



MINNESOTA

# Minnesota Vortex / Minnesota A's Diversity-Equity-Inclusion Introduction

November 2022



# OBJECTIVES & AGENDA

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## Objectives

- Begin to build awareness to create empathy and influence action
- Enable members of marginalized groups to feel included

## Agenda

- Welcome (Mike Carter – Club Director & President)
- Define Diversity, Equity, and Inclusion
- Understand Key Terms

# Vision & Mission

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## VISION

- Most admired girls fastpitch club in the upper Midwest

## MISSION

- We provide an uncompromising commitment to developing players on and off the field and knowing that the quality of our coaches and the satisfaction of our teams and families is paramount

# Per Vortex Players: Benefits of Diversity, Equity, Inclusion

A word cloud illustrating the benefits of diversity, equity, and inclusion. The words are arranged in a circular pattern, with 'opportunity' and 'strength' being the most prominent. Other words include 'community', 'growth', 'equitable', 'experience', 'belonging', 'excellence', 'self-esteem', 'advantage', 'everyone', 'respect', 'openness', 'collaborate', 'sense of', 'unity', 'learn', 'smart', 'awareness', 'welcoming', 'growth', 'grow', and 'community'.

community  
grow  
growth  
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unity  
learn  
opportunity  
strength

# The Importance of Diversity, Equity, and Inclusion Youth Athletics - *per i9 Sports*

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## Benefits

- Develops an appreciation for unique perspectives and characteristics
- Creates connection
- Boosts confidence
- Enhances emotional well-being
- Improves teamwork
- Increases self-esteem

**MN Vortex/A's Goal:** Create a culture where every person may BE THEMSELF regardless of race, sexual identity or preference, skin color, physical/mental disabilities, religion, place of birth...



