

# Commitment to Inclusion



 **first tee**  
benton harbor

# Defining Diversity, Equity & Inclusion

**Diversity** means that everyone is invited to participate in our character-building programs.

**Equity** means that everyone, regardless of background or experience, has a chance to be involved and access our opportunities.

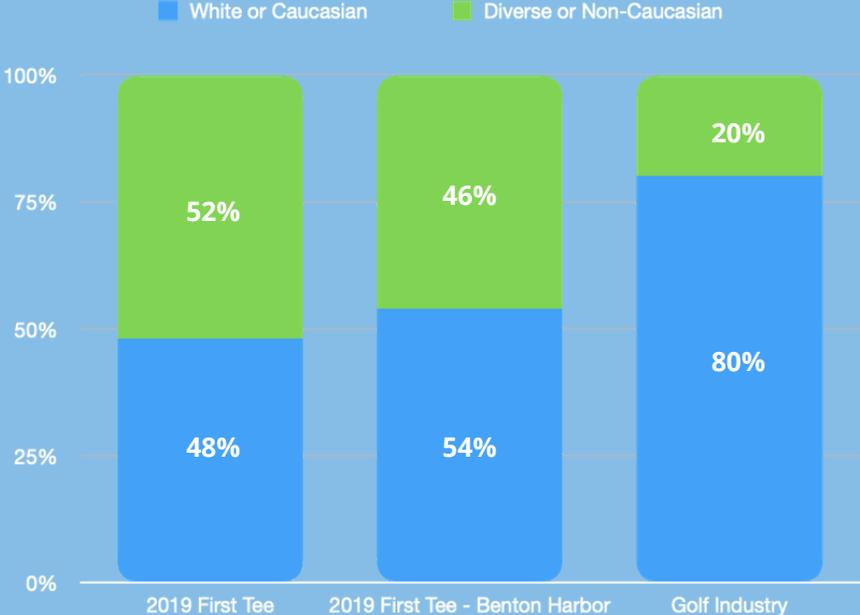
**Inclusion** means that everyone feels welcome to come as they are and grow through the experiences.

