



COMBATING RACIAL INJUSTICE

A GUIDE FOR CLUB OWNERS AND ATHLETES



**THE PURPOSE OF THIS GUIDE IS TO
SERVE AS
RESOURCE TO CLUB OWNERS AND
MEMBERS ON COMBATING RACIAL
INJUSTICE WITHIN THEIR
FACILITY. THE GUIDE IS TO BE USED
FROM THE PERSPECTIVE OF A CLUB
DIRECTOR, COACH OR MANAGER.**



Take an assessment

Talking about racism is uncomfortable and can be difficult for people to address but before you can help others you have to help yourself.

Which of the following best describe you?

- I would rather not talk about race/racism.
- I am very uncomfortable talking about race/racism.
- I am usually uncomfortable talking about race/racism.
- I am sometimes uncomfortable talking about race/racism.
- I am usually comfortable talking about race/racism.
- I am very comfortable talking about race/racism

Assess

Ask yourself the following questions



Why is talking about racism hard for me?



Why is it important to talk about racism?



How do I improve my awareness of racial injustice?



PREPARATION



Before discussing the subject of racism or other discriminatory issues with your members and staff make sure to educate yourself about current events, issues, etc. that Black, Indigenous and People of Color (BIPOC) are facing

Resources like the The Inclusion Playbook are great for staff and members to improve their knowledge and skills



Preparing a game plan for discussion will help ease the discomfort surrounding racial injustice topics at your facility.

Creating a list of norms and expectations for members and staff will help establish a culture of inclusions i.e. stating plainly using discriminatory language and phrases will not be tolerated.



These conversations are difficult to facilitate especially if you yourself have been a victim of racial injustice but keep in mind the more often you have these conversations the more positive changes will occur.

Create a list of topics to engage in meaningful discussion around racial injustice i.e. proactively address issues to contribute to an inclusive culture.



We have all made decisions or comments in the past that could be seen as or are discriminatory. Leading by example and taking ownership of your past violations will help you connect with your members and staff as you walk this path together.

Take ownership of your own actions and history and be open to being vulnerable.



Prepare for reactive personalities and intense emotional dialogue. Members or staff may feel attacked but remember to remain calm and keep the dialogue moving forward.

Use strategies like those provided below on how to manage strong emotions and have a plan in place to manage any tension to avoid confrontations.



Prepare for discussion by asking another member to join the conversation as a moderator or sounding board.

While BIPOC representatives are normally chosen to lead these discussions please make sure they are comfortable doing so as this may add additional and unnecessary stress and responsibility that should not be their's alone to carry.



PREVENTION

**TAKE PART IN RACIAL AND SOCIAL JUSTICE
ACTIVITIES OR CREATE YOUR OWN.**



**ORGANIZE ACTIVITIES
TO PROMOTE
INCLUSIVITY WITHIN
YOUR TEAM.**

**ENGAGE WITH EXTERNAL
RACE BASED
ORGANIZATIONS TO
CREATE A PATH TO SPORT.**

**FOCUS ON CREATING AUTHENTIC PROGRAMS
AND EVENTS. FIND YOUR METHOD AND GROW
FROM THERE.**

ENGAGE WITH LOCAL VENDORS AND LEADERS OF COLOR TO ATTEND TEAM BUILDING EVENTS.



SPONSOR OR HOST EVENTS THAT CONNECT WITH POC COMMUNITIES.

CREATE A MEMBERSHIP FEE SCALE TO ALLOW FOR THOSE FROM LOWER SOCIO ECONOMIC BACKGROUNDS TO PARTICIPATE.

REVIEW HIRING PRACTICES TO ENSURE A FAIR AND DIVERSE MANAGEMENT STRUCTURE.



LIVE CONFLICTS

CULTURE CHECK

How does your club/team manage racism?
Do you currently have anti racism policies in place?
Do your members embody tolerant behaviors?
How do you react when discriminatory issues arise?



HOW TO MANAGE A LIVE CONFLICT

THE STATEMENT VS THE INDIVIDUAL



1. **Repeat.** Respond to the individual with what you believe you heard stated. This will help both parties understand what was said versus what they may have thought they heard
2. **Process.** Take a couple of seconds to think about what was said and separate the individuals to help mitigate emotional responses.
3. **Breathe.** Remind your self and the individuals to breathe. This will help all parties remain calm and focused.
4. **Communicate.** Speak calmly and sincerely. Help both individuals come to an understanding by focusing on challenging what was said versus challenging the person who said it.

