

Plotting The Course

On the voyage towards greater inclusivity, a pivotal first step involves establishing better connections with our communities, particularly with equity-seeking groups to understand what being more inclusive looks like. By cultivating these relationships, we gain deeper insights into the diverse perspectives of what sailing can look like for everyone in our community. It's important to recognize that it's not the burden of equity-seeking groups to resolve the barriers they encounter to participation. Collaborating with the community is paramount in shaping sailing clubs and facilities where everyone feels empowered and safe to be their authentic self.

1 Diverse Communities are not the Problem

As we work to foster a more inclusive environment, we must appreciate that diverse communities are not part of our Clubs and programs because we have not designed with them in mind.

This is our problem to solve.

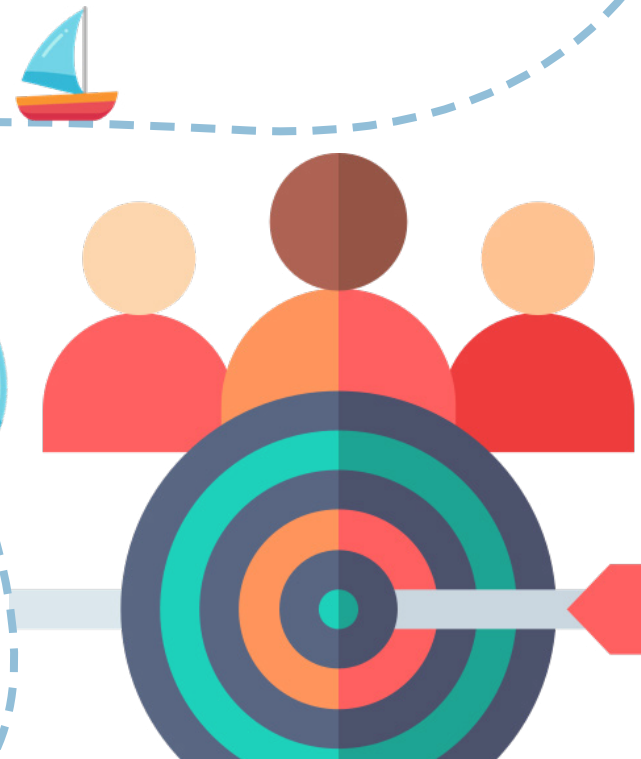


2 Build Community Understanding

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When building relationships, remember to connect with existing community groups or non-profits already supporting equity-seeking groups.

It is also important to avoid overextending by focusing on one to two equity-seeking groups at a time as each group is unique.





Educate Yourself

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Embracing education on equity, diversity, and inclusion becomes the essential first tack in steering your club or facility towards a more inclusive horizon. It's vital to understand the unique challenges faced by equity-serving organizations and their communities.



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Developing Trust is Crucial

Effective collaboration with community groups hinges on cultivating relationships, which are impossible without trust. Trust serves as the cornerstone of cultural understanding, allowing for sincere dialogue and appreciation of diverse viewpoints. It nurtures authentic engagement, fostering an atmosphere where individuals feel safe to express themselves without fear of judgment or marginalization. Furthermore, trust ensures the sustainability of long-term partnerships, enhancing the strength of community engagement endeavors over time.

Actively Listen to the Needs of Community

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Let's navigate towards co-creating programming with equity-seeking groups. Embrace the "nothing about us, without us" principle for active involvement in decision-making, recognizing the importance of underrepresented voices. Refresh traditional methods with new, diverse programming approaches.



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Collect Feedback

Offering various channels for feedback, including anonymous options, ensures inclusivity and openness in communication.

Timely incorporation of feedback into programming demonstrates responsiveness to community input. Accountability is key; owning up to errors and working to rectify them transparently builds trust and integrity within the community.