



USA WEIGHTLIFTING

DIVERSITY, EQUITY, AND INCLUSION ACTION PLAN

2/1/2021



EDUCATE
ELEVATE
ENGAGE

2020-
2024



JOINT MESSAGE FROM OUR CEO AND CHAIR

USA Weightlifting has made it a priority to make our sport available to “Anyone, Anywhere”, to us this means ensuring that our sport truly can be practiced by anyone regardless of their socio economic status, ethnicity, race, religion, sexual orientation, gender or any other matter.

Putting together a clear action plan speaks to that commitment, and we encourage our community to embrace everyone who has a love of the Barbell. We also encourage those who see how we can further include more people in that shared passion for the barbell to reach out to us with your thoughts and ideas.

PHIL ANDREWS, CEO

PAULA ARANDA, CHAIR



STRONGER
TOGETHER



CONTRIBUTORS

USA WEIGHTLIFTING STAFF:

- PHIL ANDREWS, CEO
- SUZY SANCHEZ, DIRECTOR OF CULTURE, COMMUNITY AND OUTREACH

USA WEIGHTLIFTING DIVERSITY, EQUITY AND INCLUSION COMMITTEE

- SALLY VAN DE WATER, CHAIR
- DAVID BENSON
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USA WEIGHTLIFTING BOARD OF DIRECTORS

A' NAJA NEWSOME, UNIVERSITY WEIGHTLIFTING COMMITTEE

TARYN PASCAL

THE INCLUSION PLAYBOOK AUDIT RESULTS

DE&I ACTION PLAN DEVELOPMENT

In 2020, USA Weightlifting contracted with the Inclusion Playbook, a collaborative group focused on advocating for social change within sport, to conduct a diversity, equity and inclusion audit on the organizations current state of affairs. Through this audit, key areas were identified for improvement which formed the basis of our action plan.

To review the full audit please visit our website.

USA Weightlifting hopes to continue its policy and practice of transparency and an openness to listen and make impactful change through the implementation of this plan.

2021





2020-2024 PRIORITIES

Overview

- Increase the number of female coaches by 8% year over year
- Increase the number of BIPOC coaches by 8% year over year
- Improve strategies for diverse recruitment within governance structure and national office staff
- Improve member education on DE&I topics
- Retain and engage with BIPOC and LGBTQIA communities

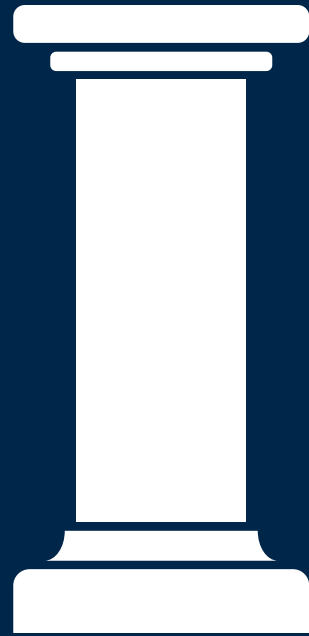
CURRENT PROGRAMS AND INITIATIVES

- ATHLETE PROTEST POLICY
- ADAPTIVE ATHLETE POLICY
- BIPOC COACHES EDUCATION SCHOLARSHIP FUND
- WOMEN'S COACHES EDUCATION SCHOLARSHIP FUND
- FEMALE REFEREE FUND
- BIPOC REFEREE FUND
- TRANSGENDER INCLUSION POLICY
- HBCU MENTORSHIP PROGRAM
- USA WEIGHTLIFTING MEMBER MENTORSHIP PROGRAM
- WOMEN IN WEIGHTLIFTING FORUM
- WEIGHTLIFTING PRIDE
- DAYS/MONTHS OF INCLUSION AND CELEBRATION
- COMBATTING RACIAL INJUSTICE GUIDE FOR CLUB OWNERS
- BOARD & STAFF TRAINING
- MONTHLY STAFF DEI TRAINING
- INCLUSIVE HIRING PRACTICES
- INCLUSIVE STAFF HANDBOOK POLICIES
- UPDATED MEMBERSHIP FORM TO INCLUDE INCLUSIVE PRONOUNS
- UPDATED MEMBERSHIP FORM FOR OPTIONAL ETHNICITY AND SEXUAL ORIENTATION SELECTION

2021



PILLAR 1



EDUCATE

USA Weightlifting has created 3 pillars to frame their commitment to Diversity, Equity and Inclusion.