# Looking at Where We Are

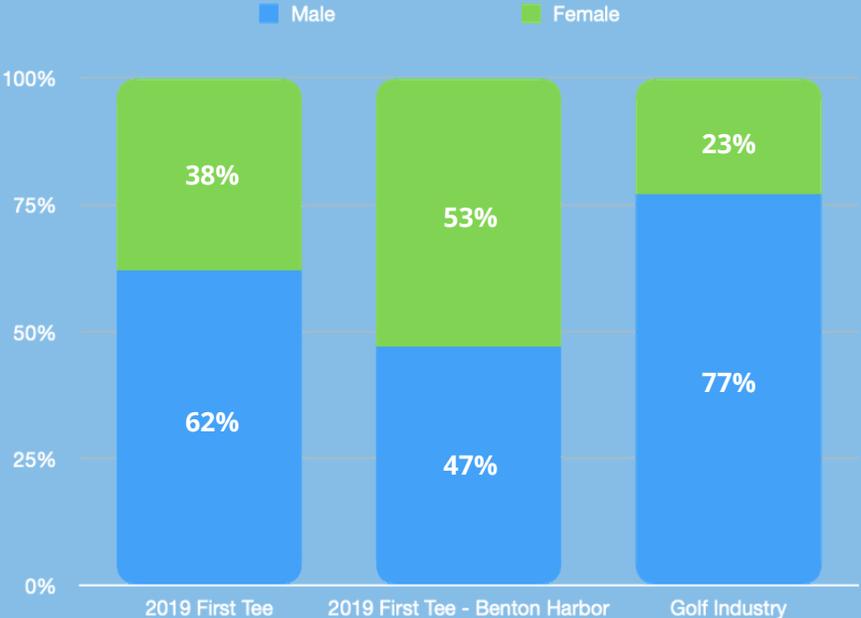


- Participants
- Coaches
- Board of Directors

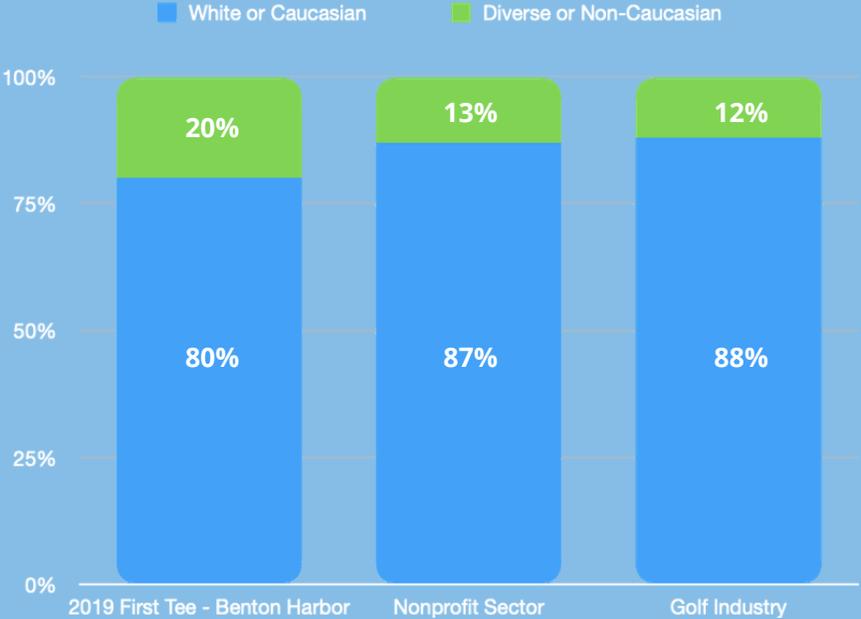
# Participant Ethnicity Breakdown



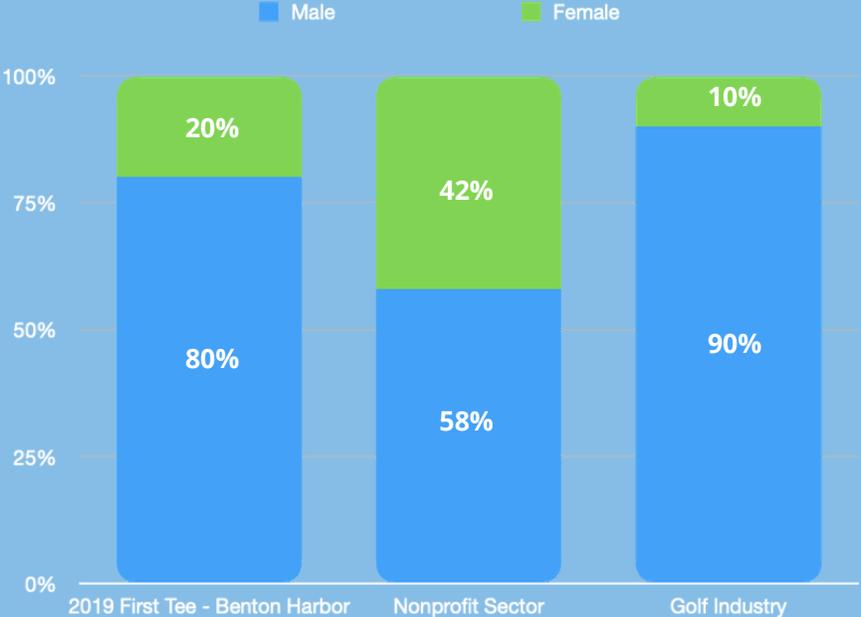
# Participant Gender Breakdown



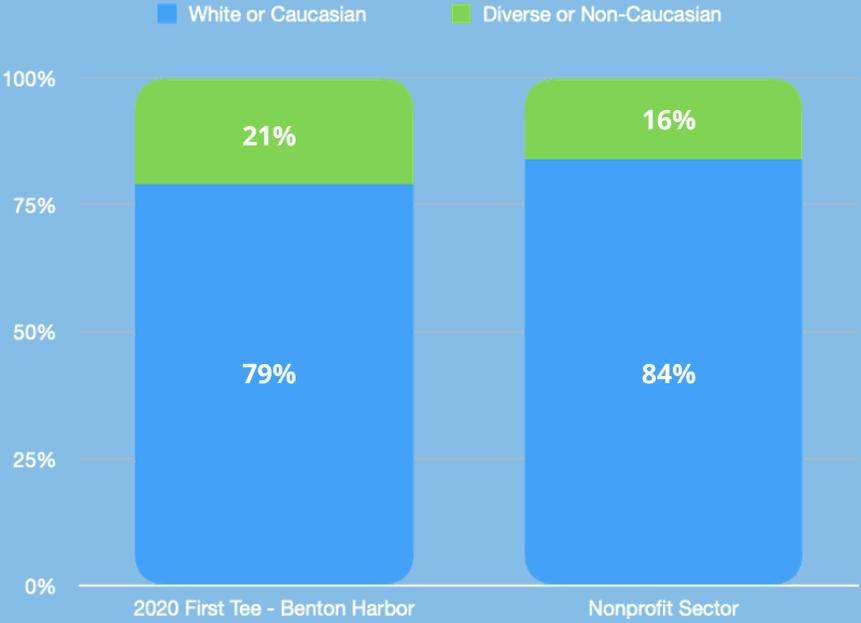
# Coaches Ethnicity Breakdown



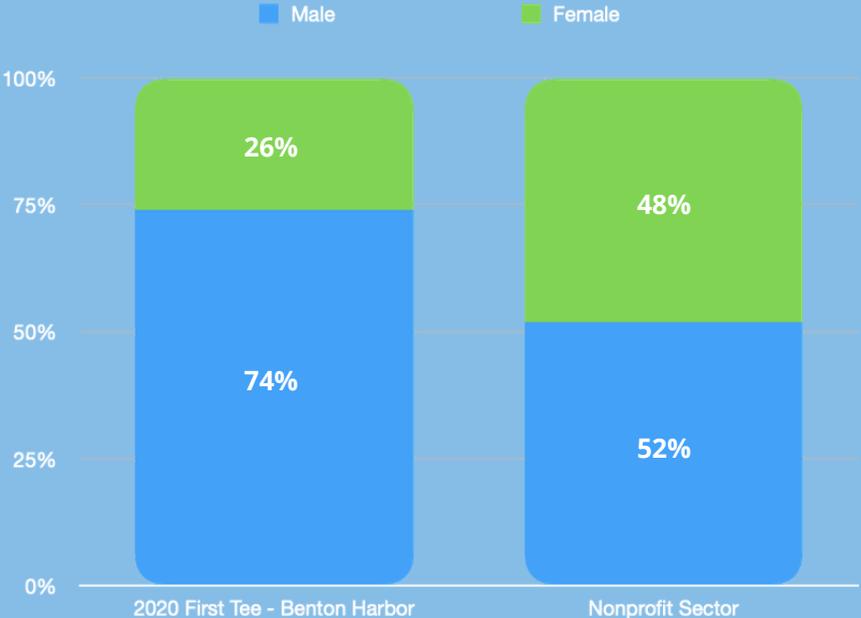
# Coaches Gender Breakdown



# Board of Directors Ethnicity Breakdown



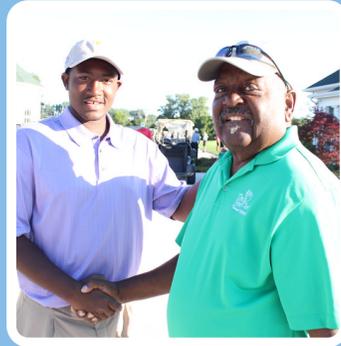
# Board of Directors Gender Breakdown



# Diversity, Equity & Inclusion Plan

The 2021 plan will focus on the following elements:

- People
- Access
- Support



# People

## RISE to Win

- Train chapter leadership to lead critical conversations and educational sessions with participants, staff and volunteers about diversity, equity and inclusion.
- Incorporate RISE principles into our First Tee curriculum.
- Work with area athletic departments to incorporate the RISE principles with their student athletes to build stronger relationships throughout our community

## Diversity, Equity & Inclusion Taskforce

- Report to the board their recommendations to better serve the underserved youth in our community. Not trying to boost numbers but to better understand our blindspots and barriers.
- Creating substantive and sustainable change takes time, but every small step this taskforce implements moves us forward.
- It's a chapter-wide effort (rippling through hiring, fundraising, board...) that must be a part of every discussion.

# Access

## Coach/Volunteer Diversity Initiative

- Recruit and invest in diverse staff and volunteers to mirror the community we wish to serve.
- Deepen and develop partnerships with local community non-profit organizations to ensure candidates from under-served communities have access to participant, employee and volunteer roles.

# Support

## Enhanced Data & Analysis

- Capture a wider array of demographic data (gender, ethnicity, zip codes, etc.) for all relevant stakeholders, coaches, board, etc.
- Utilize new tools to ensure data consistency, deeper insight and the ability to share data in real time.

## Marketing Initiatives

- Capitalize on additional media content, toolkits and educational opportunities provided by the home office to help accurately reflect the community that we serve.



# first tee

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**For More Information:**

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 [www.firstteebentonharbor.org](http://www.firstteebentonharbor.org)

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