

Diversity and Inclusion Recommendations for Regions

From: The RVAA Diversity & Inclusion Task Force

Definitions used in this document:

- Minority: A group that does not include a dominant majority of the total population in a given society. Examples include: race, sexual orientation, gender, disability.
- Disenfranchised: Someone who has been deprived of access to club volleyball. Examples include: lack of transportation, funding, access to clubs, race, gender, religion, disability.

The following are the Diversity & Inclusion Task Force recommendations and ideas for regions to consider for regional implementation, or to share with clubs.

A. Develop D & I Action Plan for your Region.

- a. Include Statement of Commitment
- b. Include specific action to be taken, with timeline

B. Include D & I in Region Branding design.

- a. Research participation and membership demographics in the region to understand how they compare to the demographics of the general population in the region – set goals for change if and where needed.
 - i. Research geographical information also – where are clubs located and why?
 - ii. Research income demographics if possible
 - iii. Compare minority HS participation numbers with club numbers
- b. Develop a Resource a & Outreach Page on your website
 - i. Design & implement branding for D & I activities
 - ii. Put links to resources and articles on web site
- c. Links to Resources available through national and regional organizations/news feeds/other regions
- d. Include Contact information for outreach program: one designed to listen to members.
- e. Diversify social media following and shared content to learn and share various voices within the volleyball and larger community. (TikTok, #Share the Mic)
- f. Highlight Positive stories in your region relating to Diversity & Inclusion
- g. Add Diversity & Inclusion Criteria to Club Recognition/Awards
- h. Example of a Region Outreach & Resource Page:
 - i. Columbia Empire: <https://www.cevaregion.org/vtc>
 - ii. Badger Region: <http://badgervolleyball.org/diversity-and-inclusion/>

C. Implement “Unconscious Bias” Training for Region Staff & Boards

- a. Annual training session for staff members and board members
- b. Annual evaluation of results

D. Share information and Resources for “Unconscious Bias” Training for clubs

- a. Host training for clubs – online or video training
- b. Add training to criteria for Club recognition or awards

E. Set Up a D & I Committee in your region

- a. Invite Minority Leaders
- b. Invite Community leaders
- c. Invite Minority Coaches/Parents/Players

F. Encourage and educate Clubs on Participation in Starlings sister club program.

- a. Show clubs how to become part of the program
- b. Help provide resources to clubs who join the Sister club program
- c. Budget Region funding for a Starlings team or players
- d. Reduced or free entry fees for Starlings teams into region events
- e. Donate/share/trade equipment – provide avenue for clubs to assist those in need. Design website clearing house for items.
- f. Host Starlings Clinics or educate clubs in how to host/who to contact. Put Starling Office information and contacts on D & I Resource web page.

G. Design and implement region scholarship/grant programs

- a. For minority players to assist with club fees
- b. For minority coaches/directors to attend leadership events such as the AVCA minority coaches program
- c. Take part in the AVCA RAPP program to send a minority coach to the AVCA Convention (\$500/year). This is offered as part of our partnership with the AVCA, and regions can take advantage of it.
- d. Contact the AVCA to research new ideas
- e. Scholarships for minority players' college expenses – give to qualified seniors

H. Design and Implement program to assist minority club leaders

- a. Mentoring Program for minority leaders – match with other experienced leaders. Format could be similar to that used by the AVCA mentoring Program.
 - i. AVCA is willing to share this framework
- b. Provide Club Director Training for minority clubs – Director Info Day
- c. Coach/Leader mentoring program – match minority coaches with experienced coaches at their same level.
- d. Send minority coaches to AVCA Match Point Program
- e. Fund Grants to send directors or coaches to Leadership programs or AVCA Convention

I. Provide education and resources for clubs on how to assist minority players/clubs with financial needs

- a. Work programs – IRS rules education
- b. Donations
- c. Fund raising projects
- d. Place Resources for grants/scholarships on web site

J. Host Region Minority Clinic with USA Minority National Team Players/Area College Coaches

- a. Work with USA Volleyball staff, coaches and minority players
- b. Set time reasonable time line for clinic
- c. “If you can't see it, you can't be it.”

K. Encourage colleges in your region to invite minority club or high school coaches to their practices

- a. Begin a Mentoring Program
- b. Coaching clinics with session designed to address minority issues

L. Address Human Resources and Diversity & Inclusion

- a. Hiring of minorities for region staff
- b. Board member demographics
- c. Inclusion on committees

M. Explore ways to create outreach and connection resources for inner city and underserved communities to help bring volleyball into their areas

- a. Contact local outreach services and sponsor a volleyball event
- b. Assist clubs in reaching underserved communities with volleyball events/clinics

Resources:

1. Columbia Empire D & I Outreach Website
2. Badger Region Action Plan
3. Research by Cody on scholarships/financial assistance programs
4. USAV DE & I Committee
5. USAV Website