

Plotting The Course

A welcoming environment ensures that individuals from every background, skill level, and walk of life feel truly embraced within our clubs. Over time, being more inclusive will spark active participation and engagement, infusing our club with vibrancy and dynamism. A welcoming sailing club serves as a beacon, drawing new members into its fold, strengthening bonds within the community, and bolstering its reputation for openness and acceptance. Consider this infographic to be your compass, guiding your club through the nuances of creating an environment where every individual can confidently reveal their authentic selves.

Understanding Terms

1

As we endeavor to foster a more inclusive atmosphere, let's delve into key terminology to ensure that we all embark on this journey with a shared understanding.



2SLGBTQIA+

An acronym that stands for two-spirit, lesbian, gay, bisexual, transgender, queer, intersex, and asexual/aromantic, as well as other identities related to gender and attraction (sexual, romantic, emotional), such as non-binary and pansexual. This acronym is often used to refer to a broad spectrum of identities related to gender and attraction.



Accessibility

Accessibility is about creating barrier-free communities, workplaces and services for everyone.



Ally/Allyship

Rooted in the term “alliance”, an ally is an individual in a position of privilege or power who makes consistent efforts to understand, uplift, and empower equity-denied groups. Allyship primarily focuses on supporting equity-denied groups by fostering relationships and holding others accountable. Ally is not an identity an individual can claim. Rather, it is an ongoing practice of taking action, working toward self-awareness, and taking personal accountability to unlearn biases and assumptions.

Understanding Terms



Belonging

Simply put, belonging is being part of a collective we. It's about how much we believe we fit in a group or place – and how much that place or group welcomes or includes us. It's the result of connecting with others in rich relationships and engaging in our communities to make them better. Belonging is fundamental to our sense of happiness and well-being. Each of us has a personal connection to the idea of belonging that is influenced by our experiences with the people, places and identities to which we feel connected. So where do we belong? What do we belong to? A community, a workplace, a subculture – these are all things to which we may belong.



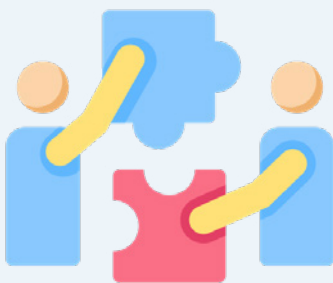
Bias

A tendency to believe some people, ideas, etc are better than others. This usually results in treating people unfairly. There are many different types of biases. Explicit bias refers to the attitudes and beliefs we have about a person or group on a conscious level. Most times, these biases and their expression arise as the direct result of a perceived threat. Unconscious bias is form of bias that occurs automatically and unintentionally, that nevertheless affects judgments, decisions, and behaviors



Diversity

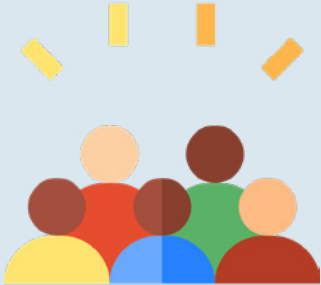
A reality created by individuals and groups from a broad spectrum of demographic and philosophical differences, it is about understanding that each individual is unique, and recognizing our individual differences. These can be along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, abilities, religious beliefs, political beliefs, or other ideologies.



Equity

Equity refers to fair treatment of everyone that addresses specific needs, barriers, and accommodations to ensure all have equal access and opportunity to participate in all aspects of society and its benefits. Equality, in which individual needs and differences are ignored, is not sufficient. Equity is the process of analyzing and addressing unfair systems and practices towards the creation of equal outcomes.

Understanding Terms



Inclusion

The dynamic state of operating in which diversity is leveraged to create a fair, healthy, and high-performing organization or community. An inclusive environment ensures equitable access to resources and opportunities for all. It also enables individuals and groups to feel safe, respected, engaged, motivated, and valued, for who they are and for their contributions toward organizational and societal goals.



Privilege

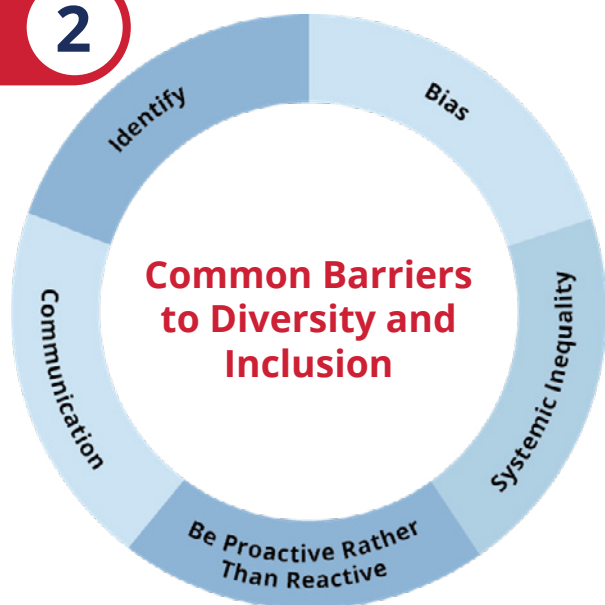
Privilege is a right, immunity, or benefit enjoyed by a particular person or a restricted group of people beyond the advantages of most. Everyone has privileges of some sort. It's important to note that having privilege does not mean that an individual is immune to life's hardships, but it does mean having an unearned benefit or advantage one receives in society by nature of their identity.



