

2022 - 2023

**USA FENCING**

**IMPACT REPORT**



### **ABOUT THE REPORT**

The purpose of this Impact Report is to highlight our organization's commitment to DEIB through our various initiatives and community involvement. The report hopes to provide transparency and accountability of our actions to enhance access and inclusion in the sport of fencing. The report also reveals areas of opportunity to inform future DEIB programming.

USA Fencing is currently in the process collecting demographic data from our membership. In an effort to provide the most accurate depiction of our membership, we strongly encourage members to respond to the demographic questions. The data collected are used to produce annual reports to the USOPC and steer DEIB programmatic efforts to make fencing a more accessible and inclusive sport.

### **A WORD FROM DEIB SR. MANAGER**

My first season serving USA Fencing has been a true joy. Through different outreach and community initiatives, I've recognized that our organization and its membership acknowledges the barriers and limitations that prevent people from entering and continuing in the sport. This was the most important step in evoking positive change in the organization. I believe we are currently witnessing a cultural shift that has begun to embrace the desire to make fencing a more culturally conscious and accessible sport for all to enjoy. While there are still areas of opportunity to grow the sport, I believe we are well on the path to inclusive excellence through continued strategic partnerships, community outreach, and intentional programming. It is important that each of our individual stakeholders - board/staff, coaches, athletes, officials, parents and other community members - realize the power and influence they have in creating a harmonious space where fencing can truly be a sport for all!

### **OUR MISSION**

To provide support and financial resources to USA Fencing initiatives and teams, and to grow the sport of fencing nationwide. The organization grows this base of support by uniting and empowering the fencing community, elevating standards of excellence, and advocating for the sport.

## HIGHLIGHTS

- 2023 USOPC DE&I Choice Award Winner
- \$30K in funding disseminated via Fencing the Gap to fencing clubs to help grow the sport
- 600+ youth impacted via growth initiatives that supported engagement with
  - 150+ youth girls
  - 400+ BIPOC youth
  - 50+ youth with disabilities
- 14 new schools adopted the sport of fencing
- 40+ athletes benefitted from GRACE program



**2023 USOPC DE&I CHOICE AWARD WINNER**

The funds for the FTG were disseminated in May 2023. To date, the following outcomes have resulted from the program's impact:

# DEIB CYCLE



This cycle fosters team collaboration, which encourages allyship and prevents exclusion

## MEMBERSHIP DEMOGRAPHICS





## LEADERSHIP & GOVERNANCE

- Developed Succession Plan for committees and board members
- Apply to join our committees and resource groups by clicking [HERE](#)
- Developed Transgender Policy that has served as a model for international fencing organizations

## TRAINING & EDUCATION

- Foundational DEI trainings for staff, board and committee members
  - Implicit Biases
  - Microaggressions
- Educational Panel discussions
  - The State of USA Fencing
  - Blackness in the Movement
  - Women Empowerment Panel Discussion
- DEIB Educational resources
  - Navigating Difficult COversations
  - Equity, Equality & Justice
  - Using Inclusive Language
  - Understanding Power & Privilege
  - Understanding Implicit Bias
  - Racial Awareness Vocabulary

## EXPANDED ACCESS & REPRESENTATION

- Established Cultural Community Councils to inform programming and cultural months.

*\*Council members met bimonthly to discuss policies and programmatic initiatives\*.*

- Asian Heritage Council
  - Black Heritage Council
  - EmpowerHER
  - Hispanic Heritage Council
  - Pride+ Council
- Launched the inaugural Women's Coach Mentoring program
    - 30 participants in inaugural cohort
  - To increase access to underrepresented groups in the sport of fencing, USA Fencing launched the Fencing the Gap Program
    - Support Fund
      - 7 individual scholarships were awarded to BIPOC youth from across the country
      - 7 club scholarships were awarded to clubs to engage with BIPOC youth in their local communities
    - Community Impact Grant
      - 6 mini-grants were awarded to fencing clubs to continue their engagement with 1 of 3 targeted underrepresented groups
        - 1 clubs are targeting Persons with Disabilities
        - 1 club is targeting youth girl fencers and women coaches
        - 4 clubs are targeting BIPOC youth
    - Coaches Grant
      - 8 new BIPOC fencing coaches introduced to the sport
    - GRACE Program
      - Over 50 individual tournament and event fees waived for athletes in need of financial support



**ASPIRE Award**  
*Denver Fencing Foundation*



**Leszek "Maestro" Stawicki Parafencing Athlete Development Award** | *Denver Fencing Center*



**Mariel Zagunis Women's Advancement Award**  
*Valkyrie Fencing Club*



**Peter Westbrook Trailblazer Award**  
*West Berkeley Fencing Club*



**2022-2023  
AWARD  
WINNERS**

**AWARDS & RECOGNITION**

- Inaugural DEIB Awards to highlight the important work membership is doing to expand access and inclusion in our sport.

## DEIB STRATEGIC PARTNERSHIPS

To broaden our impact USA Fencing collaborated with professional and community partners to enhance our DEIB programming.

- **ALL KIDS PLAY** | Partnership Focus: Boosting the numbers of BIPOC (Black, Indigenous and People of Color) youth, youth girls and youth with disabilities in the sport of fencing through scholarships, grants, and waiver programs.
- **ANGEL CITY SPORTS** | Partnership Focus: Introduce the number of parafencing athletes in the city of Los Angeles through clinics and competitions for people of all ages and skill levels who have physical disability or visual impairment.
- **KELLY BUSH FOUNDATION** | Partnership Focus: Intentional growth plan for parafencing through a series of equipment grants to fund frames, chairs, and other necessary equipment to compete as a disabled fencer. KBF specifically awards funds to athletes with spinal cord injury.
- **PLAYLA** | Partnership Focus: To launch fencing programs across the city of Los Angeles in preparation for the LA28 Olympic Games. Partnership will launch fencing at 10 parks and recreation sites in the fall of 2023.



### A WORD FROM DIRECTOR OF MAJOR GIFTS

UNITED STATES FENCING FOUNDATION

The fencing community has been so welcoming to me during my first season serving USA Fencing, and it has been an privilege engaging in such insightful conversations with our membership to shape the future of the U.S. Fencing Foundation (USFF). This was a pivotal year for the USFF. Early last season, the USFF made a shift to become the active philanthropic arm to USA Fencing, and with that came new programs and initiatives that our community embraced with open arms. Because of this, the USFF had its most successful year in its history, but we couldn't have done it without your generosity. As the USFF continues to grow, we'll be able to create more opportunities for everyone in the sport – including those just learning to fence, U.S. Olympic and Paralympic hopefuls, veterans of the sport and many more. We hope you'll join us in that journey.

Thank you again for your support!

### 2022-2023 SEASON BY THE NUMBERS REVENUE RAISED

**\$630K** + RAISED  
119% increase from 21-22 season

**5.5K** TOTAL DONORS  
15% increase from 21-22 season

**745** FIRST TIME  
DONORS

**49** STATES  
REPRESENTED

**80.8%**  
OF GIFTS <\$100