

## Diversity and Leadership Associations Survey Results

The Diversity and Leadership Committee was re-organized in December 2015 at the USATF Annual Meeting in Houston, Texas. We were commissioned by President Stephanie Hightower to create a survey for all the Associations for their opinions, needs and comments. 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. Question #10 was most notable because it provided an avenue of comments from the associations. A total of 35 associations responded. Desiree Friedman assisted us in emailing the survey out.

**Scale:** 1-disagree 2- somewhat disagree 3-neutral 4-somewhat agree 5 strongly agree

### Results:

1. Your association/committee respects individuals and values their differences-4.34 (*weighted 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. What improvements, if any, can be made to improve the level of diversity of your Association? Comments on the reverse

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 results at this year's USATF Diversity & Leadership Committee meeting and share what types of activities and exercises can be used to assist in these needs. This year we will meet Friday, 2 December from 3:00-4:30 in Narcissus/Orange rooms. Your suggestions and participation is welcomed.

Sincerely,

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*question 10 responses on reverse....*

**Question 10:****What improvements, if any, can be made to improve the level of diversity of your Association?**

We can actively seek constituents of different backgrounds when choosing new committee chairs each election cycle.

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

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.

We polarize we need better chances to talk and interact

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 considered 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