THE PURPOSE OF THIS GUIDE IS TO SERVE AS RESOURCE TO CLUB OWNERS AND MEMBERS ON COMBATING RACIAL INJUSTICE WITHIN THEIR FACILITY. THE GUIDE IS TO BE USED FROM THE PERSPECTIVE OF A CLUB DIRECTOR, COACH OR MANAGER.
Take an assessment

Talking about racism is uncomfortable and can be difficult for people to address but before you can help others you have to help yourself.

Which of the following best describe you?

- I would rather not talk about race/racism.
- I am very uncomfortable talking about race/racism.
- I am usually uncomfortable talking about race/racism.
- I am sometimes uncomfortable talking about race/racism.
- I am usually comfortable talking about race/racism.
- I am very comfortable talking about race/racism.

Assess

Ask yourself the following questions

- Why is talking about racism hard for me?
- Why is it important to talk about racism?
- How do I improve my awareness of racial injustice?
PREPARATION
Before discussing the subject of racism or other discriminatory issues with your members and staff make sure to educate yourself about current events, issues, etc. that Black, Indigenous and People of Color (BIPOC) are facing.

Resources like the The Inclusion Playbook are great for staff and members to improve their knowledge and skills.
Creating a list of norms and expectations for members and staff will help establish a culture of inclusions i.e. stating plainly using discriminatory language and phrases will not be tolerated.

Preparing a game plan for discussion will help ease the discomfort surrounding racial injustice topics at your facility.
Create a list of topics to engage in meaningful discussion around racial injustice i.e. proactively address issues to contribute to an inclusive culture.

These conversations are difficult to facilitate especially if you yourself have been a victim of racial injustice but keep in mind the more often you have these conversations the more positive changes will occur.
We have all made decisions or comments in the past that could be seen as or are discriminatory. Leading by example and taking ownership of your past violations will help you connect with your members and staff as you walk this path together.

Take ownership of your own actions and history and be open to being vulnerable.
Prepare for reactive personalities and intense emotional dialogue. Members or staff may feel attacked but remember to remain calm and keep the dialogue moving forward.

Use strategies like those provided below on how to manage strong emotions and have a plan in place to manage any tension to avoid confrontations.
While BIPOC representatives are normally chosen to lead these discussions please make sure they are comfortable doing so as this may add additional and unnecessary stress and responsibility that should not be their’s alone to carry.

Prepare for discussion by asking another member to join the conversation as a moderator or sounding board.
TAKE PART IN RACIAL AND SOCIAL JUSTICE ACTIVITIES OR CREATE YOUR OWN.

OB-cigarette ORGANIZE ACTIVITIES TO PROMOTE INCLUSIVITY WITHIN YOUR TEAM.

ENGAGE WITH EXTERNAL RACE BASED ORGANIZATIONS TO CREATE A PATH TO SPORT.

FOCUS ON CREATING AUTHENTIC PROGRAMS AND EVENTS. FIND YOUR METHOD AND GROW FROM THERE.
Engage with local vendors and leaders of color to attend team building events.

Create a membership fee scale to allow for those from lower socio economic backgrounds to participate.

Sponsor or host events that connect with POC communities.

Review hiring practices to ensure a fair and diverse management structure.
LIVE CONFLICTS
CULTURE CHECK

How does your club/team manage racism?
Do you currently have anti racism policies in place?
Do your members embody tolerant behaviors?
How do you react when discriminatory issues arise?
HOW TO MANAGE A LIVE CONFLICT

THE STATEMENT VS THE INDIVIDUAL

1. **Repeat.** Respond to the individual with what you believe you heard stated. This will help both parties understand what was said versus what they may have thought they heard.
2. **Process.** Take a couple of seconds to think about what was said and separate the individuals to help mitigate emotional responses.
3. **Breathe.** Remind your self and the individuals to breathe. This will help all parties remain calm and focused.
4. **Communicate.** Speak calmly and sincerely. Help both individuals come to an understanding by focusing on challenging what was said versus challenging the person who said it.
HOW TO MANAGE A LIVE CONFLICT

CHECKING IN

Speaking up about how you feel can be hard so ensure that your members and staff feel comfortable with communicating to you and each other. This strategy will allow members and staff to bring up their issues in a one on one environment.

Using verbal and non verbal signals are a great way to communicate how your members and staff are feeling. Establish a signal that works best for your team.
Emotional reactions can derail meaningful conversations so in some cases it is best to separate and take some time before addressing the issues that may arise between members.

Encourage members and staff to write out what they are feeling so that when they are able to communicate their thoughts they are clearly stated and not charged by being in the moment.
RESOURCES AND TOOLS
Assess

Vulnerabilities
Example: I don't know enough about racial injustice
Example: I don't want to bring political issues into my club/gym

Strengths
Example: I have a good relationship with my members and staff
Example: I recognize the importance of providing a safe and inclusive environment for my members

Improvements
Example: I need to improve my knowledge of these issues
Example: I need to improve my comfort level with discussing difficult topics
Example: I recognize the importance of providing a safe and inclusive environment for my members
Response Plans

**Emotion**

Example: Blame

Example: Confusion/Denial

**Strategies**

Example:
Remind members and staff that racism and institutionalized racism may not be a result of their actions but it is something we can all try to end.

Example:
When someone is acting and speaking from a place of ignorance challenge their argument with facts and clear and open dialogue

**Action plan**
POLICIES, EDUCATION & TRAINING

Use the resources provided to create racial discrimination policies for staff and members, to provide education on inclusivity and to promote awareness of micro-aggressions.
RACIAL JUSTICE ORGANIZATIONS
NAACP
Color of Change
Dream Defenders
Know Your Rights Camp
Black Youth Project
National Coalition on Black Civic Participation
Race Forward
The Opportunity Agenda
National Council of La Raza
Race Talks
League of United Latin American Citizens
Hope in the Cities
Asian Americans Advancing Justice
Native Justice Coalition
Advancement Project National Office
#Cut50
Black Lives Matter
Live Free USA
Black Organizing for Leadership and Dignity
Blackout Collective
Southerners on New Ground
Project South
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