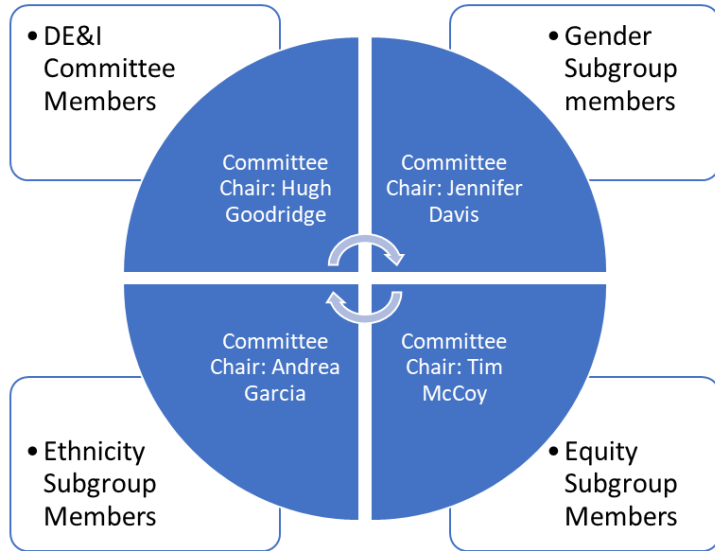


DE&I Update – USYS BOD

18 Sep 21

Committee

USYS Diversity, Equity and Inclusion Committee



	Name
1	Andrea Garcia
2	Becky Pagan
3	Briana Aguila
4	Caulbert Smith
5	Dan Woog
6	David Robinson
7	Eloisa Borreguero
8	Felipe Mendez
9	Grace Schwanda
10	Hugh Goodridge
11	Jené Baclawski
12	Jennifer Davis
13	Jennifer Pfeiffer
14	Jessica Nash
15	Kathy Zolad
16	Margaret Domka
17	Mary Jane Bender
18	Nicole Arsenault
19	Nicole Hercules
20	Skye Arthur-Banning
21	Terry Eguaoje
22	Tim McCoy

Staff Liaisons	
23	Chris Webb
24	Yvette Saenz

Board Liaisons	
25	TBD

DE&I Roadmap

Objective:

Implement a strategy that ensures DE&I initiatives for the organization are long term and sustainable priorities that will be properly resourced

Two-fold Approach:

1. Administrative program
2. Grassroots program - implement initiatives that will
 1. Increase awareness of DE&I issues
 2. Facilitate Discussion to promote inclusivity
 3. Facilitate changes in existing and future programs

USYS DE&I

Vision

At US Youth Soccer we endeavour to be an organization that:

- Embraces diversity and inclusion and strive to be the sport of choice for players, officials, coaches and administrators of all backgrounds
- Encourages the advancement of diverse individuals throughout our organization
- Provides a culture where all individuals feel safe, respected and are treated fairly

Diversity, Equity, & Inclusion

We like to use a train analogy...



Diversity...

is who gets on the train.

Equity...

is lowering the challenges each person faces in getting on and staying on the train.

Inclusion...

is when each person feels a sense of belonging on the train and what makes them unique is valued by everyone else.

¹ Shore, A. et al. (2011) Inclusion and Diversity in Work Groups: A Review and Model for Future Research Journal of Management.



Objective: Initiate activities to increase awareness and facilitate discussion and implement changes on DE&I issues

Feb – Black History Month & Chinese New Year

Mar – Women’s History Month

May – Asian Pacific Heritage Month

Jun – Juneteenth & LGBTQ Pride Month

Jul – Eid Al Adha & Ramadan

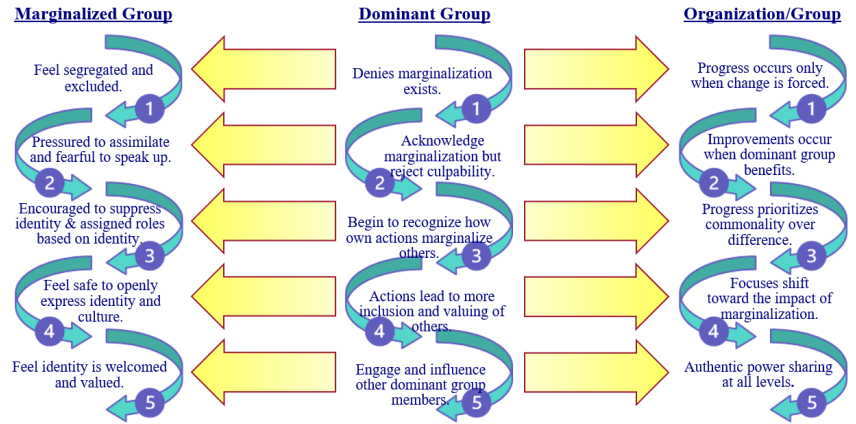
Aug – Women’s Equality Day & International Youth Day

