implicit bias*

Refers to attitudes or stereotypes that unconsciously affect understanding, actions, and decisions

Both favorable and unfavorable

Activated involuntarily and without an individual's awareness or intentional control

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Know yourself in order to understand those different from you: *implicit bias*

Refers to attitudes... ...ciously affect

Causes feelings and attitudes based on characteristics such as race, ethnicity, age, appearance

Active... ...areness

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Know yourself in order to understand those different from you: *implicit bias*

If you want to check your implicit bias, we recommend this online assessment from Harvard:

https://implicit.harvard.edu/implicit/takeatest.html

7

Ask others about their experience and practice *active listening*

- Impossible to understand all diversity without experience
- **active listening**: requires the listener *concentrate, understand, respond,* and then *remember* what is being said

Ask others about their experience and practice *active listening*

Components of Active Listening:
- Pay attention
- Show that you're listening
- Check for understanding
- Don't interrupt – Defer Judgement
- Respond with Empathy and Appreciation

Do NOT insert your own assessment or experience!

Ask others about their experience and practice *active listening*

Model Active Listening

8 Figure out who in your *community* is not at your sailing center and why?

First step to increasing diversity in your sailing program...

Assess if your sailing community is representative of the larger community around you

If not – start there

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Figure out who in your *community* is not at your sailing center and why?

Once you've identified the needs of your community – work to meet them where they are

Examples:
Swimming / Fear of water
Transportation
Cost
No one at your center looks like them

How can you *diversify* your program options to attract more people?

For...

Different Ages

Families
Post-college
Limited mobility
Vision impairment
Developmental Disabilities

Kiddos
- Same old fleet
  ----> ???
- Boards!
- Powerboating

Adults
- Navigation courses
- Race Committee training

Older Folks
- Inter-generational sailing
- Social Clubs
- Storytime

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How can you *diversify* your program options to attract more people?

For...

Different Ages
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Families
- Movie / Potluck night
- Parents night
- "Bring a Friend" pass
- Field Trips

How can you *diversify* your program options to attract more people?

For…

Different Ages
Families

Post-college

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Post-college

- Team and match racing
- Timed circuit racing
- Discounted rates
- Rental Pass

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How can you *diversify* your program options to attract more people?

For…

Different Ages
Families
Post-college

Limited mobility

Vision impairment
Developmental Disabilities

Folks with limited mobility

- Specialized equipment??
- Small keelboats give a responsive experience, can stay seated
- Train instructors

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How can you *diversify* your program options to attract more people?

For...

Different Ages
Families
Post-college
Limited mobility

Vision impairment

Developmental Disabilities

Vision Impairment / Blind Sailing

- No equipment necessary!
- Audible buoys
- Tactile-ly informative equipment

How can you *diversify* your program options to attract more people?

For...

Different Ages
Families
Post-college
Limited mobility
Vision impairment

Developmental Disabilities

Developmental Disabilities
- Remove overstimulation
- Clearly understood schedule and expectations
- Family-oriented programming

How can you *diversify* your program options to attract more people?

For...

Different Ages
Families
Post-college
Limited mobility
Vision impairment
Developmental Disabilities

If you want to grow your own, you need to plant seeds...

- Invite for professional meetings
- Ask someone to volunteer / participate on the BOD
- Host a neighborhood social

10 Determine what knowledge your sailing center needs to be successful and actively educate its leaders. *Recommended resources*:
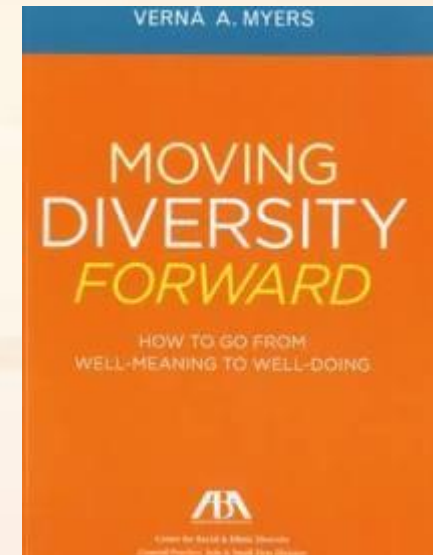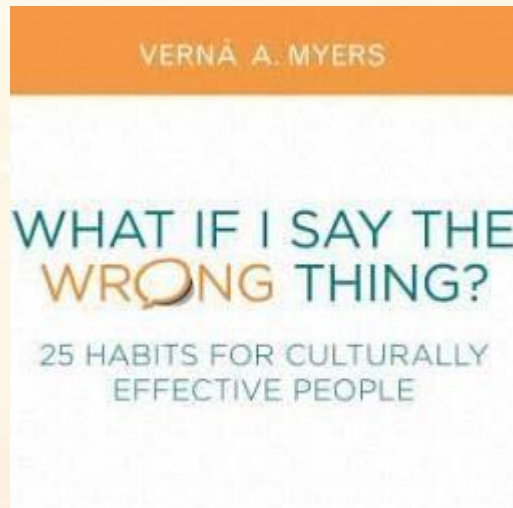
Determine what knowledge your sailing center needs to be successful and actively educate its leaders. *Recommended resources*:

IT IS TIME FOR THE

SOCIAL MEDIA MINUTE

Please take 60-seconds and post one takeaway, picture or thought from this session on a social media platform of your choice and tag

@USSailing @blairoverman   @1legchris   #siebelsailorsprogram #SailingLeadership

10 Tools to Try:

1. **Know the past** so you can make sense of the present
2. Adopt a **growth mindset**
3. Use an **inclusive vocabulary**
4. Understand the **dimensions of diversity**
5. Understand the difference between **equality, equity & justice**
6. Know yourself: **implicit bias**
7. Practice **active listening**
8. Figure out who in your **community is not at your sailing center** and why?
9. **Diversify your program** options to attract more people
10. **Research any knowledge gaps** in your sailing center – educate others!

Breakout Session

6 groups: 1 for each core dimension

- Take 10 min to brainstorm:
  1. Obstacles in your programming
  2. Strategies to be more inclusive in your programming

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Your Opinion Matters

Please open the **Sailing Leadership Forum app** and complete the **session survey** found in the **menu bar.**

Thank you for attending this session

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