

## Diversity and Leadership Committee Meeting

Meeting : December 2, 2016-Narcissus/Orange Room

3:00pm: Roll Call and Introductions

3:15pm-3:30pm: Review of 2015 workshop, survey and results(in documents)

3:31pm-3:50pm-Review of Operating Procedures+ Elections for the Executive Board-VP, Secretary and Treasurer

3:51pm-4:15pm: Split into work groups- targeting ideas and activities associations can perform to increase diversity and leadership training.

4:16-4:30pm: Group sharing and summarizing activities

Irene Herman

2013



Committee on Diversity and  
Leadership Development

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# DIVERSITY AND LEADERSHIP DEVELOPMENT COMMITTEE OPERATING PROCEDURES

Per Regulation 16.F The Diversity and Leadership Development Committee of USATF was established and instructed to function as follows:

**1. Duties and Responsibilities:** The committee shall:

a. Policy advice: Serve as a source of reference, opinion, and advice to the officers, CEO, National Office Management, the Board, and all national and Association committees about current or contemplated USATF policies and all matters relating to diversity, equitable representation and leadership development; b. Diversity representatives: Appoint, elect, or oversee the election or appointment of diversity representatives to USATF committees or subcommittees when authorized by these Bylaws and the Operating Regulations; c. Meetings: Conduct meetings and workshops; and d. Leadership Development: Identify and assist qualified individuals to develop the skills necessary to assume leadership positions in USATF.

**2. Officers:** The President shall appoint the committee's chair. The committee members shall elect the Vice-Chair, Secretary, and Treasurer at the annual meeting in even-numbered years. The officers shall constitute the committee's Executive.

**3. Financial assistance to meetings:** When funding is available, USATF shall pay for the committee members' transportation and lodging for USATF meetings.

**4. Makeup:** The committee shall consist of one person appointed by each of the Chairs of the committees in the Sports and Administration Divisions, except for the Ethics Committee, and that number of Active Athletes appointed by the Athletes Advisory Committee Chair to equal at least twenty percent of the total resulting membership.

**5. USATF membership:** In order to participate as a USATF Committee member, an individual must be a member of USATF.

**6. Duties of chair:** Per Regulation 11.B.1 the chair shall:

a. Preside at all meetings of the committee; b. Ensure that all the committee's duties and responsibilities are properly and promptly carried out; c. Appoint subcommittees, with the committee's authorization, to fulfill the committee's duties and responsibilities. Subcommittees of administrative and developmental committees shall be appointed only from those committees' membership, except that non-members (not exceeding 50% of the subcommittee) may be appointed with the committee's authorization; d. Communicate with the committee members to keep them fully informed of events concerning the committee to carry out the committee's responsibilities; e. Keep the President and CEO informed on all committee actions and recommendations; and

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f. Cause to be kept and promptly forwarded to all committee members and the CEO copies of the minutes of all committee meetings. g. Report to the Board and send communications to the Secretary.

7. **Term of members:** Unless otherwise provided, the term for members of all committees shall be four (4) years and shall commence at the conclusion of the annual meeting in each year of the Summer Olympic Games.

8. **General Provisions:** Per Regulation 11.A.6, the Committee shall hold its annual meeting in conjunction with the USATF annual meeting. The Committee may hold special meetings if called by the chair, at his or her own initiative, or by twenty percent (20%) of the committee's membership, upon thirty (30) days written notice. There will be a published agenda available at least 24 hours prior to the committee's first scheduled session. Additional items added to the agenda shall not include any item where action of the committee is necessary, unless seventy-five percent (75%) of the members of the group then present agree. All meetings of the Committee and its Executive Committee, board, or task group shall be open to all USATF individual members. No part of any meeting shall be closed unless seventy-five percent (75%) of the members of the group then present agree to close the session. A quorum for any committee meeting shall consist of twenty-five percent (25%) of its members.



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## Diversity and Leadership

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### CURRENT VIEW

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Rules allow you to **FILTER**, **COMPARE** and **SHOW** results to see trends and patterns. [Learn more](#) »

### SAVED VIEWS (1)

Original View (No rules applied)

+ Save as...