Sep – Hispanic Heritage Month

Oct – National Disability Employment

Nov – Native American heritage

Dec – Hanukah/Kwanza/Christmas



Administrative Program

- Partnered with Truclusion to implement key DE&I initiatives

Deliverable	Status	Comment	Target
Conduct Benchmark Assessment	80%	Cmte to review draft of National report	15 Oct
National Policy Development	80%	Cmte to review draft of National report	19 Nov
Develop 3-year strategy	80%	Draft expected 24 Sep; cmte to review	19 Nov
Develop measures of Success	25%	Subject to benchmark results	TBD
Develop DE&I Training Program	80%	Pilot in phases; with full roll out at USYS Workshop	19 Jan

Grassroots Accomplishments

Milestone	Event	Resource
Women's History	Recognized USYS Women Leaders	https://www.instagram.com/p/CNDH6m0AgiN/?utm_medium=copy_link
Asian Pacific Heritage	Social Media Posting	https://www.instagram.com/p/COkpoPaL7zo/?utm_medium=copy_link
Ramadán	Webinar	https://youtu.be/zTyPiGvdfc
Juneteenth	Webinar	https://youtu.be/j04mCJsaT0U
LGBTQ Pride	Webinar	https://youtu.be/S3hbcePCExc
Women's Equality	Webinar	https://youtu.be/SbA6hY1J3m0
International Youth	Social Media Posting	https://www.instagram.com/p/CSehyRje1D/?utm_medium=copy_link

[Website: USYS Diversity, Equity and Inclusion Initiatives | US Youth Soccer](#)

Grassroots Future Events

Milestone	Event	Comments
Hispanic Heritage	Webinar	Cmte looking for Hispanic/Latinx members that could contribute to the events or whose stories could be shared
National Disability Employment	Webinar/social media posting	
Native American Heritage	Webinar	
Hanukah	TBD	
Kwanza	TBD	
Christmas	TBD	

[Website: USYS Diversity, Equity and Inclusion Initiatives | US Youth Soccer](#)