Psychological Safety

Psychological safety is the belief that a team or team environment is safe for interpersonal risk taking without fear of humiliation, retaliation, or reprisal.

2



Identify

Identifying and addressing barriers to diversity and inclusion in sailing clubs is crucial for fostering a welcoming environment. One significant barrier is the challenge of identifying these barriers in the first place. Often, existing club structures and practices may unintentionally exclude certain groups, making it essential for club leaders to actively identify and address these obstacles. This process involves conducting thorough assessments of club policies, practices, and culture to identify any factors that may disproportionately affect certain individuals or communities.



Bias

Another common obstacle is the failure to recognize biases, whether unconscious or overt, which can impact decision-making processes and interactions among members. These biases can manifest in various ways, from subtle microaggressions to more overt forms of discrimination, ultimately creating a hostile or unwelcoming environment for individuals from marginalized groups. By actively acknowledging and mitigating biases, clubs can create a culture where all individuals feel valued.



Systemic Inequality

Systemic inequalities within sailing clubs can serve as significant barriers to diversity and inclusion. These inequalities may stem from historical practices or institutional biases that perpetuate unequal access to resources, opportunities, and representation within the club. Addressing systemic inequalities requires a comprehensive approach that involves challenging existing power structures, policies, and practices to create a more level playing field for all members.



Common Barriers to Diversity and Inclusion

Communication

Effective communication strategies are crucial for fostering diversity and inclusion within sailing clubs. Clear and transparent communication promotes understanding, trust, and collaboration among members, regardless of their backgrounds. Active listening is essential for grasping the needs, concerns, and perspectives of the community. Tips for active listening include showing empathy and paraphrasing for confirmation. By promoting open dialogue and active listening, clubs create an environment where all voices are heard and valued. Moreover, attentive listening is vital when forming partnerships with community organizations to develop mutually beneficial alliances. Providing training on effective communication techniques empowers members to navigate challenging conversations and bridge cultural divides.



Be Proactive Rather Than Reactive

Being proactive rather than reactive in addressing common barriers to diversity and inclusion in sailing clubs is essential for fostering lasting change. Proactive approaches involve actively identifying and addressing potential barriers before they become significant issues. By taking proactive measures, clubs can anticipate and mitigate potential challenges, creating a more inclusive environment from the outset. In contrast, reactive approaches involve responding to barriers only after they have arisen, often in response to specific incidents or complaints. While reactive measures are still necessary in some cases, they are generally less effective at addressing underlying issues and may result in a more piecemeal approach to diversity and inclusion.



Using Inclusive Language

3

Using inclusive language is paramount in creating a welcoming sailing club environment where all members feel respected and valued. Inclusive language promotes inclusivity by acknowledging and respecting the diversity of club members, helping to avoid marginalization or exclusion based on factors such as gender, race, ethnicity, sexual orientation, or ability. Let's explore some examples.

Gendered Language

Instead of

"Welcome in, guys!"

Try

"Welcome in, folks!"

Using gender-specific terms like "guys" or "girls," which may inadvertently exclude people who don't identify as that gender, inclusive language could include terms like "everyone" or "folks."

"She left her sweater here."

"They left their sweater here."

Using gender-neutral terms such as "they" or "them" instead of "he" or "she" when referring to individuals whose gender identity is unknown or non-binary.

"They are a chairman."

"They are a chairperson."

Avoiding terms that reinforce stereotypes or assumptions about certain groups, such as "chairperson" instead of "chairman" or "chairwoman."

"Your husband is kind."

"Your partner is kind."

Being mindful of terminology related to sexual orientation and gender identity, such as using "partner" or "spouse" instead of "husband" or "wife".

Assuming titles and pronouns

"What pronouns/ title do you use?"

Using inclusive pronouns and titles in written and verbal communication, such as "Ms." or "Mx." instead of "Mrs." or "Mr.," and asking individuals for their preferred pronouns.

Age and Ability

Instead of

"An event for old people."

"That is so crazy!"

Try

"An event for older adults"

"That is so unreasonable!"

Avoiding ageist language by using terms like "older adults" or "seniors" instead of "the elderly" or "old people."

Using terms that accurately and respectfully describe individuals with disabilities, such as "person with a disability" rather than "disabled person," and avoiding ableist language such as "crazy" or "lame."

Ensuring facilities are accessible to all

4

Ensuring sailing clubs are accessible to all involves addressing various aspects to accommodate diverse needs. Addressing physical accessibility is paramount in making sailing clubs welcoming to individuals of all abilities. This includes ensuring that club facilities, such as clubhouses, restrooms, and sailing equipment, are designed and maintained to meet accessibility standards.