The education pillar is focused on creating resources and activities to our membership as a whole as well as education for staff and board members.

Through educational workshops and with physical resources, it is the hope of USA Weightlifting that the membership will have the tools they need to run inclusive clubs and to support their BIPOC, women's, LGBTQIA+, and disabled communities.

ELEVATE

USA Weightlifting understands the importance of equity and equality at all levels of sport and through the implementation of the action items in this document we hope to ensure our underrepresented communities are being elevated through inclusive marketing campaigns, scholarship programs, and inclusive hiring practices.

PILLAR 3



ENGAGE

In order to ensure that all minority groups within the membership are actively involved with new opportunities and programs USA Weightlifting has created a number of pathways to engage with new and existing members including HBCU recruitment events, community groups, and website updates.

PILLAR 2



2020-2024 DIVERSITY, EQUITY AND INCLUSION STRATEGIES FOR USA WEIGHTLIFTING

EDUCATE

USA Weightlifting is committing to educating members and staff on the importance of DE&I. The programs and projects below are merely the start of a long term strategy to bring our organization to the forefront of equality and equity for every athlete, coach, technical official and member.

PROGRAMS AND INITIATIVES:

- DE&I Speaker Series
- DE&I resources
- All member DE&I training webinars
- Internal policies update





EDUCATE

Diversity, Equity and Inclusion Speaker Series

The DE&I speaker series will be a free webinar series that engages with community leaders and stakeholders to discuss racial and social justice topics.

These webinars will take place bimonthly and will be advertised through USA Weightlifting social media and website channels.

Feedback will be requested via survey monkey from participants and speakers to ensure members are able to provide feedback for improvement.

Diversity, Equity, and Inclusion Resources

USA Weightlifting will create and promote downloadable resources for club directors and members including: The Combatting Racial Injustice Guide, Downloadable RISE resources, and recordings from the DE&I webinar series.

These resources will be available through the USA Weightlifting Learning Academy.

Additional resources created will be posted through USA Weightlifting social media.

Webinars

Two webinars will be provided to USA Weightlifting staff, board of directors, and members.

The USA Weightlifting staff and board of directors will undergo yearly training with Marlon Moore Consulting which will be conducted virtually in a conversational format.

USA Weightlifting members will have the opportunity to participate in a quarterly webinar series provided by The Inclusion Playbook which will cover the following topics: DEI 101/implicit bias, Racial Justice, LGBTQ Inclusion, and transgender athletes in sport.

Internal Policies

Following an external audit of USA Weightlifting internal DEI policies the following changes will be made in 2021:

- Updated Equal Employment Opportunity language
- Updated LGBTQIA+ non discrimination language
 - Updated equity hiring statement
 - Updated education requirements for employment
- Updated member and athlete code of conduct
 - Creation of fan code of conduct
 - Updated family leave policy
 - Bid selection non-discrimination
- Gender neutral bathroom agreement (events)
 - Non-discrimination vendor protection (events)
 - Updated vendor request language to encourage minority owned businesses
- Updated member form to include pronoun selection
- Updated member form to include LGBTQIA+ selection
- Update national event start lists to include pronoun selection
 - Updated transgender athlete policy
 - Adaptive athlete policy

2020-2024 DIVERSITY, EQUITY AND INCLUSION STRATEGIES FOR USA WEIGHTLIFTING



ELEVATE

USA Weightlifting recognizes the importance of equality and more importantly equity within the sport. Acknowledging that every individual has experienced privileges in inequalities the organization has launched the following programs to help elevate underrepresented groups within the organization.

PROGRAMS AND INITIATIVES

- BIPOC Community Initiatives
- Women's Community Initiatives
- Community development fund
- Inclusion campaign





ELEVATE

BIPOC COMMUNITY INITIATIVES

USAW is working to create new opportunities for the BIPOC community. From increased access to education, to reforming our business practices, we are committed to change.