Q & A

Stages of Inclusivity

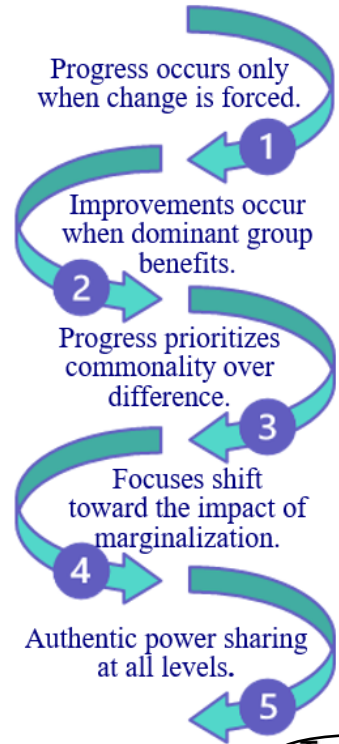
Marginalized Group



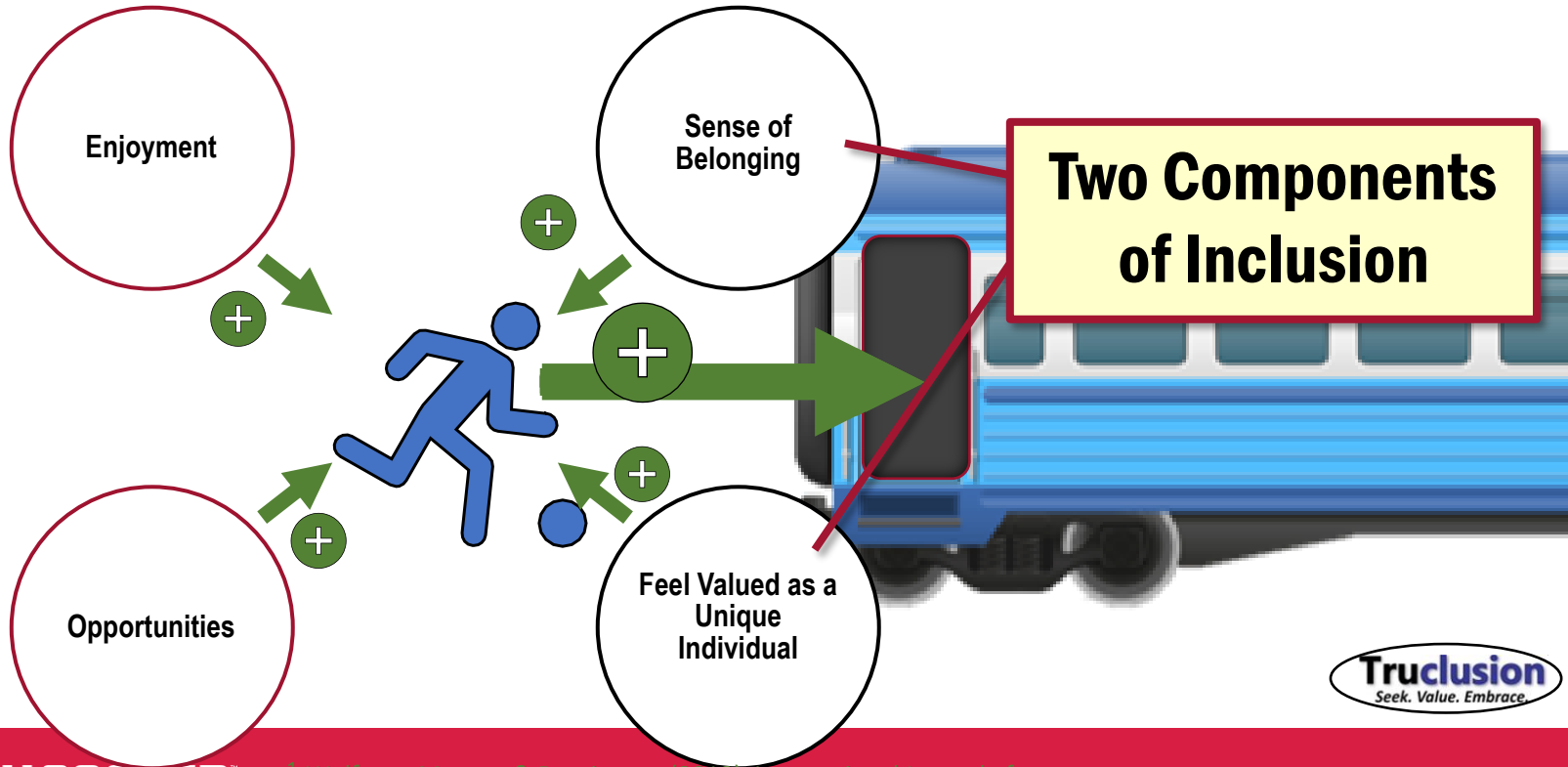
Dominant Group



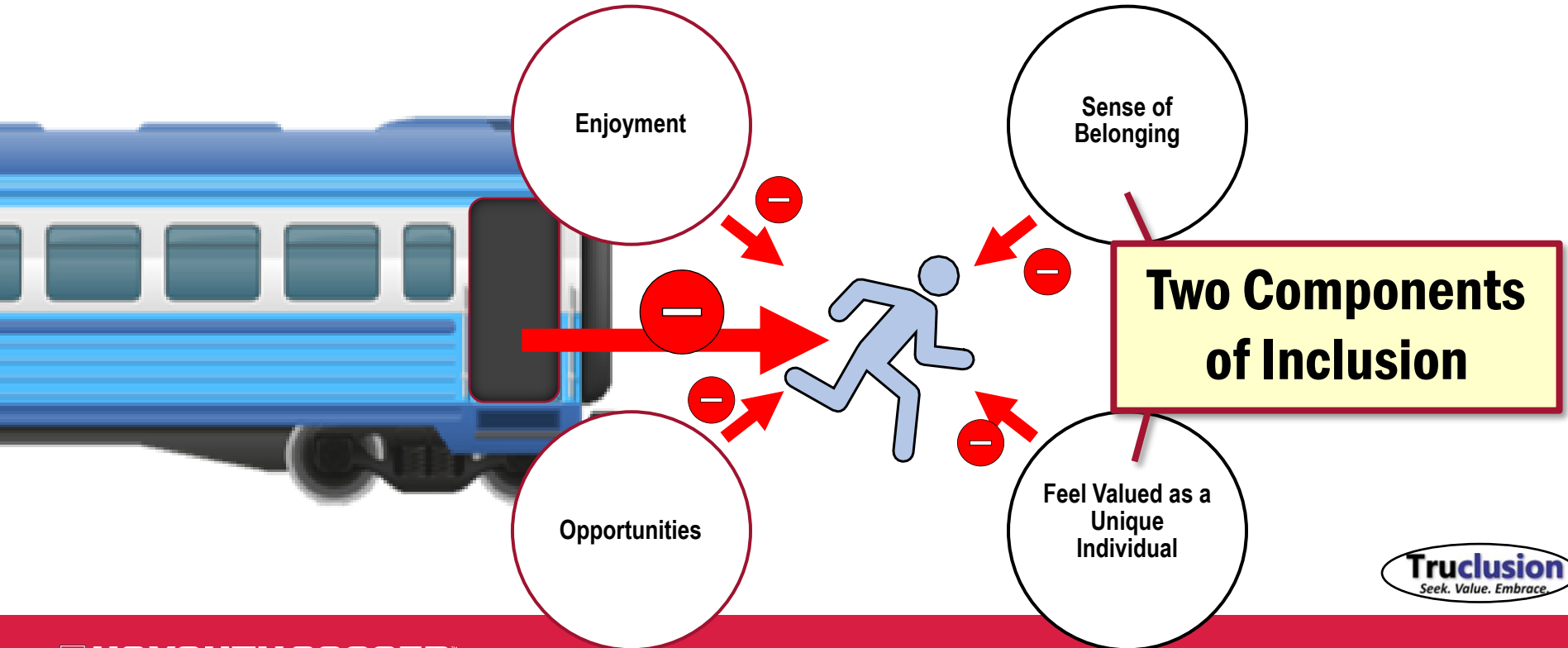
Organization/Group



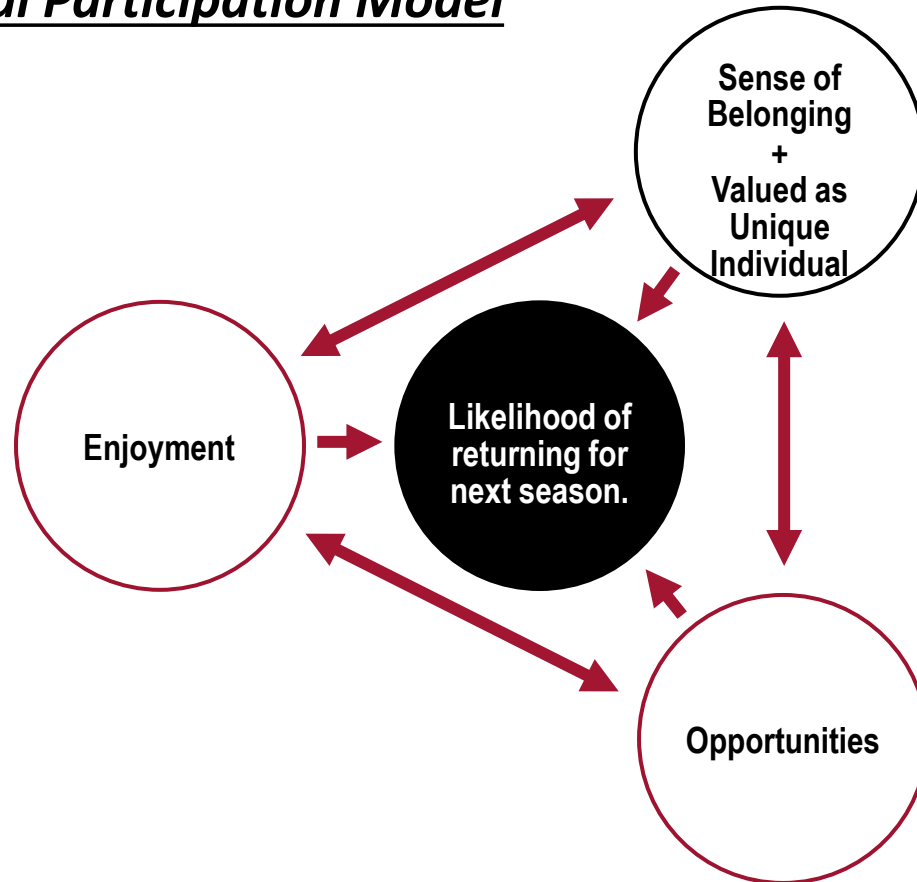
Players will get on the soccer train based on a positive cumulative affect¹ of...



Players will get off the soccer train from a negative cumulative affect of...



Initial Participation Model



Successful DEI Initiatives will...

*increase the number of
players getting on the train...*



*and decrease the number of
players getting off the
train...*



Our Adaptation of the Pathway to Competency