### EXPORTS

### SHARED DATA

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Sharing allows you to share your survey results with others. You can share all data, a saved view, or a single question summary. [Learn more](#) »

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RESPONDENTS: 35 of 35

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Question Summaries Data Trends Individual Responses

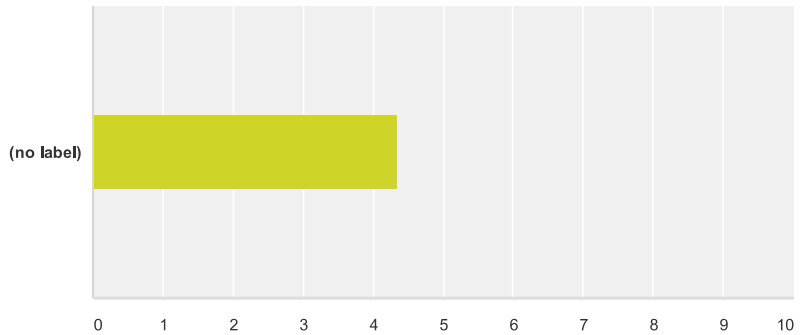
### PAGE 1

Q1

Customize Export

### Your association/committee respects individuals and values their differences.

Answered: 35 Skipped: 0



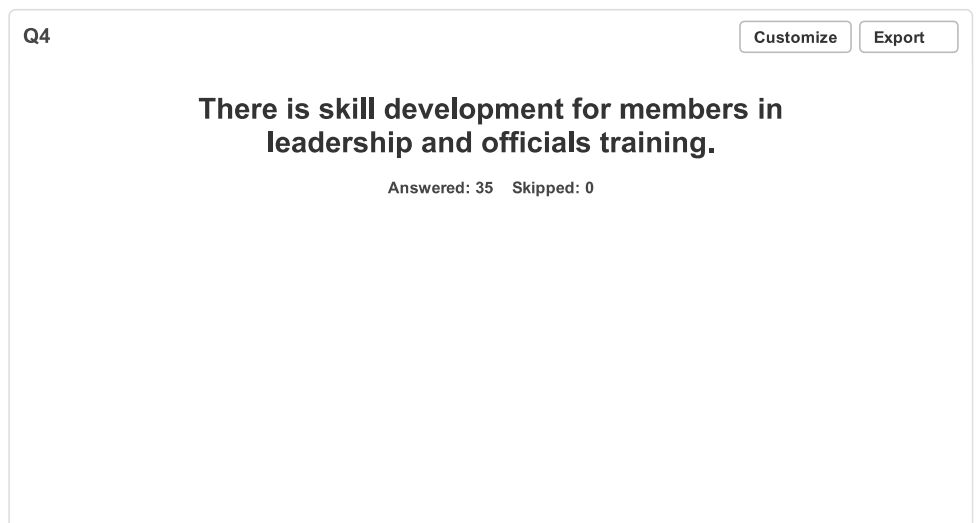
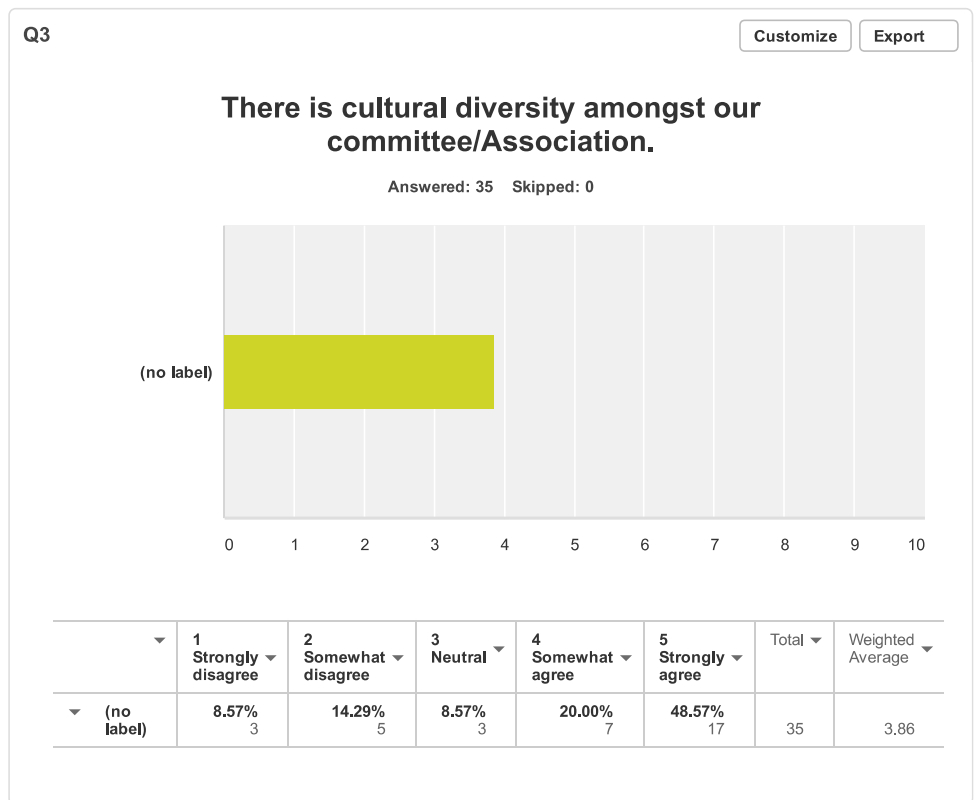
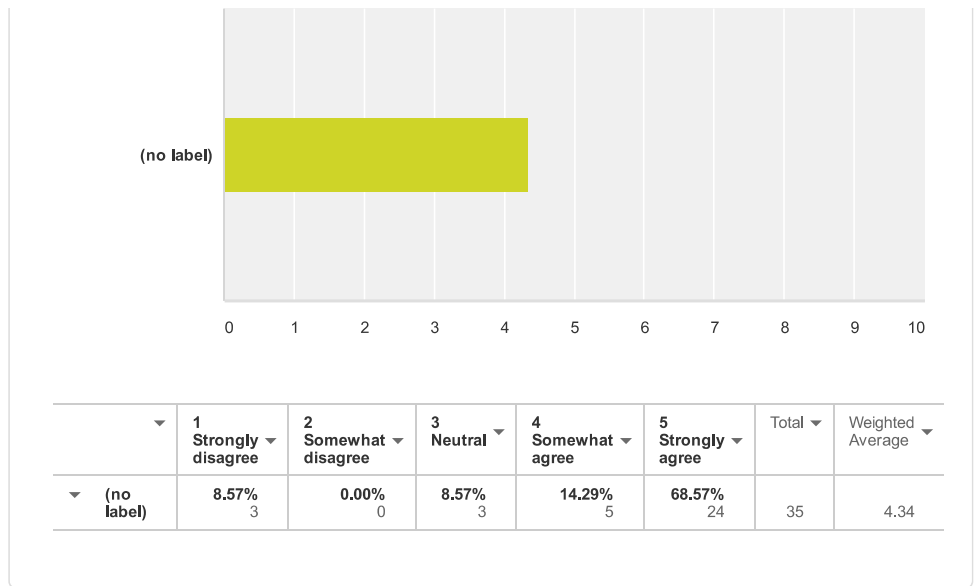
	1 Strongly disagree	2 Somewhat disagree	3 Neutral	4 Somewhat agree	5 Strongly agree	Total	Weighted Average
(no label)	5.71% 2	5.71% 2	5.71% 2	14.29% 5	68.57% 24	35	4.34

