

# Diversity and Inclusion Strategic Plan

USA Team Handball

1 Olympic Plaza, Colorado Springs, CO 80909

# NGB CEO/Diversity Champion

Michael D. Cavanaugh

# 2017-20

# Background

USA Team Handball remains committed to the overall philosophy of a broad-based Diversity and Inclusion Program within the scope of all of our operations. As referenced in the most recent scorecard, USA Team Handball scores reasonably well in terms of people of color and military veterans across the board of directors, standing committee, professional staff, and senior national teams. It is a common problem worldwide in Handball in seeking women to serve in leadership and coaching positions. There are some nations (Norway for example) who have successfully established programs in last few years to engage and involve more women within their operations. USA Team Handball has historically divided equal resources to the men’s and women’s national team because, on the international competition level, it is deemed the right thing to do. Given the state of development of team handball played within disability groups, there is a worldwide movement to develop wheelchair team handball to the point where it will be included as a discipline in the Paralympic Games. Before that happens, there must be two world championships conducted, and a minimum number of nations participating in wheelchair team handball. USA Team Handball is interested in helping to launch a Wheelchair Team Handball program, and we assurances of USA Wheelchair Basketball, and USA Wheelchair Rugby to help in identifying potential athletes and potential facilities. The Pan American Team Handball Federation is leading an effort to establish Wheelchair Team Handball in the Pan American continent. We currently have an active Team Handball program for the Deaf that is centralized at Gallaudet University. The US Deaf Team (senior men) has participated in four World Games for the Deaf, and regularly participate in Team Handball events, primarily on the east coast. Team Handball has been included in the Summer World Games (Special Olympics) for the last several decades. There are isolated pockets of development of Team Handball within the USA Special Olympics population.

# II. Vision for Diversity and Inclusion

USA Team Handball strives to increase the participation of all individuals without regard to gender, race, ethnicity, cultural, religion, sexual orientation, gender expression, or mental or physical disability. We feel strongly that diversity of thought, perspective, and experience will be instrumental in growing Team Handball in the USA. By tying the D&I plan to our strategic plan, USA Team Handball will bolster both performance and business results.

“Diversity and Inclusion, besides being the right thing to do, makes for a healthier and more balanced platform from which we can reach more of the population, and better serve more communities.” – Michael D. Cavanaugh, USA Team Handball

# Diversity and Inclusion Awareness and Outreach Strategy

* 1. USA Team Handball Media Specialist/Web Master will quarterly review the website to ensure it is inclusive and reflects a diverse array of persons with disabilities, all gender identities, the LGBTQ community, military veterans, and people of color.
	2. USA Team Handball’s monthly Newsletter editor will review monthly publications to ensure they are inclusive and reflect a diverse array of persons with disabilities, all gender identities, the LGBTQ community, military veterans, and people of color.
	3. The webmaster will create a page that will host our Diversity and Inclusion plan and provide a link to USA Team Handball’s scorecard.

<http://www.teamusa.org/-/media/TeamUSA/USOC/Diversity_Inclusion/2015_Scorecards/DIScorecard_TeamHandball_2015_3.pdf?la=en&hash=5F44ED76A72FDE6A6139640055D1E301984F020D>

# IV. Definition of Diversity and Inclusion

USA Team Handball defines Diversity & Inclusion as:

**Diversity** is embracing any collective mixture of differences, similarities, and related tensions as we strive to develop more inclusive and high performing environments.

**Inclusion** is about creating and maintaining an environment in which contributions and strengths are recognized, optimized and valued in a way that generates opportunities for adaptability, problem solving, growth and ultimately increased success.

# Diversity and Inclusion Strategy for 2017-20

1. Recruitment Quad Diversity Goal: USA Team Handball will strive to increase the number of racial and ethnic minority athletes as we seek to identify, recruit, and retain members of our Women’s National Team and Men’s National Team.
2. Retention Quad Diversity Goal: USA Team Handball will strive to maintain current levels of racial and ethnic minorities within the Board of Directors, Committees, National Team Coaches, and Staff.
3. Revenue Quad Diversity Goal: USA Team Handball will strive to identify sponsors and grant sources for development/youth programming in three states; California, Illinois, and Alabama. If successful, this will result in an increase in racial and ethnic minority participants.

# Diversity and Inclusion Action Plan for 2017-20

Action Plan Overview (2017)

Recruitment Quad Diversity Goal: USA Team Handball will strive to increase the number of racial and ethnic minority athletes as we seek to identify, recruit, and retain members of our Women’s National Team and Men’s National Team.

Retention Quad Diversity Goal: USA Team Handball will strive to maintain current levels of racial and ethnic minorities within the Board of Directors, Committees, National Team

Coaches, and Staff.

Revenue Quad Diversity Goal: USA Team Handball will strive to identify sponsors and grant sources for development/youth programming in three states; California, Illinois, and Alabama. If successful, this will result in an increase in racial and ethnic minority participants.

