

RVAA Diversity & Inclusion Task Force
Report: October 10, 2020
RVA General Assembly Meeting

A. Formative Actions – RVAA Diversity & Inclusion Task Force

1. Thank you to members and guests of the D & I task Force for serving and assisting in this initiative.
 - a. Mary Andrew - RVAA, Jen Armson-Dyer- RVAA, Haleigh Washington-National Team Player, Urissa Stephens-Former National team Player, Club Coach, Johnny Powell- Club Coach, Aric Anderson-Club Coach, Cody March-RVAA
 - b. Guests – Cindy Compoc- RVAA, Cassidy Lichtman – Chair USAV DE&I Committee, Cecile Reynaud – USAV Board Chair, Bernie MacLean-Region Services, Kassidi Gilgenast – USAV Marketing.
2. Andy Retinger, Chair of the RVAA, formed the Task Force in late March and appointed the members of the Task Force. Mary Andrew was appointed to lead the task Force. Mary then formed a meeting schedule and subsequent meetings were held between April and October 2020.
3. The Task Force meetings proved to be an eye opening experience for all Task Force members. Information, resources and sincere thoughts for a plan were shared at the meetings. All members felt the best course of action for the Task Force was to gather information, resources, and ideas for Diversity & Inclusion initiatives that could be shared with the RVA Assembly as a group and RVAA Leaders so they could share with clubs, coaches and members.
4. The Task Force was aware in putting the recommendations together that not all ideas would fit all regions due to the varied cultures, demographics and current stages of D & I work of each region. Our plan was to gather and share as many ideas and resources as possible before the RVAA General Assembly convened in October 2020.

B. Results of Formative Actions

1. The Task Force created two documents containing recommendations for the RVA Assembly and the Region leaders. These were designed to assist the RVA Assembly (as an entity), and the Region leaders with positive information and resources for planning and designing Diversity & Inclusion initiatives. *Reminder- These documents and the Task Force carry no enforcement authority for any actions by either group.
2. Documents and supporting information were sent to the RVA Chair to approve and discuss with the Admin Council.
3. Documents were approved and placed on the RVAA web site and sent to all Region administrators.
4. Information was shared with the USAV Diversity, Equity and Inclusion Committee (DE &I), Chair of the USAV Board, Cecile Reynaud and leadership of USAV Officials D & I committee through Pati Rolf. All committees were invited to share information with each other to coordinate efforts.

5. A recommendation was made through Cody March to Safe Sport office to include D & I education in the Safe Sport training program.
6. Recommendation was made to USAV education department to include D & I training modules in the Impact & CAP courses.

C. Future Tasks

1. Gather data and information on results of recommendations from RVA Assembly leaders and Regions by August of 2021. The methods to include online and phone surveys.
2. Alert RVA administrators and Region leaders to opportunity to continually place new D & I ideas and resources on the RVA and USAV websites. These could be placed on the Best Practices page or the D & I page. This sharing is vital to moving the association forward in D & I actions and initiatives.
3. Remind regions, USAV staff and all members to share positive D & I stories for publication on social media and websites.

D. Items for Consideration

1. Reflect on your own ideas and thoughts on Diversity and Inclusion and look within. Become educated about those who are affected by discrimination.
 - a. Make plans to include a minimum level of training in Diversity & Inclusion for yourself and your staff.
 - b. Many kinds of discrimination exist: ethnic, racial, religious, gender, sexual orientation, and disabilities.
 - c. Discrimination can be systemic, unconscious, and or hypocritical.
2. Design plans for how to help your clubs, coaches and members learn more about D & I at their level. Connect them with training programs through websites at USAV and RVAA.
3. Make a weekly or monthly plan for searching out positive D & I stories and sharing them with USAV and RVAA social media and web sites.
4. Send ideas and comments for future initiatives, programs or existing resources to the RVAA D & I Task Force.
5. Best way to "Grow the Game" is to be "Inclusive" and the best way to get better is to be "Diverse" and to offer excellent customer service to all of our members when they do join us.

Submitted: October 11, 2020

By: Mary Andrew, Chair RVAA D & I Task Force