The following programs are in place to elevate our BIPOC community:

- BLACK COMMUNITY REFEREE FUND
- UPDATED HIRING PRACTICES
- BIPOC COMMUNITY FACEBOOK GROUP

WOMEN'S COMMUNITY INITIATIVES

USA Weightlifting understands the historical gender bias that exists in the sport of weightlifting. In order to achieve equity within the coaching and technical officials community the following initiatives:

- WOMEN'S REFEREE FUND
- WOMEN'S COACHING EDUCATION SCHOLARSHIP FUND

COMMUNITY DEVELOPMENT FUND

This fund will be used to create community programs for at-risk youth and/or fund after school initiatives for underrepresented youth.

funding will cover the costs of equipment, membership fees, travel expenses, facility use fees, etc.

The fund will be funded by donations and USA Weightlifting membership contributions.

INCLUSION CAMPAIGN

In order to ensure representation, USA Weightlifting will ensure that promotional posts feature athletes and members from all races, ethnicities, genders, sexual orientation and identities.

Additionally, USA Weightlifting will continue highlighting minority community days and months of celebration.

USA Weightlifting is also creating a specific DE&I website section to ensure that all materials are easily accessible by members.

2020-2024 DIVERSITY, EQUITY AND INCLUSION STRATEGIES FOR USA WEIGHTLIFTING



ENGAGE

USA Weightlifting recognizes the importance of representation and inclusion at all levels of sport. In order to achieve the goal of establishing a more diverse recruitment pipeline, and to ensure members have a place to make their voices heard, the organization has created the following programs and initiatives.

PROGRAMS AND INITIATIVES

- HBCU mentorship program
- HBCU handshake enrollment
- Community groups
- Multi-lingual forms





ENGAGE

HBCU MENTORSHIP

The HBCU mentorship program has been created to expose HBCU students to the opportunities available at USA Weightlifting.

Students have the opportunity to connect and engage with current staff members and board members to gain insight into the inner workings of an NGB.

The purpose of the program is to expose students to the organization in the hopes that they build relationships with USA Weightlifting and apply for future positions as they come available.

HBCU STAFF RECRUITMENT

USA Weightlifting has partnered with 25+ HBCU institutions through the Handshake job board to post open positions within the organization.

COMMUNITY GROUPS

In order to ensure members have a space they can openly discuss topics related to the growth and development of the organization, USA Weightlifting has created community groups for both Women in Weightlifting and members of color.

The community groups will provide a venue to advocate for issues and topics that are important to our members.

SPANISH FORMS

USA Weightlifting plans to offer any form available on the USA Weightlifting website in Spanish to ensure that Spanish-speaking members have access to member information in an accessible format.

STRENGTHS & OPPORTUNITIES

Following the audit USA Weightlifting identified its current strengths that would help assist in achieving its DE&I action items

- Welcoming and inclusive membership, staff, and BOD
- External partner network and support
- Donor support
- Low barriers to entry into the sport
- Existing DE&I initiatives
- The existing mission statement outlines the importance of fostering a diverse community

2021



CHALLENGES

Following the audit, USA Weightlifting identified its current weaknesses that would help assist in achieving its DE&I action items:

- Awareness
- Member apathy for governance positions
- Potential resistance to participate and use resources by the membership
- Finite donor resources

2021



USA WEIGHTLIFTING MISSION

The Mission of USA Weightlifting shall be to support United States athletes in achieving excellence in Olympic and World competition and to support, promote, and educate a diverse and inclusive community of weightlifting and the use of the barbell in the United States.



USA WEIGHTLIFTING MEMBERSHIP DEMOGRAPHICS



USA Weightlifting began collecting membership demographic information on a voluntary basis through our membership survey in 2016. Due to the voluntary nature of the surveys the data collected could not reliably be used to make inferences about the membership as a whole. In 2020 USA Weightlifting was able to add ethnicity selections to our membership form through our current membership platform.