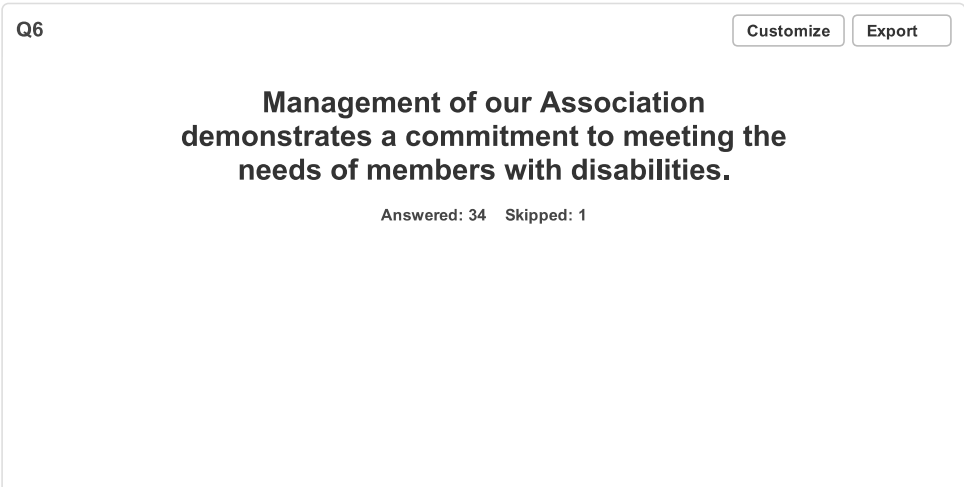
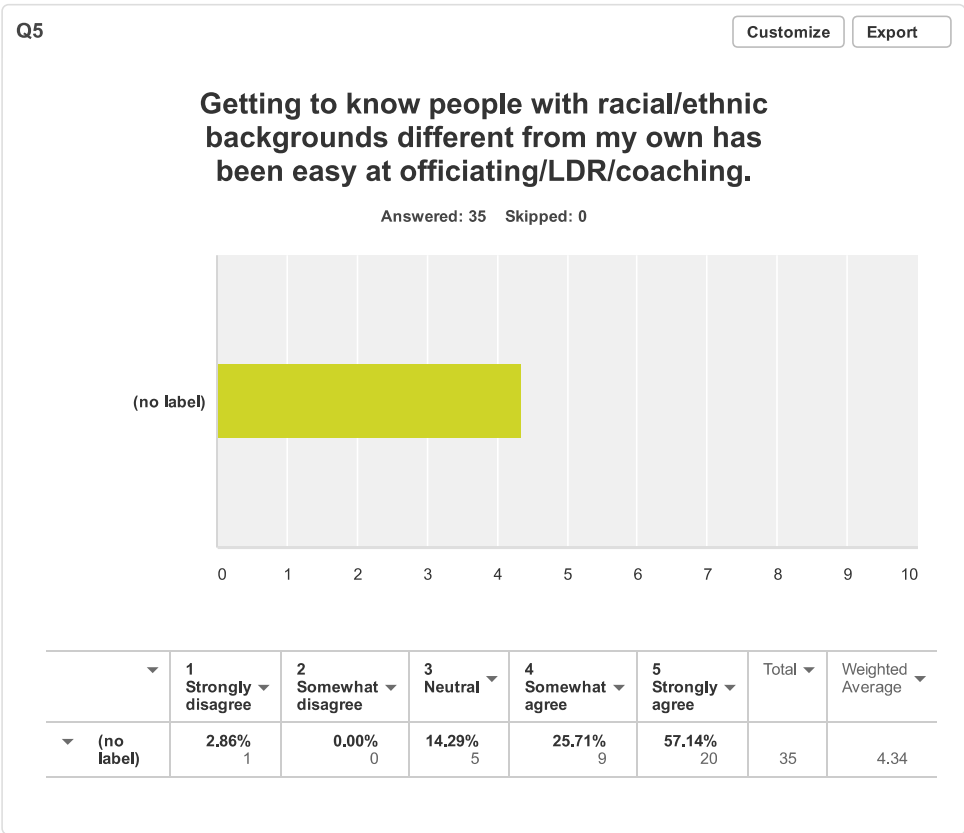
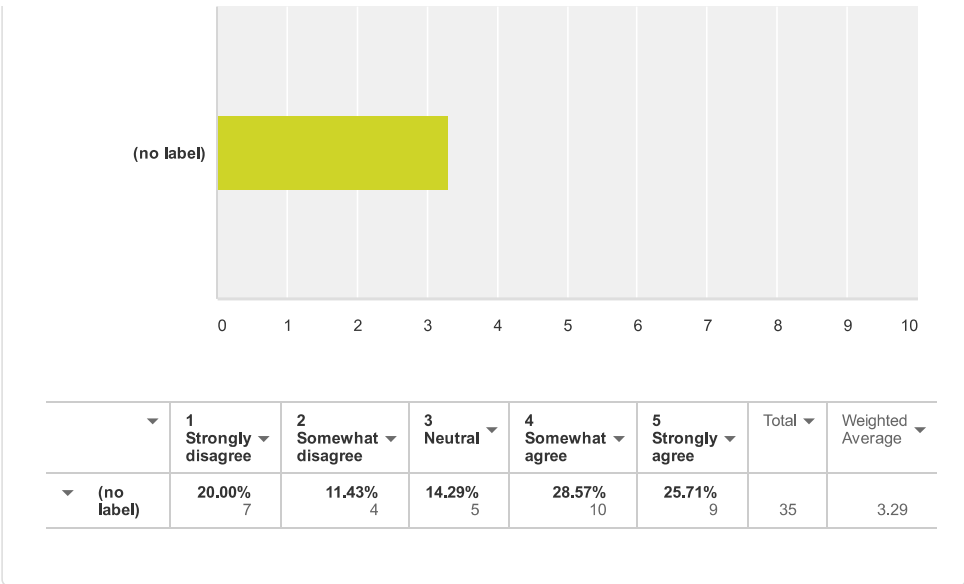
Q2