HOW TO MANAGE A LIVE CONFLICT

CHECKING IN

Speaking up about how you feel can be hard so ensure that your members and staff feel comfortable with communicating to you and each other. This strategy will allow members and staff to bring up their issues in a one on one environment.

Using verbal and non verbal signals are a great way to communicate how your members and staff are feeling. Establish a signal that works best for your team.



HOW TO MANAGE A LIVE CONFLICT

SEPARATION AND SPACE

Emotional reactions can derail meaningful conversations so in some cases it is best to separate and take some time before addressing the issues that may arise between members.

Encourage members and staff to write out what they are feeling so that when they are able to communicate their thoughts they are clearly stated and not charged by being in the moment.





RESOURCES AND TOOLS

Assess

Vulnerabilities



Strengths



Improvements



Example:

I don't know enough about racial injustice

Example:

I have a good relationship with my members and staff

Example:

I need to improve my knowledge of these issues

Example:

I don't want to bring political issues into my club/gym

Example:

I recognize the importance of providing a safe and inclusive environment for my members

Example:

I need to improve my comfort level with discussing difficult topics

Response Plans

Emotion



Example:
Blame

Example:
Confusion/Denial

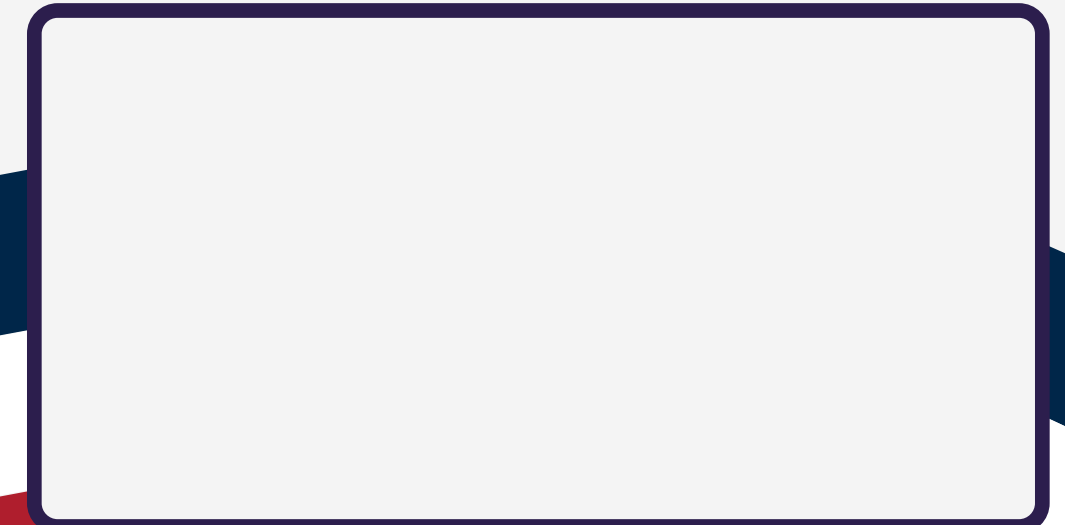
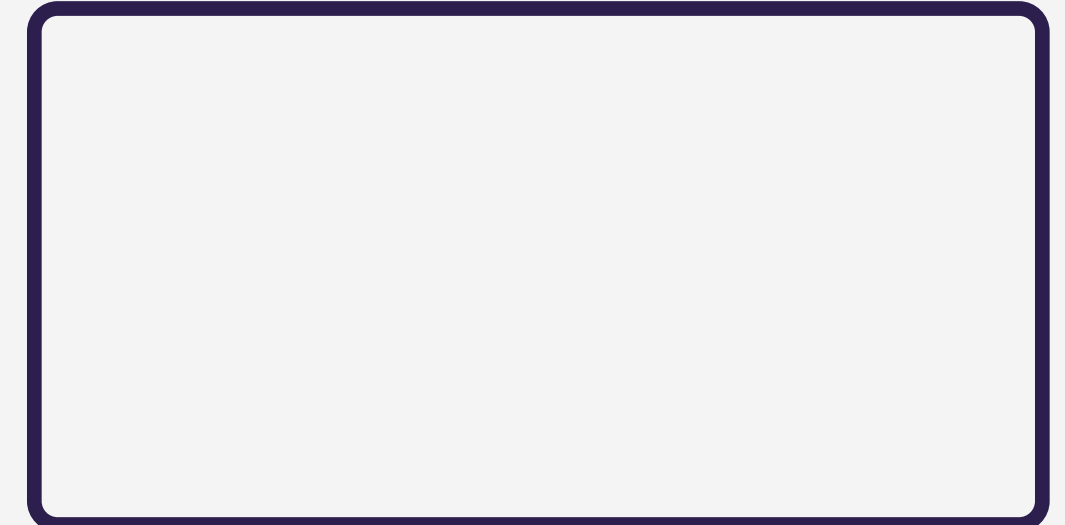
Strategies