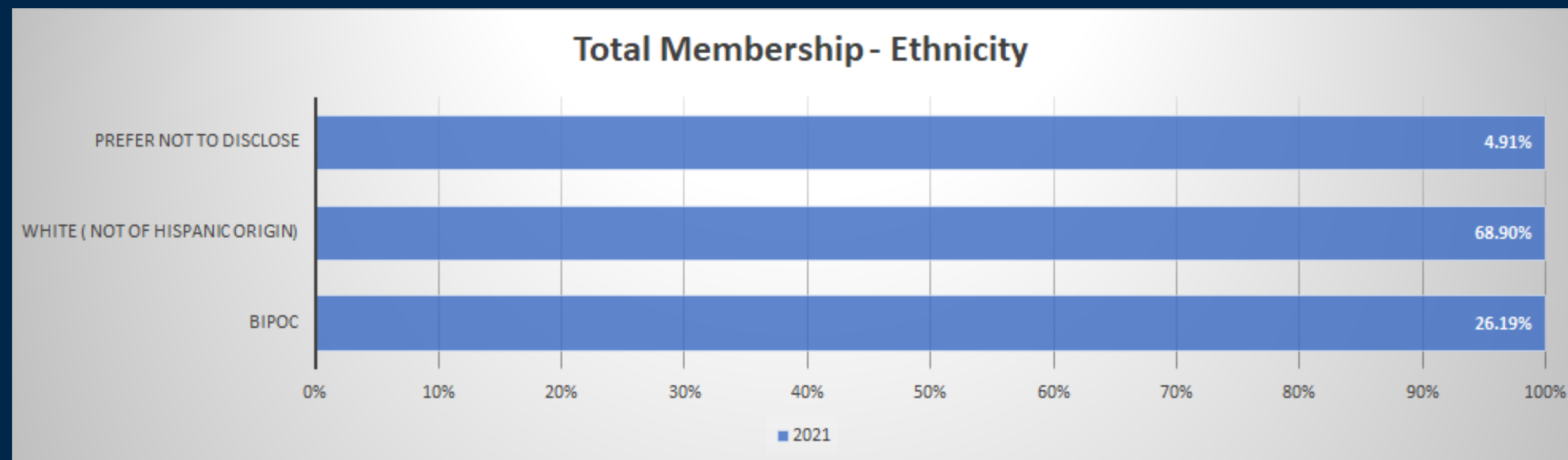
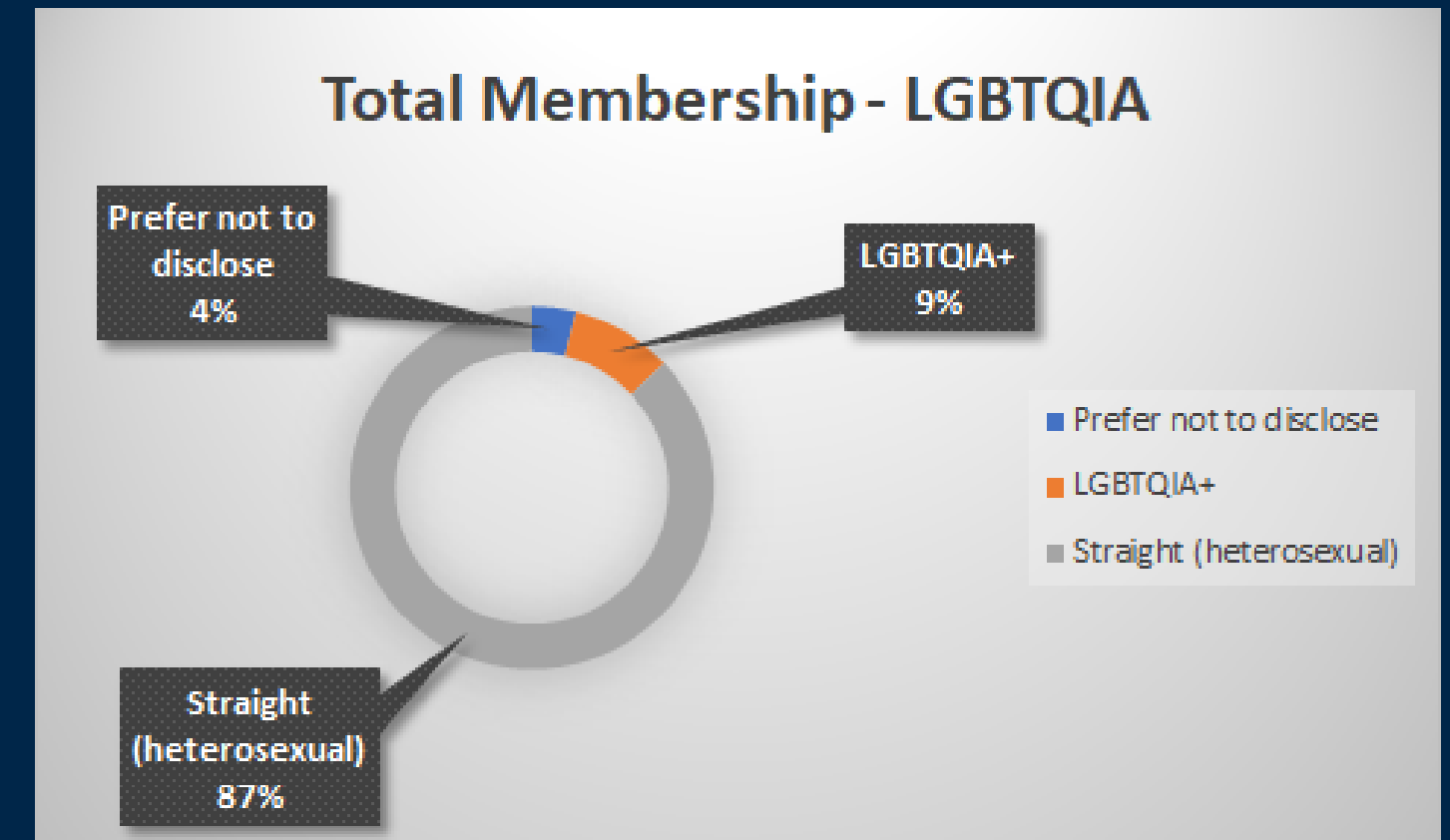
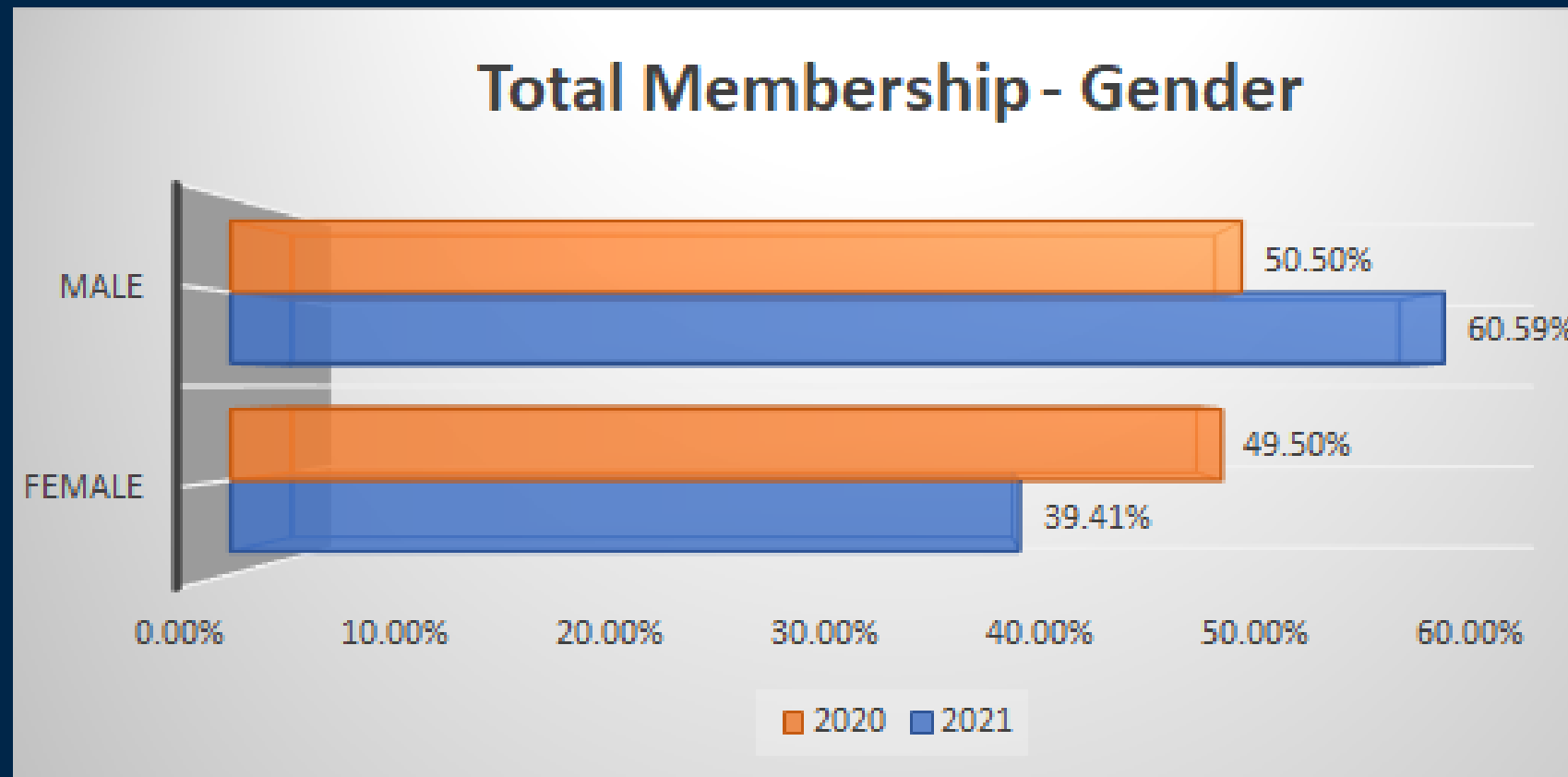
In 2021 the addition of sexual orientation and gender pronouns were also added to ensure we have an effective method to collect representation data from our membership.