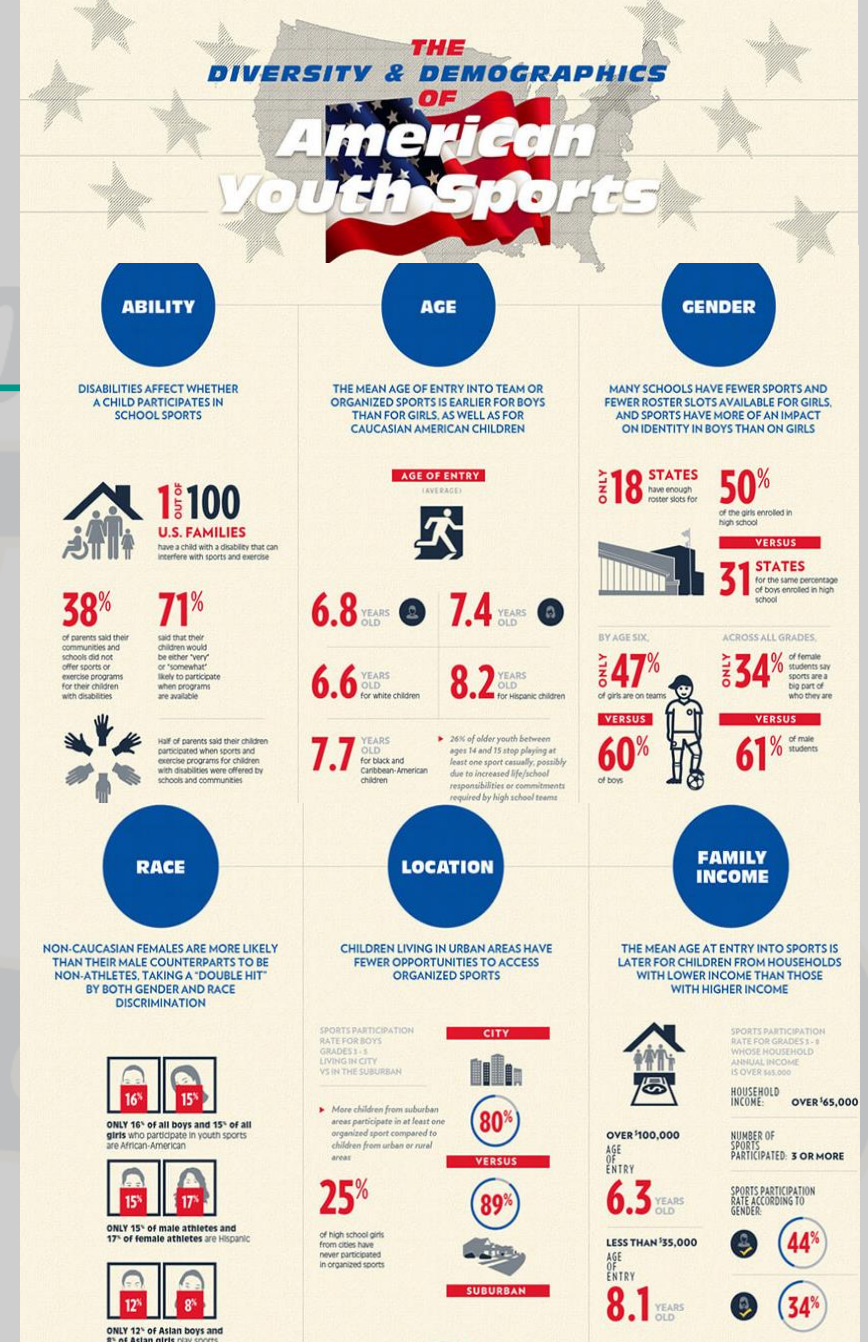
# Diversity

## What

- Any significant or meaningful way that a person can differ from another person
- For softball, diversity most commonly includes gender, religion, race, sexual identity and orientation

## Why

- Helps us attract and retain top talent.
- Helps us develop the “off-the-field” elements of our players helping prepare them for the next stage of life



# Equity vs. Equality

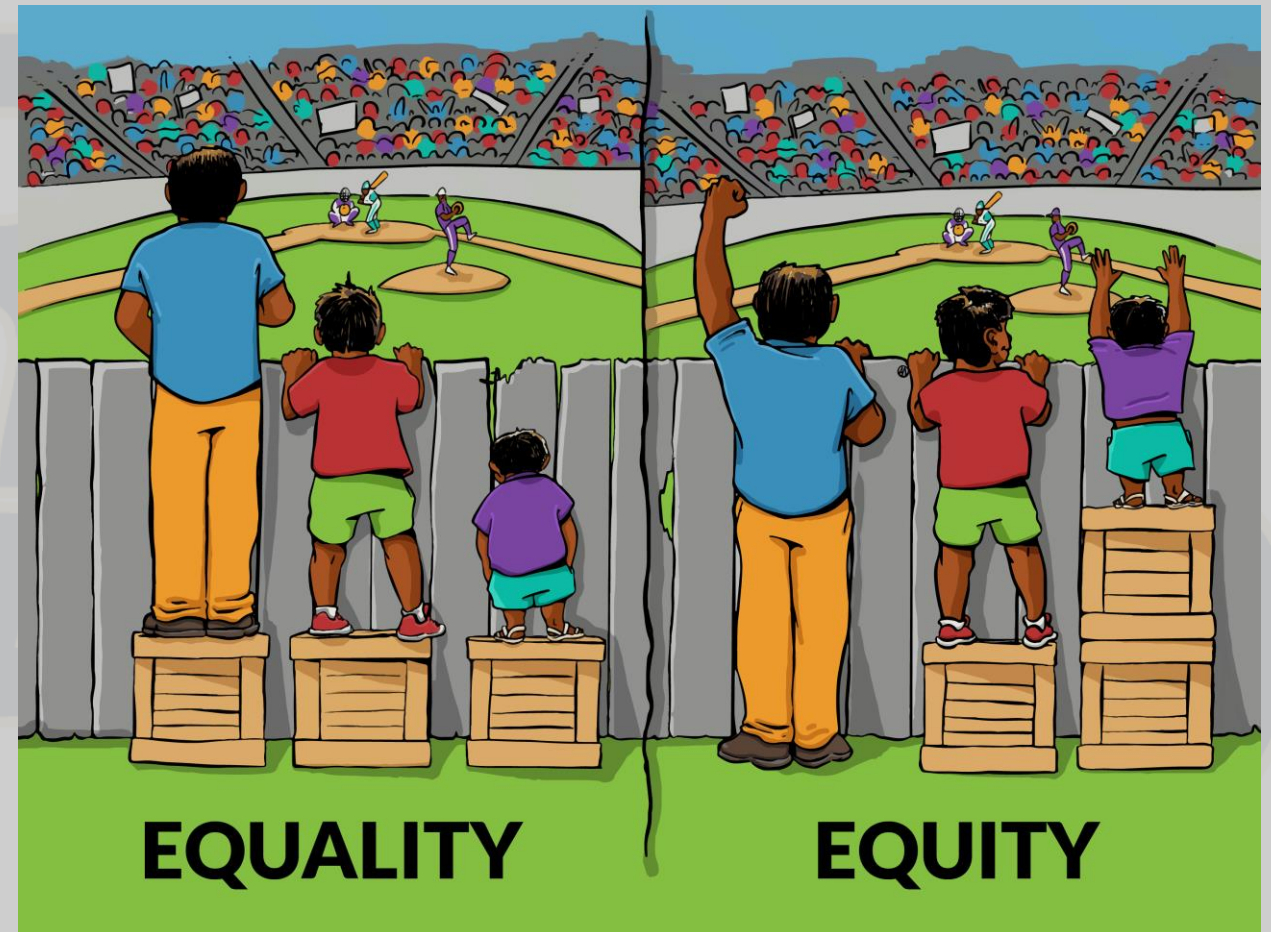
## What:

