

Diversity & Inclusion Recommendations for the RVAA

From: RVAA D & I 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 recommendations from the D & I Task Force to be considered by the RVAA.

- A. Devise a Diversity and Inclusion statement to be included Association mission or philosophy documents.
- B. Include a D & I page on the RVAA Web site
 - a. Include links to resources
 - b. Regions post D & I news and activities
 - c. Post employment opportunities and employment resources for disenfranchised groups
- C. Appoint or invite current or future minority leaders in the sport to sit as an advisor to the RVAA. Recommendation from Task Force: Kim Odom, Dexter Rogers, Danielle Scott
- D. Establish RVAA D & I Committee or include D & I in a current standing committee, possibly Structure & Function.
- E. Request for Safe Sport to design and launch educational module for Diversity & Inclusion.
 - a. Definitions of terms and concepts to be included
 - b. Becomes a part of Safe Sport certification modules for USAV members
 - c. Develop training program on “unconscious bias”
- F. Plan and implement a mentoring program.
 - a. Invite minority leaders to attend or participate in association meetings
 - b. Set up leadership mentoring program for minority leaders
 - c. Connect with national Starlings Leadership for training of future leaders
- G. Fund scholarship program
 - a. Minority coaches to AVCA Minority Coaches Program
 - i. Recommend \$1000 of contingency be set aside each year to send minority coach/Director to AVCA Convention
 - b. Set up scholarship to be given to annual minority award winner.
- H. Recommend D & I options be included in the “Pillar of Excellence” Program
 - a. Send recommendation to the marketing committee

- b. Initiate surveys to review programs offered by regions (ex: Starlings or other service programs)
- I. Initiate donation option to Starlings in new membership management system
 - a. Parents/coaches/administrators would have option of donating at registration
 - b. Other D & I groups could be considered as option also per RVAA approval.
- J. Utilize demographic research being done by the USAV Board DE & I (Diversity, Equity and Inclusion) committee comparing minority/ethnic group membership with general population membership in the nation, regions and zones.
 - a. Share information with regions
 - b. Discuss within Zonal meeting how to implement change from this data