

Beyond Swimming: A Conversation and Listening Session About Race

CWAC Zoom-6/18/20

Why are we here?

Coach Dave
Kitty Hooper



Our Courageous Conversations Dialogue Principles

1. Use “I” Statements
2. **Listen to Understand** vs. Listen to Respond. Do not respond to someone else’s experience until you fully understand it first.
3. **Accept the speaker's viewpoint as true for her or him**
4. Be honest
5. Manage both “intent” and “impact”. Use Oops and Ouch .
6. **Lean into discomfort as an opportunity for personal growth**. Give space, grace and be willing to have the tough, candid, and caring conversations.
7. Challenge ideas, not individuals.

Our Courageous Dialogue Principles (continued)

8. Accept working through conflict to its resolution as a catalyst for learning
9. Step up, Step Back
10. Be willing to admit mistakes and areas of growth.
11. Ground what you say in concrete experience, facts, and reason. Before you say something, ask yourself, “Is there an assumption or prejudice in my thinking that I cannot confirm with experience and facts?” If so, think some more...
12. Seek to continually raise the bar for ourselves, others, and the communities we serve.

Racism

“When a group of people are treated unfairly because of their race” (which is their physical appearance, specifically the color of their skin). “Unfortunately, some groups of people are even treated violently because of the color of their skin.”

“Racism has been happening all over the world for as long as anyone can remember.”

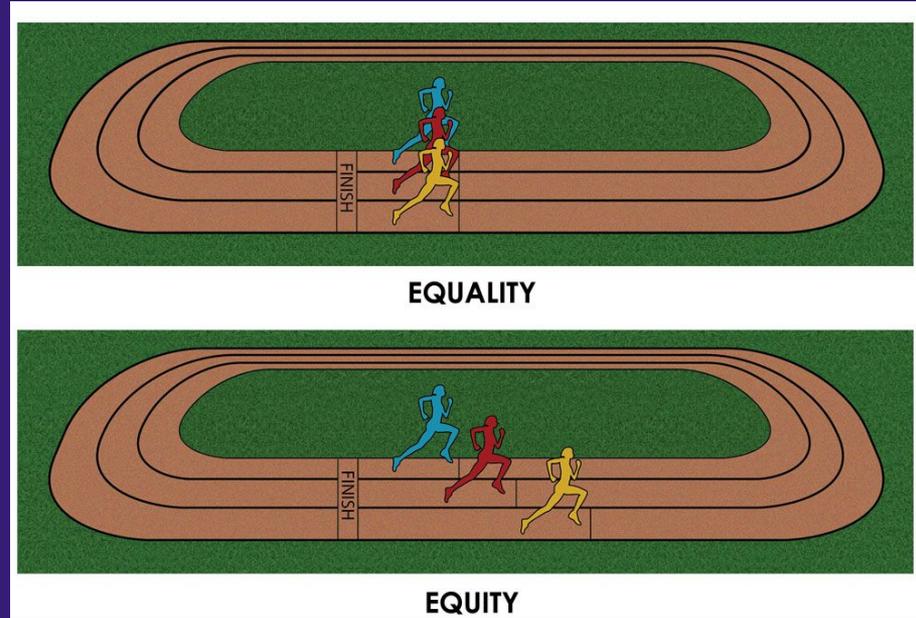
--study.com

Racial Inequity

“When two or more racial groups are not standing on approximately equal footing.”

--*How to be an Antiracist*, Ibram X. Kendi

Inequity -- when something is not fair; unfairness.



(Racial) Injustice

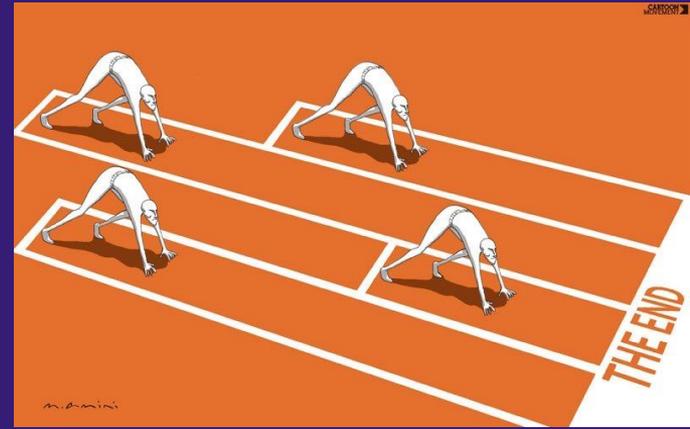
“An unfair situation when some people have more rights or better opportunities than other people”

--adl.org



Why are racial inequity and injustice happening today?

- 246 years of enslavement of black people
- Over 75 years of the **Jim Crow Era**, the period after slavery of segregation (e.g. swimming pools) and disenfranchisement laws (when black people were denied their right to vote).
- 52-56 years of change which has not been easy or fair/equitable.



“We All Must Make A Difference” --usaswimming.org

“We would be naïve to think that swimming is not a microcosm of our society. Due to a number of historical events, including the segregation of pools and limitation of Black swimmers, swimming, like society, fostered systemic racism. While swimming has come a long way, we acknowledge that our progress has been much too slow. There is still much work to be done and it will take continued awareness, advocacy, and hard work in all our communities.

“We stand firmly against social injustice and condemn racism and discrimination of any kind. We reaffirm our commitment to foster inclusion and to join those who work toward meaningful change.”

--“Letter to Members”, from usaswimming.org

Panel Introduction

Coach Dave

Maya Arroyo

Julian Green

Roberto Maldonado

Samantha Stephens