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| Action Plan2017 | Area of Focus | Program or Action and Individual Responsible | Target Audience | Start & CompletionDate | Brief Description of your Program(s) and How Success is Measured(100 Words or Less) |
| D&I Goal[x] Recruitment[ ] Retention[ ] Revenue | [x] Board of Directors[x] Ad Hoc Comm.[x] Professional Staff[ ] NGB Membership[x] Nat. Team Athletes[x] Nat. Team Coaches[ ] Dev. Team Athletes[x] Dev. Team Coaches[ ] Part-time / Interns | Name of Program:Review of Data Collection and Diversity PlanPerson Responsible: Chairperson of Ad Hoc D&I Committee  | [x] Race/Ethnicity[x] Women[x]  LGBTQ[x]  Military Vet.[x] People with Disabilities | Start Date:May 2017CompletionDate:December 2-17 | In 2017, USA Team Handball will appoint an Ad Hoc Diversity and Inclusion Committee. Members of this D&I Committee will come from the board, professional staff, national team athletes and coaches. This Committee will be responsible for the review of the annual data collection and for monitoring awareness and outreach strategy for the USA Team Handball diversity plan. |
| **Outcomes:** (Will be collected along with Diversity Data on April 1, 2018)  |
| D&I Goal[ ] Recruitment[x] Retention[ ] Revenue | [x] Board of Directors[x] Standing Comm.[x] Professional Staff[x] NGB Membership[ ] Nat. Team Athletes[ ] Nat. Team Coaches[ ] Dev. Team Athletes[ ] Dev. Team Coaches[ ] Part-time / Interns | Name of Program:Bylaw RevisionPerson Responsible:Mike Cavanaugh  | [x] Race/Ethnicity[x] Women[x] LGBTQ[x] Military Vet.[x] People with Disabilities | Start Date:CompletionDate: | USA Team Handball’s bylaws will be revised by competent and experienced professionals from internal and external positions. Language will be included that is approved and recommended by the USOC Diversity and Inclusion Division race/ethnicity/minorities. |
| **Outcomes:** (Will be collected along with Diversity Data on April 1, 2018) |

Action Plan Overview (2018)

Recruitment Quad Diversity Goal: USA Team Handball will strive to increase the number of racial and ethnic minority athletes as we seek to identify, recruit, and retain members of our Women’s National Team and Men’s National Team.

Retention Quad Diversity Goal: USA Team Handball will strive to maintain current levels of racial and ethnic minorities within the Board of Directors, Committees, National Team

Revenue Quad Diversity Goal: USA Team Handball will strive to identify sponsors and grant sources for development/youth programming in three states; California, Illinois, and Alabama. If successful, this will result in an increase in racial and ethnic minority participants.

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| Action Plan2018 | Area of Focus | Program or Action and Individual Responsible | Target Audience | Start & CompletionDate | Brief Description of your Program(s) and How Success is Measured(100 Words or Less) |
| D&I Goal[ ] Recruitment[x] Retention[ ] Revenue | [x] Board of Directors[x] Ad Hoc Comm.[x] Professional Staff[x] NGB Membership[ ] Nat. Team Athletes[ ] Nat. Team Coaches[ ] Dev. Team Athletes[ ] Dev. Team Coaches[ ] Part-time / Interns | Name of Program:Event Bid Language InclusionPerson Responsible:Mike Cavanaugh  | [x] Race/Ethnicity[x] Women[x] LGBTQ[x] Military Vet.[x] People with Disabilities | Start Date:January 2018CompletionDate:Bid process is ongoing | USA Team Handball will require cities/sports commissions/CVBs to include language in their bid documents that demonstrates that they have (or will have) a D&I plan as part of their event bid package.  |
| **Outcomes:** (Will be collected along with Diversity Data on April 1, 2019) |
| D&I Goal[x] Recruitment[ ] Retention[ ] Revenue | [x] Board of Directors[ ] Standing Comm.[x] Professional Staff[ ] NGB Membership[ ] Nat. Team Athletes[ ] Nat. Team Coaches[ ] Dev. Team Athletes[ ] Dev. Team Coaches[ ] Part-time / Interns | Name of Program:Board Training Person(s) Responsible:Dr. Harvey Schiller &Mike Cavanaugh | [ ] Race/Ethnicity[ ] Women[ ] LGBTQ[ ] Military Vet.[ ] People with Disabilities[x] Board of Directors | Start Date:January 2018CompletionDate:December 31, 2018 | The Board of Directors of USA Team Handball will participate in D&I orientation and training at one of their called meetings in 2018.  |
| **Outcomes:** (Will be collected along with Diversity Data on April 1, 2019) |

Action Plan Overview (2019)

Recruitment Quad Diversity Goal: USA Team Handball will strive to increase the number of racial and ethnic minority athletes as we seek to identify, recruit, and retain members of our Women’s National Team and Men’s National Team.

Retention Quad Diversity Goal: USA Team Handball will strive to maintain current levels of racial and ethnic minorities within the Board of Directors, Committees, National Team

Revenue Quad Diversity Goal: USA Team Handball will strive to identify sponsors and grant sources for development/youth programming in three states; California, Illinois, and Alabama. If successful, this will result in an increase in racial and ethnic minority participants.