COVID-19 impacted many organizations through 2020 and as a result the organization did see a large drop in member renewals for 2021. This can be attributed to the drop in local and national level in person events, lack of access to equipment for training, and loss of the ability to travel to work with coaches.

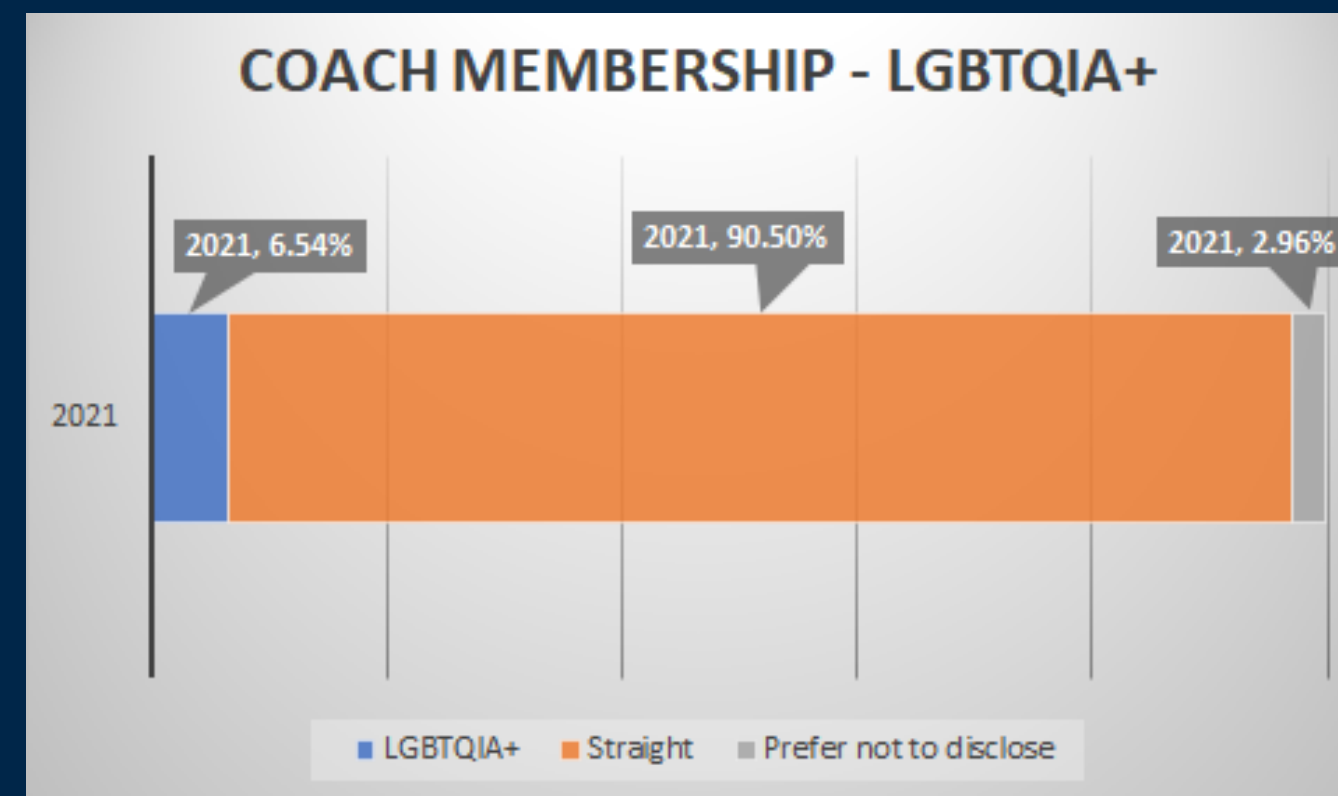
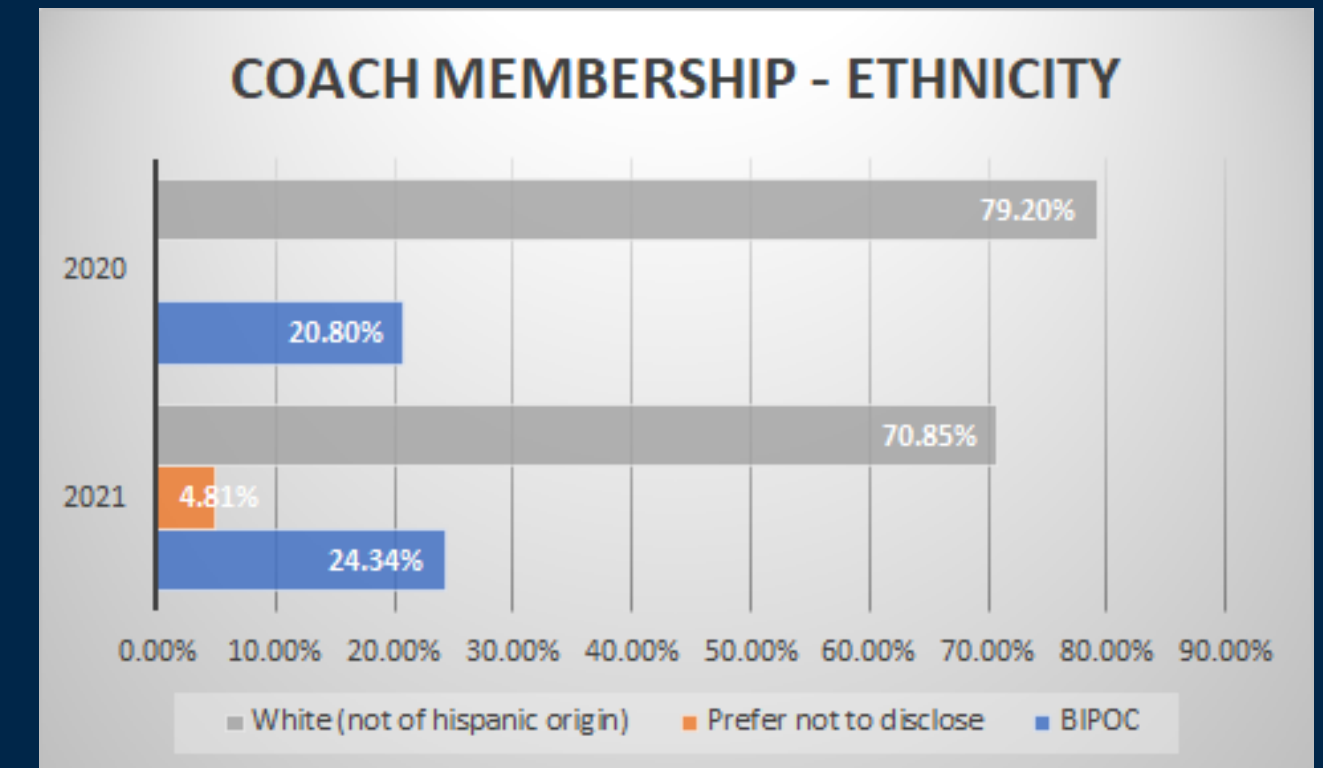
