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

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Introductions

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• 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.
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*

Boating is the oldest form of transportation next to walking.
Know the *past* so you can make sense of the *present*

Most boaters are working people
Know the *past* so you can make sense of the *present*

Charles II is the first “yachtsman”

1660
Know the *past* so you can make sense of the *present*.

Neva Yacht Club
Know the *past* so you can make sense of the *present*.

Cork Water Club
Know the *past* so you can make sense of the *present*

Royal Yacht Squadron

1815
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*
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
Know the *past* so you can make sense of the *present*
Know the *past* so you can make sense of the *present*
Know the *past* so you can make sense of the *present*

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

Sport for Kings and Royalty
Know the *past* so you can make sense of the *present*

Let’s Organize
Know the *past* so you can make sense of the *present*

Let’s Invite Other People
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

Language evolves...
...its OK to not know what to say

Just Ask!
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 the correct vocabulary
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
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.”
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.
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.
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)
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
Understand the *dimensions* of diversity

**Types of oppression**

- Racism
- Sexism
- Homophobia
- Religious oppression
- Classism
- Militarism
- Elitism
- Xenophobias
- Linguistic oppression
- Ableism
- Ageism
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
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
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
Understand the *dimensions* of diversity

**Disadvantaged Groups**

- 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.
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
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 are activated involuntarily and without an individual's awareness.

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

"If you judge a fish by its ability to climb a tree, it will go through life thinking it’s a failure."

*Sailing for Everyone, Everyone for Sailing!*
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
How can you *diversify* your program options to attract more people?

For...

**Families**
- Movie / Potluck night
- Parents night
- “Bring a Friend” pass
- Field Trips

- Different Ages
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- Developmental Disabilities
How can you *diversify* your program options to attract more people?

For...
- Different Ages
- Families

**Post-college**
- Team and match racing
- Timed circuit racing
- Discounted rates
- Rental Pass

**Post-college**
- Limited mobility
- Vision impairment
- Developmental Disabilities
How can you *diversify* your program options to attract more people?

Folks with limited mobility

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

For...

Different Ages
Families
Post-college

**Limited mobility**

Vision impairment
Developmental Disabilities
How can you *diversify* your program options to attract more people?

**Vision Impairment / Blind Sailing**
- No equipment necessary!
- Audible buoys
- Tactile-ly informative equipment

*For...*
- Different Ages
- Families
- Post-college
- Limited mobility

**Vision impairment**
- Developmental Disabilities
How can you *diversify* your program options to attract more people?

**For...**
- Different Ages
- Families
- Post-college
- Limited mobility
- Vision impairment

**Developmental Disabilities**
- Remove overstimulation
- Clearly understood schedule and expectations
- Family-oriented programming
How can you *diversify* your program options to attract more people?

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

*For...*

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

- Invite for professional meetings
- Ask someone to volunteer / participate on the BOD
- Host a neighborhood social
Determine what knowledge your sailing center needs to be successful and actively educate its leaders. **Recommended resources:**
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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
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