

## **DEI/LSC Leadership: Organizational Equity Building - Challenging Norms / Practices / Policies and Preparing for Organizational Change. A Conversation w/ Schuyler Bailer.**

Presenter: Leland Brown, III

Audience: DEI Chairs, LSC Leaders, others

Micro – Small Scale Of Influence

Macro - Large Scale Of Influence

How to incite organizational change and create accountability.

What does it feel like to be the first?

1. Lonely
2. Support from friends and family, coaches, counselors, etc is important
3. Ask yourself why you are there?
4. Also remember.... You may not be the first, but it's the first time for you

How do you continue to push through the loneliness?

1. Find pieces of yourself in other people
2. Belonging is two sided. Welcome yourself into spaces.

Aдриene Mari Brown – Author To Check Out

What's next? We know there's oppression. What now?

1. Introduce people to the humanity in these stories first.
2. Finding you are more connected to goals around you even if you're different
3. It can feel hopeless, backwards, unsafe
4. Explain who you are, and ask who they are as well
5. Its way easier to hate someone you don't understand
6. "I can see myself in you"
7. Summary is education. Invite people into your humanity.

What tools would you give to people to continue fighting for equity?

1. Education and humanization of stories.
2. Learn the language on how to address people.
3. Have the conversation from a place of knowledge

How do you bring others along with you? How do you encourage small steps?

1. Exposing yourself to experiences and people's stories.
2. Provide access to these stories and provide the humanization
3. Keep your mind open and digest the stories of others

What does the process of change look like? How do you deal with community barriers?

1. Value conversation over confrontation
2. If you have the space, invite the questions and concerns
3. Recognize the difference between facts and people's learned behavior through upbringings
4. When faced with transphobia, racism, etc. ask "Why do you care about this? Why does this seem to upset you?" Connection with parents?
5. The root of discomfort for most people is not marginalized people, it's with their upbringing.

How do you keep your cool?

1. Practice and privilege
2. Pretend you are not activated and angry
3. Ask "Why does this matter to you? What's going on with you?"
4. Find a space to vent, instead of doing it during the conversation. Make the time.
5. Use your privilege to connect with people who may disagree with you.
6. Know where you belong elsewhere. Friends, family, etc.
7. Know you don't fight in that space.

Privileges can be strengths. Use it to uplift communities in a positive manner. Leverage them!

In today's society, we tend to view privilege as a negative. But's a tool for change. Use it.

Example... Older generations are listened to in meetings. So older generations should ask the younger generations what they should be bringing up so that it's actually being listened to.

How do you move forward now? How would you build this conversation?

1. Define respect for yourself. And also ask what it means to the other person.
2. What does the community want? Do they want to have the conversation?
3. Learn the social rules within your community.
4. Ask the community, how do we create community here?

How do you engage when you are afraid of making a mistake?

1. Cancel culture and accountability are different
2. Accountability means truly recognizing the impact of your mistake and learning from it
3. Was the intent to harm? If not, than accountability is needed
4. Your intent doesn't matter if it harms. Recognize you are hurting communities.
5. Disconnect what you did from who you are. Judge what you did, not your character.

Now that you have these tools. What's next for your organization?

1. Making sure the policies reflect it

2. Make sure the policy is enforced within the organization
3. Enforcement DOES NOT always mean writing up staff and calling out
4. It means furthering education and bringing in professionals to educate.
5. Always bring more people to the table. Include the marginalized people.
6. Do not make policies and decisions without consulting the marginalized population

Organizations need to be able to admit failure

1. Do not try to be the perfect organization. Be honest about the accountability process.
2. People and staff appreciate honesty and this establishes respect
3. Not doing this creates a toxic environment and stagnates growth because positive risks are not taken
4. Do not be afraid to hold yourself accountable. It shows you value the work.

Why are you in this space?