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| Action Plan2019 | Area of Focus | Program or Action and Individual Responsible | Target Audience | Start & CompletionDate | Brief Description of your Program(s) and How Success is Measured(100 Words or Less) |
| D&I Goal[ ] Recruitment[x] Retention[ ] Revenue | [ ] Board of Directors[x] Standing Comm.[x] Professional Staff[x] NGB Membership[ ] Nat. Team Athletes[ ] Nat. Team Coaches[ ] Dev. Team Athletes[ ] Dev. Team Coaches[ ] Part-time / Interns  | Name of Program:Data Collection from Member ClubsPerson(s) Responsible:Chair of the Ad Hoc D&I Comm. &Mike Cavanaugh | [x] Race/Ethnicity[x] Women[ ] LGBTQ[x] Military Vet.[x] People with Disabilities | Start Date:January 2019CompletionDate:December 31, 2019 | USA Team Handball’s Ad Hoc D&I Committee will develop a one page reporting form for clubs to complete annually that asks for voluntary information as to their membership in the categories of race/ethnicity, gender, military veterans, and people with disabilities. |
| **Outcomes:** (Will be collected along with Diversity Data on April 1, 2020) |
| D&I Goal[x] Recruitment[ ] Retention[ ] Revenue | [ ] Board of Directors[x] Standing Comm.[x] Professional Staff[x] NGB Membership[ ] Nat. Team Athletes[ ] Nat. Team Coaches[x] Dev. Team Athletes[x] Dev. Team Coaches[ ] Part-time / Interns  | Name of Program:Empirical Data Collection from Youth ProgramsPerson Responsible:Mike Cavanaugh  | [x] Race/Ethnicity[x] Women[ ] LGBTQ[x] Military Vet.[x] People with Disabilities | Start Date:January 2019CompletionDate:December 2019 | USA Team Handball will collect data on participation in youth/school programs in three different USA regions. This data will be collected voluntarily by regional coaches and will ask for information in the race/ethnicity, gender, military veteran, people with disabilities categories. |
| **Outcomes:** (Will be collected along with Diversity Data on April 1, 2020) |

Action Plan Overview (2020)

Recruitment Quad Diversity Goal: USA Team Handball will strive to increase the number of racial and ethnic minority athletes as we seek to identify, recruit, and retain members of our Women’s National Team and Men’s National Team.

Retention Quad Diversity Goal: USA Team Handball will strive to maintain current levels of racial and ethnic minorities within the Board of Directors, Committees, National Team

Revenue Quad Diversity Goal: USA Team Handball will strive to identify sponsors and grant sources for development/youth programming in three states; California, Illinois, and Alabama. If successful, this will result in an increase in racial and ethnic minority participants.

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| Action Plan2020 | Area of Focus | Program or Action and Individual Responsible | Target Audience | Start & CompletionDate | Brief Description of your Program(s) and How Success is Measured(100 Words or Less) |
| D&I Goal #1[x] Recruitment[ ] Retention[ ] Revenue | [ ] Board of Directors[ ] Standing Comm.[ ] Professional Staff[x] NGB Membership[x] Nat. Team Athletes[x] Nat. Team Coaches[x] Dev. Team Athletes[x] Dev. Team Coaches[ ] Part-time / Interns | Name of Program:Increase D&I within coaches and athlete poolsPerson(s) Responsible:Nat. Team Coaches and Dev. Coaches  | [x] Race/Ethnicity[x] Women[ ] LGBTQ[x] Military Vet.[x] People with Disabilities | Start Date:January 1, 2020CompletionDate:December 31, 2020 | Using Nat. Team/Dev. Team coaches to mentor new coaches and athletes participating in developmental/youth programs. With the idea to pay focused attention on racial/ethnic minorities, women, military veterans, and people with disabilities to continue coaching and/or playing.   |
| **Outcomes:** (Will be collected along with Diversity Data on April 1, 2021) |
| D&I Goal #2[ ] Recruitment[x] Retention[ ] Revenue | [ ] Board of Directors[ ] Standing Comm.[x] Professional Staff[ ] NGB Membership[ ] Nat. Team Athletes[ ] Nat. Team Coaches[ ] Dev. Team Athletes[ ] Dev. Team Coaches[x] Part-time / Interns | Name of Program:Intern Program Person(s) Responsible:Mike Cavanaugh  | [x] Race/Ethnicity[x] Women[x] LGBTQ[x] Military Vet.[x] People with Disabilities | Start Date:January 1, 2020CompletionDate:December 31, 2020 | USA Team Handball has established MSU Denver and UCCS involving interns in Sport Management Administration. This program will focus on attracting students from racial/ethnic minorities, women, LGBTQ, Military Vet., People with Disabilities to complete a normal 6-month internship with a focus on establishing developmental programs in urban environments. |
| **Outcomes:** (Will be collected along with Diversity Data on April 1, 2021) |