- Equality means each player is given the same resources or opportunities. Equity recognizes that each person has different circumstances and allocates the exact resources and opportunities needed to reach an equal outcome.
- Everyone gets the support they need vs. everyone getting the same support

## Why

- Equity gives every player the opportunity to achieve the same level of success.

For more information visit [Illustrating Equality VS Equity - Interaction Institute for Social Change : Interaction Institute for Social Change](#)



“Interaction Institute for Social Change | Artist: Angus Maguire.”

# Inclusion

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## What

- An environment where all players, families, and staff are encouraged to share their unique perspectives, ideas and beliefs in a safe and respectful environment
- The practice or quality of including or involving people from a range of different social and ethnic backgrounds and of different sexual orientation, religion, etc.



[Bing.com](https://www.bing.com)

## Why:

- Increase player engagement, camaraderie, teamwork

[LGBTQ+ inclusion in sport is important for a multitude of reasons; Stonewall FC tell us one of the many benefits 🏳️‍🌈🇺🇸  
#RainbowLaces \(tiktok.com\)](#)



# Key Words & Definitions

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## Privilege

- Protection against any form of discrimination related to ethnicity, color of skin, physical/mental disabilities, sexual identity, sexual preference, religion, class...
  - NOTE: Does not mean that one has not experienced challenges in life (lack of money, single parent, lost job...).
- Nothing wrong with privilege – we are born into it. Have sympathy/empathy for those who have ben disadvantaged/marginalized

## Marginalize

- “To relegate to an unimportant or powerless position within a society or group” ([Merriam-Webster](#))
- “Marginalized people don’t necessarily belong to one demographic: Marginalization occurs due to ethnicity, gender, sexual orientation, disability status, socioeconomic level, and age.” ([MasterClass](#))

# Key Words & Definitions

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## **Unconscious Bias**

- An inclination to judge without question. An automatic response from our brain in which we take information and make a quick judgement about it. It happens without our awareness, intention, or control.
- Having negative thoughts about others without thought

## **Identity**

- How we see ourselves in the world. We all hold multiple identities

## **Allyship**

- *“The status or role of a person who advocates and actively works for the inclusion of a marginalized group in all areas of society, not as a member of that group but in solidarity with its struggle and point of view and under it’s leadership.”* Dictionary.com

Questions?

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VORTEX

FASTPITCH