

USA Boccia Diversity & Inclusion Plan



Diversity and Inclusion Plan 2021-2022

USA Boccia
1398 Penataquit, Ave, Bay Shore, NY 11706

Executive Director Search underway

I. Background

As the landscape of the United States continues to become more diverse, it is important for the participants and audience of USA Boccia to reflect those changes. Our organization is committed to increasing opportunities for full participation of all US citizens through the creation of a Diversity & Inclusion Plan that includes policies, best practices, and programs that position USA Boccia to increase athlete participation and its fan base.

II. Vision for Diversity and Inclusion

USA Boccia strives to increase the participation of all individuals without regard to gender, race, ethnicity, culture, religion, age, sexual orientation, gender expression or mental or physical disability. We feel strongly that a diversity of thought, perspective and experience will be instrumental in growing USA Boccia and by tying the D&I plan to our Strategic Plan, USA Boccia will bolster both athletic performance and business results.

“Diversity is in our DNA. USA Boccia believes that diversity makes us better. Inclusion makes US.”

III. Definition of Diversity and Inclusion

USA Boccia defines Diversity & Inclusion as:

Diversity is embracing any collective mixture of differences, similarities, and related tensions as we strive to develop more inclusive and high performing environments.

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Inclusion is about creating and maintaining an environment in which contributions and strengths are recognized, optimized and valued in a way that generates opportunities for adaptability, problem solving, growth and ultimately increased success.

IV. Diversity and Inclusion Business Case:

USA Boccia is and has historically been a diverse organization. Diversity is a core value within the strategic plan for the organization. Athletes and staff have and will continue to be recruited from organizations without restrictions to diversity. Moreover, future efforts for athlete recruitment will target athlete populations of a lesser financial demographic. This will help insure inclusion of the best athletes within our pool.

V. Diversity and Inclusion Strategy for 2020-2021

USA Boccia hopes to increase participation in the sport from communities that have had historically low participation as athletes, staff or fans by proactively working towards a greater focus on D & I throughout all aspects of the organization. USA Boccia will achieve an increase in athlete performance, business results, and operational excellence through the incorporation of D & I best practices and program innovation.

- A. Recruitment Quad Diversity Goal: Create and develop a recruitment strategy for diverse athletes, staff, membership, and Board of Directors.
- B. Retention Quad Diversity Goal: Increase retention of diverse talent by creating an inclusive environment while providing opportunities for growth and education.

Action Plan Overview (2021)



USA Boccia Diversity & Inclusion Plan

Action Plan 2021	Area of Focus	Program or Action and Individual Responsible	Target Audience	Start & Completion Date	Brief Description of your Program(s) and How Success is Measured (100 Words or Less)
D&I Goal <input checked="" type="checkbox"/> Recruitment <input type="checkbox"/> Retention <input type="checkbox"/> Revenue	<input type="checkbox"/> Board of Directors <input type="checkbox"/> Standing Comm. <input type="checkbox"/> Professional Staff <input checked="" type="checkbox"/> NGB Membership <input type="checkbox"/> Nat. Team Athletes <input type="checkbox"/> Nat. Team Coaches <input checked="" type="checkbox"/> Dev. Team Athletes <input checked="" type="checkbox"/> Dev. Team Coaches <input type="checkbox"/> Part-time / Interns	Name of Program: Partnerships Person Responsible: Executive Director	<input checked="" type="checkbox"/> Race/Ethnicity <input checked="" type="checkbox"/> Women <input checked="" type="checkbox"/> LGBTQ <input checked="" type="checkbox"/> Military Vet. <input checked="" type="checkbox"/> People with Disabilities	Start Date: 01/01/20 Completion Date: 12/31/21	Using National Team coaches to mentor new coaches and athletes participating in developmental and boccia programs. With the idea to pay focused attention to racial/ethnic minorities, women, military veterans, and people with disabilities to continue coaching and/or playing.
<p><u>Outcomes:</u></p>					
D&I Goal <input checked="" type="checkbox"/> Recruitment <input checked="" type="checkbox"/> Retention <input type="checkbox"/> Revenue	<input checked="" type="checkbox"/> Board of Directors <input type="checkbox"/> Standing Comm. <input checked="" type="checkbox"/> Professional Staff <input type="checkbox"/> NGB Membership <input type="checkbox"/> Nat. Team Athletes <input checked="" type="checkbox"/> Nat. Team Coaches <input type="checkbox"/> Dev. Team Athletes <input checked="" type="checkbox"/> Dev. Team Coaches <input checked="" type="checkbox"/> Part-time / Interns	Name of Program: Expanded D&I Trainings Person Responsible: Executive Director	<input checked="" type="checkbox"/> Race/Ethnicity <input checked="" type="checkbox"/> Women <input checked="" type="checkbox"/> LGBTQ <input checked="" type="checkbox"/> Military Vet. <input checked="" type="checkbox"/> People with Disabilities	Start Date: 01/01/20 Completion Date: 12/31/21	The D&I committee will work with the Director to create and improve upon our recruitment protocol for all staffed positions. (volunteer and paid) including staff, directors, committee members, coaches and other. This will help us direct on how to best promote the openings to more diverse candidates.
<p><u>Outcomes:</u></p>					

Action Plan Overview (2021) Continued

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<p><u>Outcomes:</u></p>					