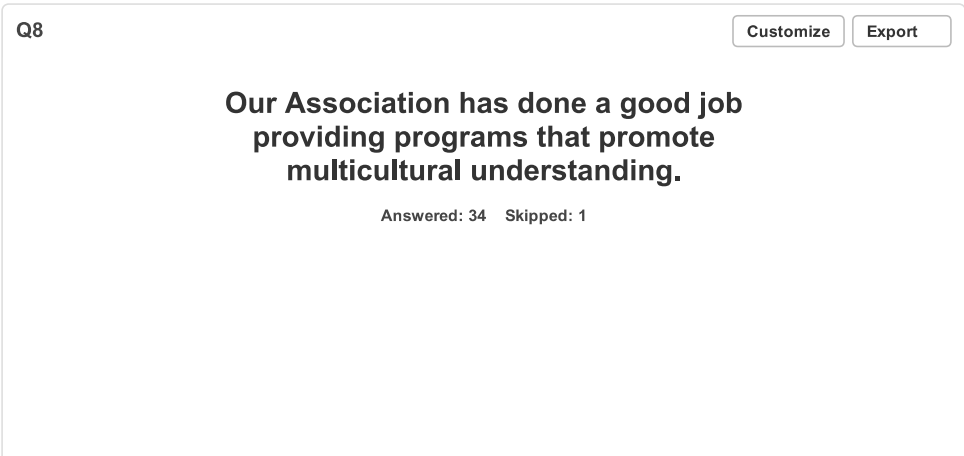
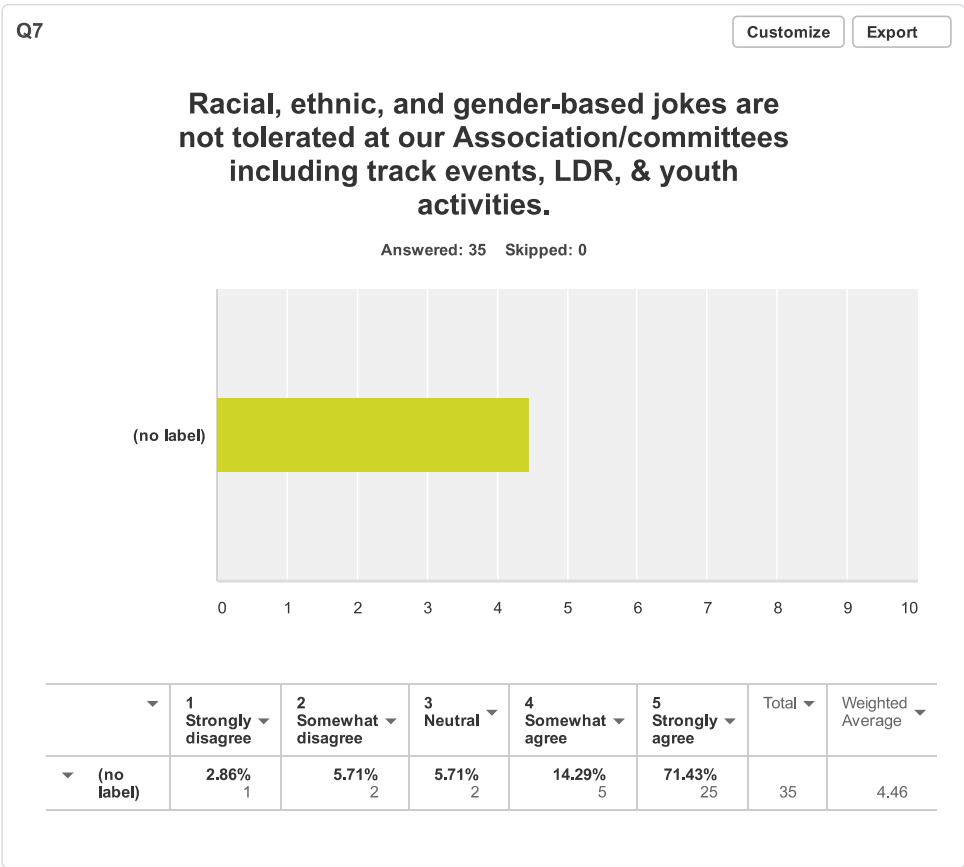
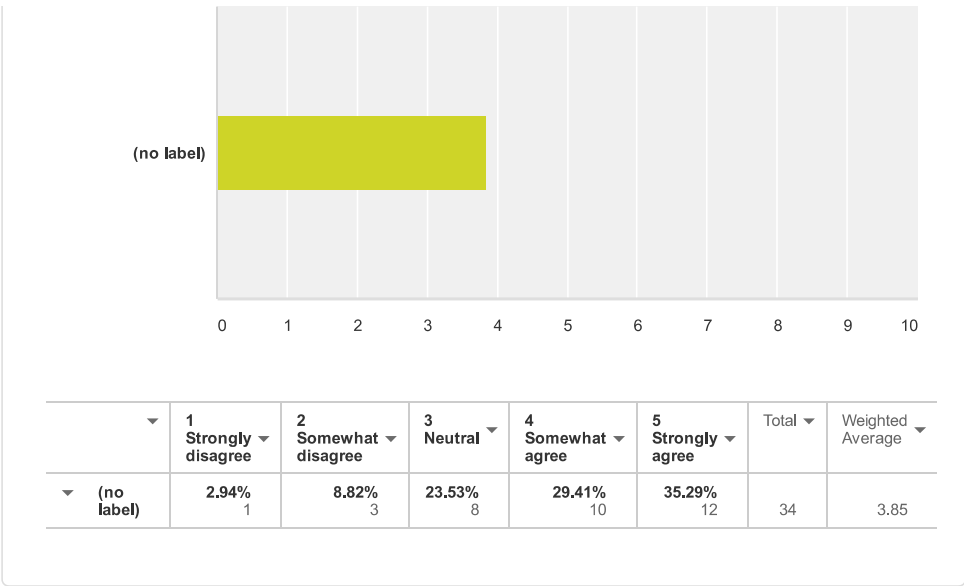
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### Your Association/members appreciate others whose race/ethnicity is different from their own.

