

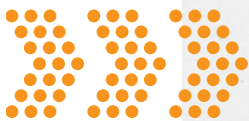


HUDDLE UP FOR EQUITY AND SOCIAL JUSTICE

Powered To Change Me. Change Us. Change the World.

The Institute for Sport & Social Justice launched in 1985 as the first of its kind in sport. Our team of diverse, highly credentialed former athletes, coaches, and staff identify the most pressing challenges in sport and society, and develop innovative solutions that encourage leadership and responsibility. Our mission is to equip and embolden athletes, coaches, and teams to create a safer, more inclusive, and equitable world through the transformative power of sport. The Institute has set the standard for effective, evidence-based programs, equipping more than 100,000 athletes and sport professionals, at all levels, with the tools to impact their environment.

Huddle Up for Equity and Social Justice trainings engage, empower, and equip organizations to rise to the social justice moment, inspiring leadership, increasing trust, and elevating the culture of an organization. Institute programs are highly interactive, engaging participants in meaningful discussion with practical outcomes and opening dialogue regarding participant leadership on diversity and inclusion issues.



HUDDLE UP MOVES THE NEEDLE

From locker rooms to sport executive suites, we have developed best practices for effectively addressing the full continuum of diversity and inclusion issues by engaging participants in discussion and empowering them to understand their role in creating real, sustainable change. Our experience informs us that, notwithstanding some incremental progress in sports culture, additional innovation is needed to help a sports world that is struggling to gain real traction in dealing with these challenging issues. Huddle Up is that innovation.

Huddle Up is designed on best practices developed over more than three decades of delivering training and education with professional, college, and high school sport. We've learned how to make impact in educational and sport organizations – to move the needle by providing tailored content, strategies and skill-development. The theme of all Institute trainings is leadership – challenging participants to step up, especially in difficult social or work situations. Participants will also learn bystander intervention as a tangible strategy to operationalize leadership.

Huddle Up trainings strive to create healthy tension by appropriately challenging participants to understand and embrace the power of their actions as a teammate, colleague, friend, and proactive bystander when faced with leadership challenges. Huddle Up provides a paradigm shift in attitude about these challenges and then empowers participants with concrete options for intervention in real-life situations.



CHANGE ME, CHANGE US, CHANGE THE WORLD

The following characteristics propel Huddle Up to be unusually effective:

Experience: Huddle Up trainers have extensive experience in working with a wide range of groups. We've impacted all of the major US professional sports leagues, including MLB, NBA, NFL, MLS, WNBA, NHL, MLL, NASCAR, and USTA; over 300 college athletic departments; over 150 high schools; all branches of the US military, and the Australian Army.

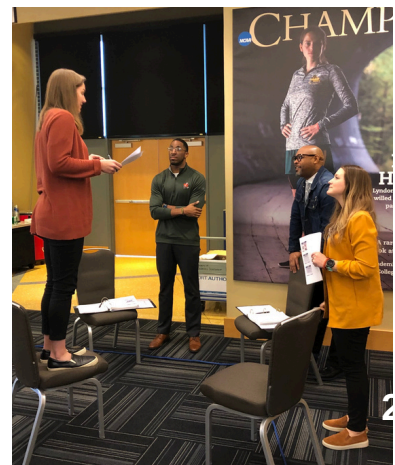


Our Huddle: Huddle Up is led by professionally trained educators who have an insider's understanding of sport culture combined with over 30 years of lessons learned on the most impactful strategies to help sport professionals develop their leadership competencies. The Institute team is a diverse group of former athletes, coaches, and staff. As such, our trainers have the unique ability to gain the attention & trust of athletes, coaches, staff, and leadership.

Dynamic Engagement through Active Learning: Huddle Up trainings are dynamic experiences driven by active learning strategies that maximize interactive dialogue and enhance participant learning. Huddle Up trainings bring expert facilitation and relevant and thought-provoking content, targeting different learning styles and focused on skill-building impact.

