



# USA Weightlifting 2025-2028 DEI Action Plan

November 2024

# The barbell is for all...

At USA Weightlifting we believe in creating a sense of belonging for anyone and everyone who wishes to use the barbell. Whether you're chasing an Olympic dream, aiming to become stronger for life, coaching athletes, giving back as a volunteer, or looking for community, we welcome you. You belong here. The barbell is for everyone, and our members are us.

**Matt Sicchio**

CHIEF EXECUTIVE OFFICER  
USA Weightlifting



# USA Weightlifting Mission

The mission of USA Weightlifting is to grow and develop weightlifting to support lifelong participation and achieve Olympic podium success.



# Our members are us.

At USA Weightlifting we believe the barbell is for everyone. Our diverse group of members come from all ages and identities.



# Our Focus

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USA Weightlifting conducted a diversity, equity and inclusion audit from the Inclusion Playbook, a collaborative group focused on advocating for social change within sport in 2020 and 2022. The results from this audit guided the strategies that are in place and in progress for the organization.

USA Weightlifting also recognizes that this work is ongoing and hopes to continue to make strides in the below areas of focus as well as throughout the organization as a whole.

## Focus Areas and Groups

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FEMALE/BIPOC  
COACHES

GENDER INCLUSION

STAFF DIVERSITY

LGBTQIA+

PROPERTY  
MANAGEMENT



# Current Programs

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## Scholarships

BIPOC Community Scholarship  
Women in Coaching Scholarship  
USAW Youth Coaching Scholarship  
National Referee Fund for Women  
Entry Fee Hardship Fund

## Mental Health

Athlete Wellness Program  
Racial Trauma Toolkit

## Policies

Adaptive Athlete Policy  
Gender Inclusion Policy  
Inclusive Hiring Practices  
Inclusive Staff Handbook Policy

## Training

Staff & Board Training  
WSO Training  
SafeSport Core Training for Coaches

## Development

Annual DEI USOPC Audit  
2022 Inclusion Playbook Audit  
Susan Crown Exchange - Million  
Coaches Challenge



# Upcoming...

**01.**

## 2025 Gender Inclusion Policy Release

New policy for transgender and non-binary athletes to attain competition eligibility.

**02.**

## Women's Coaching Clinics

Educational and networking opportunity for coaches of all levels.

**03.**

## Connecting Members through Storytelling

Stories from members can be submitted to be shared and highlighted through our social channels.



# Our focus in numbers

**EQUAL**

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GENDER  
DISTRIBUTION OF  
COACHES AND  
ATHLETES

**5 - 7%**

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GROWTH OF  
MEMBERSHIP

**INCREASE**

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# OF COLLEGIATE  
ATHLETE  
PARTICIPATION/YEAR

**100%**

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ANNUAL STAFF DEI  
TRAINING COMPLETION





# 3 Pillar Plan



## Educate

Create resources and education opportunities for members, staff, and BOD

Provide tools needed to run inclusive clubs and to support BIPOC, women's, LGBTQIA+, and adaptive communities.



## Elevate

Ensure our underrepresented communities are being elevated and treated equitably through inclusive marketing campaigns and scholarship programs.



## Engage

Create pathways to engage with new and existing members including website updates and first-time coach scholarships.

EDUCATE

ENGAGE

ELEVATE

## 2025-2028 Educate Plans

- Annual Staff & Board Training
  - Completion of 1 or more USOPC/StandUP training per quarter
- Update DEI Website Resources Page
  - Refresh DEI webpage and update links
  - 2025 Gender Inclusion Policy
- Membership Guide
  - Downloadable PDF about sport participation

EDUCATE

ENGAGE

ELEVATE

## 2025-2028 Engage Plans

- High School Outreach
  - Specialty membership pricing for underserved high school clubs
- Scholarship Funds
  - BIPOC community
  - Women's coaching
  - Youth, first-time and underserved coaches
- Women's Coaching Clinics
  - Educational event for learning and networking