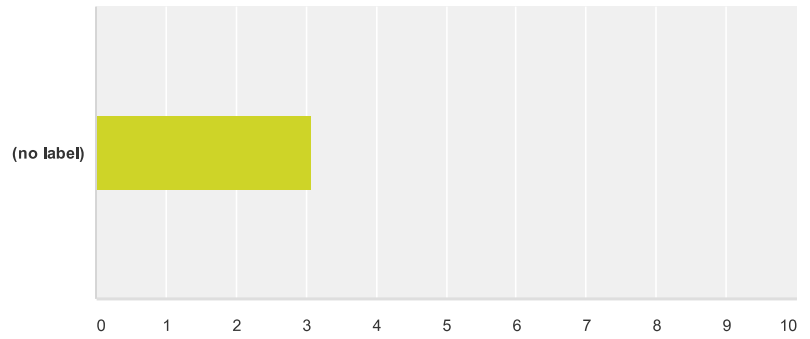
Answered: 35 Skipped: 0











	1 Strongly disagree	2 Somewhat disagree	3 Neutral	4 Somewhat agree	5 Strongly agree	Total	Weighted Average
(no label)	17.65% 6	14.71% 5	32.35% 11	14.71% 5	20.59% 7	34	3.06

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## Q9

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### Association members of different backgrounds are encouraged to volunteer on committees/Board positions.