Example:
Remind members and staff that racism and institutionalized racism may not be a result of their actions but it is something we can all try to end.

Example:
When someone is acting and speaking from a place of ignorance challenge their argument with facts and clear and open dialogue

Action plan



POLICIES, EDUCATION & TRAINING

Use the resources provided to create racial discrimination policies for staff and members, to provide education on inclusivity and to promote awareness of micro-aggressions.

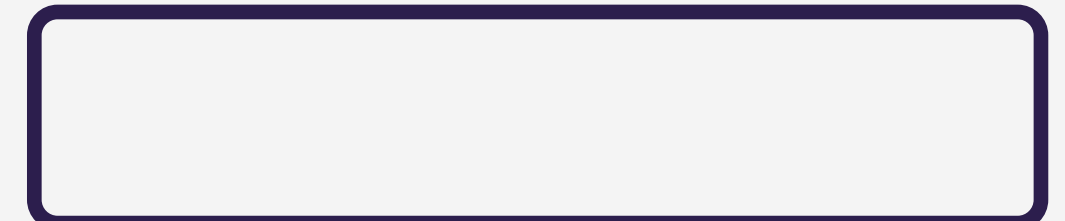
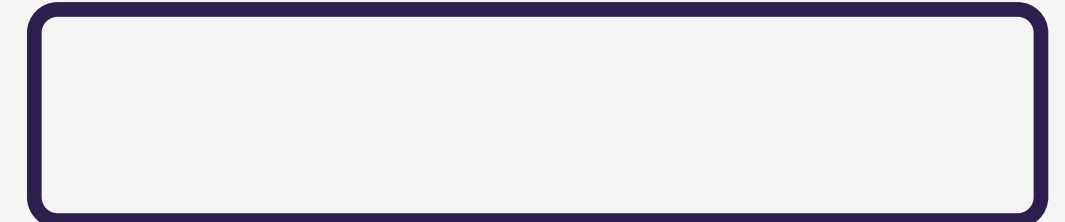


[ANTI HARRASMENT/COMPLAINT PROCEDURES](#)

[NONDISCRIMINATION/ANTI-HARRASSMENT POLICY AND COMPLAINT PROCEDURE](#)

[INCLUSION PLAYBOOK](#)

[RECOGNIZING MICROAGGRESSIONS](#)





RACIAL JUSTICE ORGANIZATIONS



NAACP
Color of Change
Dream Defenders
Know Your Rights Camp
Black Youth Project
National Coalition on Black Civic Participation
Race Forward
The Opportunity Agenda
National Council of La Raza
Race Talks
League of United Latin American Citizens
Hope in the Cities
Asian Americans Advancing Justice
Native Justice Coalition
Advancement Project National Office
#Cut50
Black Lives Matter
Live Free USA
Black Organizing for Leadership and Dignity
Blackout Collective
Southerners on New Ground
Project South



CONTACTS



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REFERENCES



**TEACHING TOLERANCE
THE INCLUSION PLAYBOOK
SHOWING UP FOR RACIAL JUSTICE
NAACP
RACIAL EQUITY RESOURCE GUIDE
EUROPEAN COMMISSION AGAINST RACISM AND INTOLERANCE
(ECRI)
SOCIETY FOR HUMAN RESOURCE MANAGEMENT**