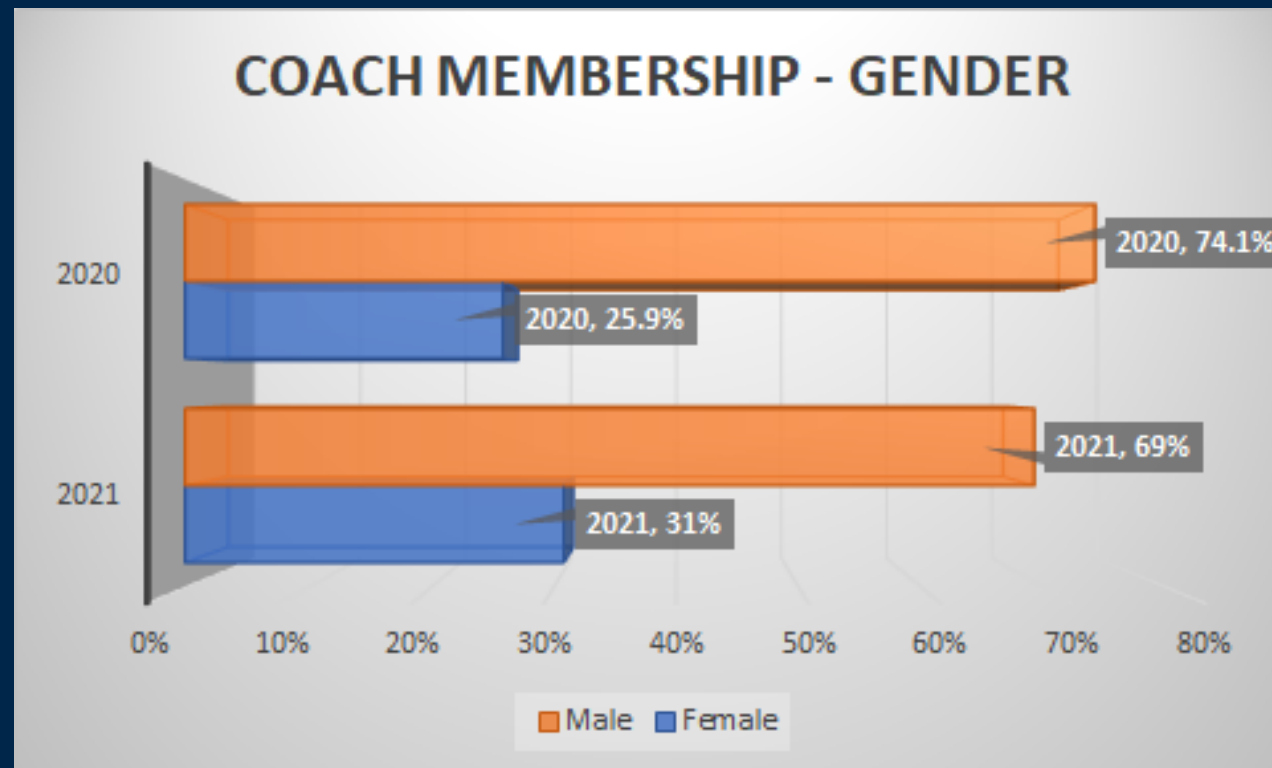
The organization foresees an increase of renewals by the end of 2021 once in person events resume. For information on membership statistics throughout the year please contact suzy.sanchez@usaweightlifting.org



TOTAL MEMBERSHIP DEMOGRAPHICS



COACH MEMBERSHIP DEMOGRAPHICS



Get involved

Committees, LWC's, and Board positions are all great ways to influence change at the governance level in USA Weightlifting.

All positions are elected and open to any member of USA Weightlifting.



Advocate

Connect with your LWC representatives and board members to ensure your voice is being heard and reflected in policy changes.



Initiate

Send us your suggestions on how we can do better to advocate for all members within our sport.



CONTACTS

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