- Answered: 35
- Skipped: 0

(no label)

012345678910

	1 Strongly disagree	2 Somewhat disagree	3 Neutral	4 Somewhat agree	5 Strongly agree	Total	Weighted Average
(no label)	2.86% 1	0.00% 0	8.57% 3	25.71% 9	62.86% 22	35	4.46

### Expression opportunity: What improvements, if any, can be made to improve the level of diversity of your Association?

- Answered: 20
- Skipped: 15

The challenge is recruiting and finding individuals who want to volunteer regardless of their background. Until we can have more people, it is hard to state any other improvements at this time.

It's a little hard in our Association, as most of the members who participate/volunteer come from the Youth track and field arena in which 90% of the youth are African-American. We do, however, have most of the parents whose children run on local clubs, who are of another ethnicity (other than African-American), volunteer regularly.

Improvement with membership from LDR

I have been to every USATF, TAC Junior Olympic meet for over 30 years. I think the National USATF office is getting a little crazy about controlling everything at every level. Their idea of diversity is my way or the highway. The dumbest item I have seen is the requirement to only have an ugly National USATF office design on JO Meet T-shirts at every level. Stevie Wonder seems to be the person picking the designs. I know we want to include everyone but get someone who can see the design before you require it to be unsold at the local level.

It is being handled properly

My association is fine, it's the National office who is disrespected toward individuals. They speak to people any kind of way because they are consider volunteers. They are the ones who really need to take the classes.

Recruitment of members from more diverse backgrounds

In many association diversity and racial discrimination issues is usually seen against Caucasians and there is a stigma of "track is a black sport" and this runs rapid through our youth athletic programs. Many of our youth coaches who are not African American are intimidated and bullied by other coaches. It always becomes a "them vs. us" issue and it only hurts the sports. Track and field is the most diverse sport in the world and this needs to be communicated and educated across the board.

We are a very diverse group and I have never heard of any issues in our association related to race or gender.

More awareness of cultural and age diversity is needed

We are a very diverse group.

Simply get more members of our member clubs by offering and promoting more programs. More members enhances the possibility of diversity.

Continued awareness of those under represented groups to be included in association decision making and leadership.

My association is in a state that is greater than 90% in a single race/ethnicity .... We don't get a lot of opportunity to demonstrate our commitment to diversity.

We need to communicate the opportunities to serve and also the obligation to provide accommodations to all regardless of ability. Many seem to think that it is an option.

We are always open and welcome everybody, regardless of race, age, gender or religion preferences.

Getting rid of the good old boys system, and market USATF program more.

Diversity isn't our issue getting people is

as always, getting more of the clubs to be involved as well as past athletes and parents.

8/31/2016 7:38 PM [View respondent's answers](#)

The challenge is recruiting and finding individuals who want to volunteer regardless of their background. Until we can have more people, it is hard to state any other improvements at this time.

6/16/2016 7:25 PM [View respondent's answers](#)

None

6/15/2016 4:32 PM [View respondent's answers](#)

We polarize we need better chances to talk and interact

6/13/2016 6:59 PM [View respondent's answers](#)

It's a little hard in our Association, as most of the members who participate/volunteer come from the Youth track and field arena in which 90% of the youth are African-American. We do, however, have most of the parents whose children run on local clubs, who are of another ethnicity (other than African-American), volunteer regularly.

6/13/2016 3:43 PM [View respondent's answers](#)

Improvement with membership from LDR

6/13/2016 6:07 AM [View respondent's answers](#)

I have been to every USATF, TAC Junior Olympic meet for over 30 years. I think the National USATF office is getting a little crazy about controlling everything at every level. Their idea of diversity is my way or the highway. The dumbest item I have seen is the requirement to only have an ugly National USATF office design on JO Meet T-shirts at every level. Stevie Wonder seems to be the person picking the designs. I know we want to include everyone but get someone who can see the design before you require it to be unsold at the local level.