Tips for Accessibility

- Offering accessible parking spaces, ramps, or lifts for individuals with mobility challenges.
- Additionally, clubs can invest in providing adaptive equipment, like accessible docks or hoists, to enable people with disabilities to participate in sailing activities comfortably.
- Organizing training sessions on disability awareness, providing resources on accessible design, or establishing accessibility committees to oversee initiatives and address concerns.
- Promoting accessibility initiatives within the club community raises awareness and encourages participation in efforts to improve accessibility.
- Accessibility in registration processes is essential for making sailing clubs inclusive and welcoming from the outset. Clubs can implement online registration platforms that are user-friendly and accessible to individuals with disabilities, ensuring that everyone can easily sign up for membership, programs, or events.
- Providing alternative registration options, such as phone or email registration, also accommodates individuals who may face barriers with online platforms

Encouraging Diverse Representation in Leadership Roles

5

Encouraging diverse representation in leadership roles within sailing clubs is instrumental in fostering an inclusive and equitable community. One effective approach involves creating pathways for equity-seeking groups to ascend into leadership positions.

Tips for Representation in Leadership Roles:

- Implementing policies that actively seek out diverse candidates for leadership roles and providing support and resources to help them succeed.
- Mentorship and leadership development programs can play a pivotal role in nurturing the leadership potential of individuals from underrepresented backgrounds. By pairing aspiring leaders with experienced mentors and offering training opportunities tailored to their needs, sailing clubs can cultivate a pipeline of diverse talent poised to take on leadership responsibilities.
- Recognizing and highlighting the contributions of leaders from diverse backgrounds sends a powerful message about the club's commitment to diversity and inclusion. This can be achieved through various means, such as featuring diverse leaders in club communications and events, showcasing their accomplishments, and publicly acknowledging their impact on the sailing community.

Developing Inclusive Programming

6

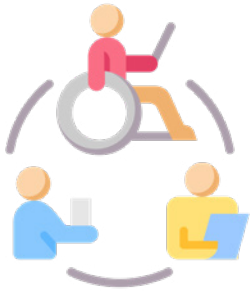
Developing inclusive programming is vital for ensuring that sailing clubs provide opportunities for all individuals to engage with the sport.

Tips for Inclusive Programming:

Offer introductory sessions specifically tailored for underrepresented groups, such as individuals from equity-seeking communities or those with limited access to sailing opportunities. These sessions can serve as a welcoming entry point for newcomers, providing them with the chance to learn basic skills in a supportive and inclusive environment. By actively reaching out to underrepresented groups and providing them with access to introductory programming, sailing clubs can break down barriers to participation and foster greater diversity within the sport.



Tips for Inclusive Programming:



Tailoring programs to accommodate diverse skill levels and backgrounds is essential for creating an inclusive experience for all participants. This may involve offering a range of programming options, from beginner classes to advanced training sessions, to cater to individuals with varying levels of experience and expertise. Providing opportunities for participants to learn and grow at their own pace ensures that everyone feels supported and included in the sailing community.

Incorporating feedback mechanisms into programming allows clubs to adapt and refine their offerings based on the needs and preferences of participants. By collecting feedback from participants and stakeholders and using it to inform program design and delivery, sailing clubs can ensure that their programming remains relevant, engaging, and accessible to all.



Hosting Cultural Celebrations and Events

7

Sailing clubs can foster inclusion and welcome equity-seeking communities by hosting cultural celebrations and events that embrace diversity. These events provide opportunities for the larger community and club members from different backgrounds to come together and share their traditions, customs, and experiences.

Tips for Cultural Inclusion:

- a. Host an International Food Festival where members prepare and share dishes from their cultural heritage, or organize a Cultural Fair showcasing music, dance, and art from different parts of the world. These celebrations not only promote cross-cultural understanding and appreciation but also strengthen bonds within the club community.
- b. Offer your space to equity-deserving communities for meetings and gatherings. This generous gesture provides a venue for community groups to convene, discuss, and organize initiatives that are important to them. For example, a sailing club might open its doors for community organizations to hold support group meetings, cultural exchange events, or educational workshops. Such initiatives create vibrant and inclusive environments where everyone feels valued and respected, both on and off the water.



Attain Feedback and Track Progress

8

Establishing metrics for tracking progress towards inclusivity goals is essential for ensuring accountability and continuous improvement within sailing clubs. This feedback-driven approach allows clubs to celebrate successes, such as reaching diversity milestones or implementing effective inclusivity initiatives, while also acknowledging areas for further growth.

Tips for Feedback and Progress:

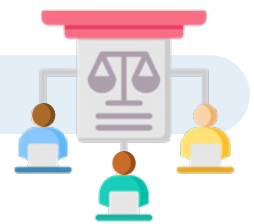
- i. Set specific, measurable goals related to diversity, equity, and inclusion, clubs can track their progress over time and make data-driven decisions to drive positive change.



- ii. Seek feedback from members and stakeholders, to shape how clubs improve and where they are having success.



- iii. Regularly review and update policies and practices



- iv. Celebrating successes motivates members and reinforces the importance of inclusivity efforts, while acknowledging areas for further growth provides opportunities for reflection and refinement to ensure that the club remains committed to fostering a welcoming and inclusive environment for all.