Skill Building: Huddle Up is an industry leader and has been on the cutting-edge since the early nineties. Our focus is on identifying problems and developing real-world solutions for our clients. We teach hard and soft leadership skills for learners to add to their toolbox, empowering them to positively impact a wide range of leadership challenges.

Community Building & Belonging: Every team or organization provides an opportunity to build culture and community. Huddle Up creates spaces of belonging for participants to learn from one another and grow together. Learning common language and expectations for each other empowers participants to live the values of the group.



Diversity, Equity, Inclusion, and Belonging Training Options

With each of the *Huddle Up for Equity and Social Justice* sessions below, there are continuing education opportunities to advance participant learning and keep learners engaged in the material between live sessions.

Building Community, Building Trust: Many people are feeling challenged during this time, challenged to show up, step up and be accounted for in ways that take them out of their comfort zone. This session opens with a discussion of vulnerability as a leadership skill requiring courage. The session is then grounded with the understanding that trust is the most valuable currency members of a community can share. Participants will consider the implications of racism on trust for all relationships. The concept of inclusive leadership is introduced to encourage participants to consider their role in creating an environment where all members of a community can flourish.

Unconscious Bias & Empowered Bystanders: One of the main culprits preventing organizations from achieving real inclusivity is unconscious bias. Because many forms of bias are “unconscious” they are challenging to eradicate. We engage participants in activities to help them see the biases that inform their lived experience, and then shift that lens to the workplace. Focusing on the workplace challenges participants to see the impact stereotypes and bias have on recruiting and hiring practices, career opportunities, assignments, and simply whose voices get elevated during meetings. An introduction to the bystander approach to prevention provides the foundation for skill-development, empowering co-workers to identify and address bias as they observe it.

The Impact of Racism: Participants share in an opening discussion about how we can employ empathy instead of shame as a tool for social justice education. We will build understanding of key concepts and frequently used terms in our culture – Black Lives Matter, racism, antiracism, and systemic racism are among the terms clarified. Allan Johnson’s quote, “Our collective house is burning down, and we’re tiptoeing around afraid to say ‘fire’” reinforces the point that our words matter, and we have to be more intentional about how we discuss social justice issues like racism

Intersectionality & Privilege: This session illuminates the full scope of privilege categories, including aspects of intersectionality that must be acknowledged. Put simply, intersectionality is the recognition that most people have multiple identities that affect their life experience. Too often conversations center one aspect of a person’s identity while pushing others to the background, i.e. talking about race but not gender. This oversight often causes harm and contributes to oppressive attitudes or experiences. In this session, participants learn how various systems of oppression overlap, and to identify how these layers serve as barriers to bringing their full selves to the workplace. This session will also help participants understand how to use their privilege to help others.

Equality vs. Equity: This session helps participants put their ongoing learning to work in analyzing diversity, equity, and inclusion challenges within their organization. The session teases out the differences between the long-held American ideal of equality, with the 21st Century concept of striving for equity. A common example of the equity vs. equality dichotomy is that equality is giving everyone a pair of shoes, while equity is giving everyone a pair of shoes that fits. Establishing an awareness of individual needs aligns organizations with the platinum rule of treating people the way they want to be treated, which elevates their ability to fully participate in a team, academic, or workplace culture.

Engage, Empower, Equip: This session provides scenario-based problem-solving opportunities for participants to apply their social justice learning and their skills as allies, bystanders, and leaders. The scenarios direct participants to consider various dynamics present in each organizational social justice issue, ranging from co-worker relationships to the values of the organization, and then work through effective strategies for addressing the situation. Small groups are assigned scenarios and charged with reporting out to the large group their understanding of the situation and intervention strategy.

Additional Sessions Include:

- LGBTQ+
- Sexism in Sport Organizations: Creating a Safe Work Environment
- Living Your Values, Defending your Culture
- Navigating the Multi-Generational Workplace
- Emotional Intelligence Leadership Skills for the 21st Century





Contact Information

For more information about our Huddle Up for Equity and Social Justice

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