6/11/2016 10:51 AM [View respondent's answers](#)

It is being handled properly

6/11/2016 9:21 AM [View respondent's answers](#)

My association is fine, it's the National office who is disrespected toward individuals. They speak to people any kind of way because they consider volunteers. They are the ones who really need to take the classes.

6/11/2016 9:00 AM [View respondent's answers](#)

Recruitment of members from more diverse backgrounds

6/11/2016 2:08 AM [View respondent's answers](#)

In many association diversity and racial discrimination issues is usually seen against Caucasians and there is a stigma of "track is a black sport" and this runs rapid through our youth athletic programs. Many of our youth coaches who are not African American are intimidated and bullied by other coaches. It always becomes a "them vs. us" issue and it only hurts the sports. Track and field is the most diverse sport in the world and this needs to be communicated and educated across the board.

6/11/2016 12:18 AM [View respondent's answers](#)

We are a very diverse group and I have never heard of any issues in our association related to race or gender.

6/10/2016 6:59 PM [View respondent's answers](#)

More awareness of cultural and age diversity is needed

6/10/2016 4:52 PM [View respondent's answers](#)

We are a very diverse group.

6/10/2016 4:46 PM [View respondent's answers](#)

Simply get more members of our member clubs by offering and promoting more programs. More members enhances the possibility of diversity.

6/10/2016 2:20 PM [View respondent's answers](#)

Continued awareness of those under represented groups to be included in association decision making and leadership.

6/10/2016 1:56 PM [View respondent's answers](#)

My association is in a state that is greater than 90% in a single race/ethnicity .... We don't get a lot of opportunity to demonstrate our commitment to diversity.

6/10/2016 1:49 PM [View respondent's answers](#)

We need to communicate the opportunities to serve and also the obligation to provide accommodations to all regardless of ability. Many seem to think that it is an option.

6/10/2016 1:19 PM [View respondent's answers](#)

We are always open and welcome everybody, regardless of race, age, gender or religion preferences.

6/10/2016 1:03 PM [View respondent's answers](#)

Getting rid of the good old boys system, and market USATF program more.

6/10/2016 12:58 PM [View respondent's answers](#)

Diversity isn't our issue getting people is

6/10/2016 12:50 PM [View respondent's answers](#)

The Diversity and Leadership Committee was re-organized in December 2015 at the USATF Convention in Houston Texas. We were commissioned by President Stephanie Hightower to create a survey for all the Associations for their opinions, needs and comments. This was done within 50 minutes of our first meeting. The questions below are a third round selection from an employment template used by employers to gain knowledge on diversity and leadership from their employees. We had our committee of 23 representatives from associations, sports committee and officials to select the most appropriate questions from this 11 page survey and highlight the ones that would be applicable to the associations of USATF. From this point on, Irene Herman, the Chair, refined the working documents to 24 questions. It was further refined to only 10 questions as our first survey of assessment. Question #10 was most notable because it provided an avenue of comments from the associations.

1-disagree 2- somewhat disagree 3-neutral 4-somewhat agree 5 strongly A total of 35 associations responded. Desiree Friedman assisted us in emailing the survey out.

1. Your association/committee respects individuals and values their differences-4.34(wt. average)
2. Your association/members appreciate others whose race/ethnicity is different from their own-4.34
3. There is cultural diversity amongst our committee/association-3.86
4. There is skill development for members in leadership and officials training-3.29
5. Getting to know people with racial/ethnic backgrounds different from my own has been easy at officiating/LDR/coaching-4.34
6. Management of our association demonstrates a commitment to meeting the needs of members with disabilities-3.85
7. Racial, ethnic, and gender-based jokes are not tolerated at our association/committees including track events, LDR, & youth activities-4.46
8. Our association has done a good job providing programs that promote multicultural understanding- 3.06
9. Associations members of different backgrounds are encouraged to volunteer on committees/board positions-4.46
10. Expression opportunity: What improvements, if any, can be made to improve the level of diversity of your Association?-please read the comments.

The weighted average is good but look at the strongly agree and strongly disagree percentages and any average under 4.0.

Our committee will review these at this year's USATF D&L committee meeting and share what types of activities and exercises can be used to assist in these needs. This year, we have 90 minutes to meet. Your suggestions are welcomed.

Sincerely,

Irene Herman, D&L Committee Chair