1. A swim meet/work environment is not a place for expressing racism/transphobia.
2. It's a place for supporting competition/youth.
3. Freedom of speech in your home, and freedom of speech in your community are different.
4. Officials, coaches, and parents are at meets to watch swimming, not to express racist/transphobic views

"If you are here, you already care."

### **Trans Athlete Resources**

Pinkmantaray.com/transathlete

Lane Changer | <https://www.lanechanger.com/>

Obie Is Man Enough | Youth Literature

**DEI/Coaches/Athletes: Organizational Equity Building: - Challenging Policy, Practice, and Preparing for Organizational Change and New Needs**

**Presenter: Leland Brown, III**

**Audience: DEI Chairs, Athletes, Coaches, others**

What is the most important thing that athletes need to know?

1. You can't do this alone
2. Reach out the community around you
3. Humans are vastly similar. We only look at the 1% difference most of the time.

How do you stay persistent, positive, and patient?

1. Toxic positivity is important to understand. Not everything needs to be optimistic. Don't ignore when things are negative. Allow yourself to feel down about the situation. Allow yourself to be frustrated.
2. Not looking for perfection. We are looking for progress.

What do you do next?

1. Who do you know? Find the people you know with the most leverage. Use their connections.
2. Find the passionate people who know the people in charge.
3. We all know somebody

Athletes don't build barriers. Adults do. What would you caution the adults to do when listening?

1. Don't get discouraged. Sometimes adults need to be worn down
2. You have to spend more time with the older generations since they have been living with these ideas engrained in them.
3. Kids DO know what they are talking about. Don't forget it.
4. Adults tend to discredit the youth because it's not the way it's been.
5. The way it's been... colored pools, segregation, anti LGBTQ+ rules, anti trans laws

Conservative means to conserve. But what are you conserving? And is it equitable? Does it help the community?

What barriers do you see for athletes? What should organizations be looking for as issues?

1. 64% of black athletes can't swim, but there's only 4 trans athletes in Utah. What's the real issue? Why are we not talking about the real issues?
2. Understanding that trans people are not a threat. Who dominates the sport? Cis people.
3. Laws are being passed on trans athletes. Where are the laws concerning real issues?
4. We don't address girls getting bullied in sports. We don't address black community drowning rates.

Once you know the challenge, you've built community, what's the next step? Policies have been passed, but how do you hold people accountable to follow them?

1. Check in with the communities. Ask them... Do you feel safe? Do you feel supported?
2. Are the coaches/educators doing their job? Is the league/organization doing their job?
3. Continuing education. One DEI meeting isn't enough. One conference is not enough.
4. Ongoing conversation to meet the ongoing issues.
5. Always look at things through a DEI lense. A DEI committee is not enough.
6. EVERYONE is the organization is the DEI committee

How do you remain steadfast? Where do you actually start the conversation?

1. Create your own media that you consent to. Don't fall into the news media trap.
2. News isn't new. Most of it is repeating. Most of it is rhyming.
3. Pick something you are passionate about.
4. Pick something that you're privilege can help with as well.
5. If you fight for one community, it's impossible to not fight for them all.
6. They are all connected.

### **Q&A Ideas and Quotes Brought Forward**

Don't focus on the waves, focus on the tides

"I'm not asking you to understand it, I'm asking you to support it."

"Having one supportive adult in a child's life, can do wonders for a child's mental health. As a coach/mentor, always be that one adult."

"There is no such thing as an innocent bystander." When people say homophobic, racist, transphobic things, and people don't call them out, the entire space becomes unsafe. When we speak up, it allows other people to speak up.

Don't be a safe space... Be a brave space.

Think about one small step. Don't try to solve the entire problem. Racism has existed for thousands of years. You aren't going to solve this today. Speak up and take the small step first.

"I'm trying to add to someone's perspective, I'm not trying to change it."

"It's not faking it until you make it. It's taking a risk for yourself."

"Small change means big change, because big change is all the small things changing."

"You have to build a system that can live on after you leave"