Background
At USA Water Polo, the diversity and involvement of our people is the foundation of our strength. We are committed to fair and effective selection, development, motivation, and recognition of all employees, athletes, and fans. We continually seek improvement and innovation in every element of our organization. We strive to ensure that Diversity and Inclusion initiatives, actions and results are transparent to all employees, athletes, board directors and the public at large.

A vision for Diversity and Inclusion
We strive to leverage a diverse and inclusive workforce. Our goal is to develop and retain the best from all backgrounds and cultures. Our organization is one of cultural inclusion where all individuals feel respected, are treated fairly, provided work-life balance and the opportunity for advancement. “Diversity is so much more than one gender or ethnicity. It is representative of all people and all perspectives”.

Diversity and Inclusion Awareness and Outreach Strategy
USA Water Polo embraces diversity and is committed to continuing to build on our goal of creating programs to develop and retain a diverse Board of Directors and Staff. In the past four years, we have significantly grown the number of female/diverse Board Members as well as Staff members. We firmly believe the diversity of our Board, Staff, Coaches, Athletes, and Members are the foundation of our strength. a. USA Water Polo’s Diversity and Inclusion Committee is committed to the regular review of our website (usawaterpolo.org), and provide updates to include selection(s) for tracking ethnicity and military status as necessary. Currently, we track gender data. b. USA Water Polo’s Diversity and Inclusion Committee is dedicated to working with the editor of our publication (Skip Shot) to include language in each publication that clearly outlines our commitment to our vision. Additionally, the committee will work with the editor to discuss upcoming segments that focus on diversity and inclusion. c. USA Water Polo’s Diversity and Inclusion Committee is committed to the update of our website to ensure our Vision and Definition for Diversity and Inclusion is clearly communicated to our members. Additionally, the committee will work with the editor of our website to include segments that focus on diversity and inclusion. It is important to note this is on-going (we have past segments that focused on diversity and inclusion). d. During the term on this plan, USA Water Polo will update the website which will provide a link to our NGB/HPMO scorecards at TeamUSA.org/diversityscorecards.

Definition of Diversity and Inclusion
Diversity has many different definitions. USA Water Polo believes the concept of diversity encompasses acceptance and respect. It means understanding that each individual is unique and recognizing our individual differences. These differences may be along the dimensions of race, ethnicity, gender, (gender identity and expression) sexual orientation, socio-economic status, age, physical abilities, religious beliefs, and political beliefs. USA Water Polo believes in exploring these differences in a safe and positive environment. It is about understanding each other and moving beyond “tolerance” to truly embrace and celebrate the dimensions of diversity contained in each and every individual. USA Water Polo believes Inclusion is about valuing all individuals, providing equal opportunity to all and removing any real or perceived barriers to involvement. Inclusion is creating and maintaining an environment in which people are not excluded or marginalized because of their difference. It means promoting an environment in which contributions and strengths are recognized, optimized and valued in a way that generates opportunities for adaptability, problem-solving, growth and ultimately increased success.