EDUCATE

ENGAGE

ELEVATE

## 2025-2028 Elevate Plans

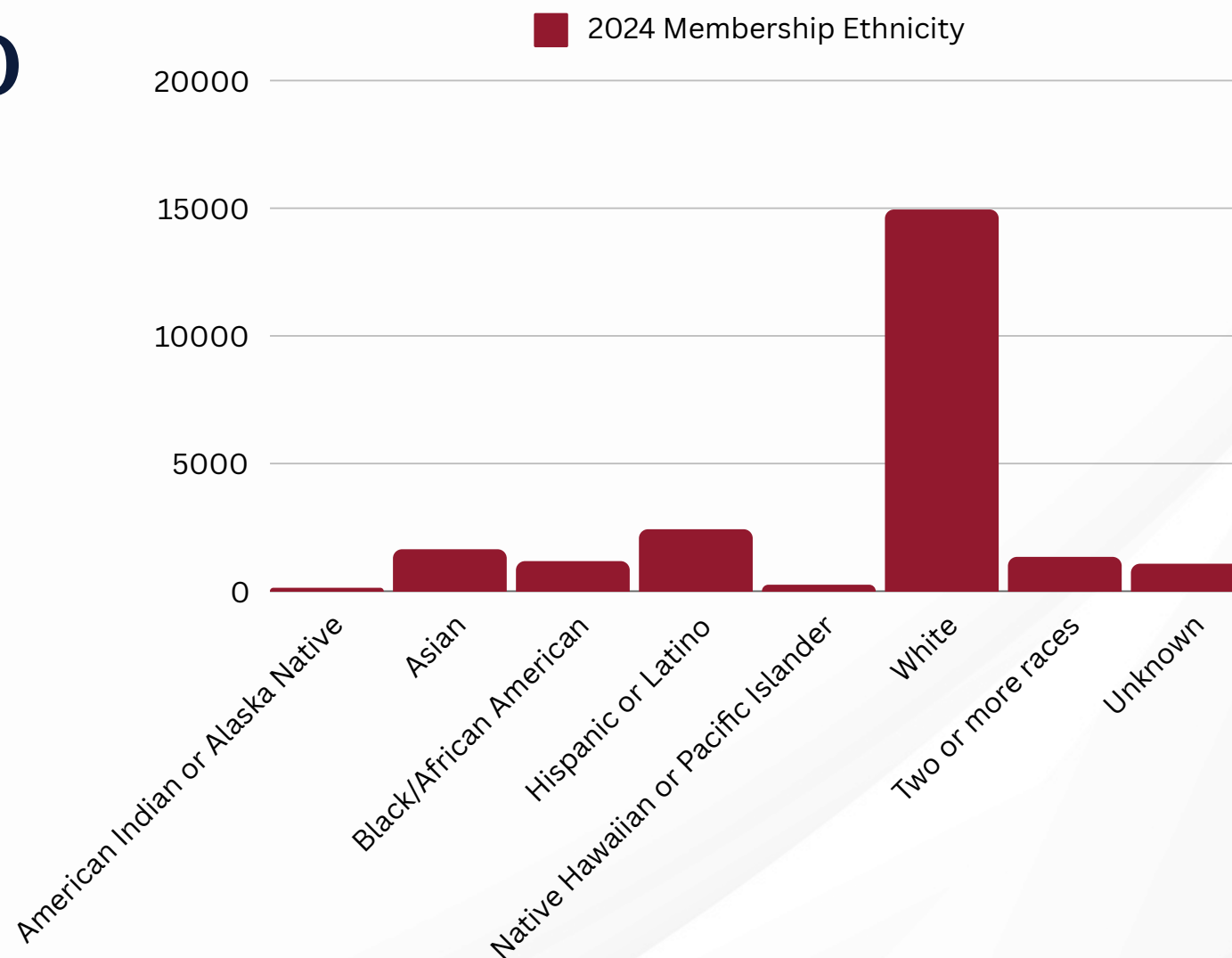
- Member Story Spotlights
  - Publish submitted weightlifting stories from members
- Bilingual Coaching Courses
  - Release Nike and USOPC partnered coaching courses in 2025
    - How to Coach Kids
    - How to Coach Girls

# 2024 Membership Demographics

## 23,010

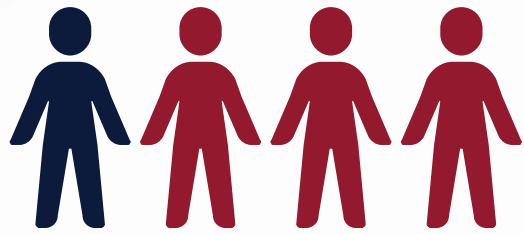
Total Members

- 12% 0-18 YEARS OLD
- 41% 18-34 YEARS OLD
- 27% 35-55 YEARS OLD
- 20% 55+ YEARS OLD



# 2024 Membership Demographics

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1 in 4 LGBTQ+ Members are Coaches

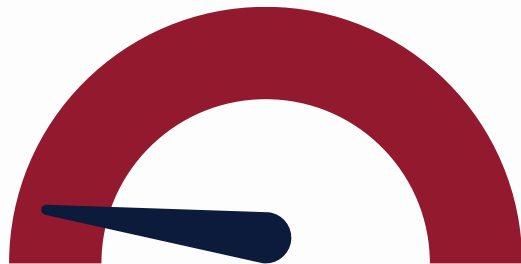
## Membership Gender Breakdown



58% Male

42% Female

**7% OF MEMBERS ARE VETERANS**



**14% OF MEMBERS HAVE A DISABILITY**



# We are all in this together!



## Get Involved

The Diversity, Equity and Inclusion Commission will have four vacant spots  
Fall 2025.



## Give us Feedback

Email us your thoughts at  
[usaw@usaweightlifting.org](mailto:usaw@usaweightlifting.org)



## Advocate

Check out our resources and create inclusive  
spaces for all members in your gym.  
[Resources.](#)