



5 Takeaways from DEI 101

Diversity- Connect Inclusion- Accept Equity- Provide

1. The benefits of connecting are endless

In a study conducted by the Harvard Business Review, they found that connection more often leads to trust, innovation, and motivation (HBR, 2021). By connecting with athletes, parents, coaches and LSC admin you can learn what makes them diverse and motivates them within the sport of swimming and their everyday lives.

Research Support: [Getting Back to the Basics of Human Connection \(hbr.org\)](https://hbr.org/2021/01/getting-back-to-the-basics-of-human-connection/)

2. Acceptance does not always mean approval

While acceptance and approval can go hand-in-hand with each other; however, they are independent from each other. By accepting, you are recognizing that something is true or valid. This does not mean that you have to approve of it or like it. This same concept can be applied in our everyday lives, just because we do not like something does not mean that we can't accept it.

3. Equity differs from equality

Equity and equality are very similar but hold one key difference. Equality is giving everyone the same thing. Equity is giving everyone what they need to succeed. By giving everyone what they need to succeed, everyone is able to reach the finish line (or the end of the pool).

4. Providing can look different for everyone

Equity is giving people what they need to succeed. However, this may not look the same for everyone. By connecting and accepting, you will be able to provide what that person needs in that moment.

5. Wear your DEI CAP daily

Choose one part of CAP to work on each day to be a better friend, coach, athlete, and person overall.