

## NWBA DE&I Action Plan 2021 – 2024

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### NGB/HPMO Name

[National Wheelchair Basketball Association](#)

### NGB/HPMO Address

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### NGB/HPMO Appointed DE&I Contact Name

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## 1. Vision for Diversity, Equity & Inclusion

The NWBA has one of the most diverse membership populations within the Paralympic & Olympic Movement. The NWBA's membership is provided with inclusive programming opportunities in the sport of wheelchair basketball. The NWBA strives to continue to evolve as an organization. We are committed to ensure that our diverse membership is reflected by our Board of Directors, staff, leadership and athletes. The NWBA leadership and management are committed to serving our members and embracing diversity, equity, and inclusion within our organization.

## 2. Definitions for Diversity, Equity & Inclusion

Diversity is about differences among people, whether they work for, are served by or otherwise have a stake in the organization. These differences among stakeholders include but are not limited to: race, ethnicity, gender, gender identity, sexual orientation, socio-economic status, age, geographic location, national origin, religious beliefs, language, veteran status or physical abilities. Diversity is invaluable because it generates differing points of view, leads to innovation, fosters an understanding and acceptance of individuals from different backgrounds, and recognizes the contributions that a variety of individuals and groups can make.

Inclusion is about 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.

Equity is the assurance of fair treatment, access, opportunity, and advancement for all while striving to identify and eliminate barriers that have prevented the full

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participation of some groups. The principle of equity acknowledges that there are historically under-served and under-represented populations and that fairness regarding these unbalanced conditions is needed to assist equality in the provision of effective opportunities to all groups.

### 3. Non-Discrimination Statement

The NWBA’s Code of Conduct states all NWBA affiliates shall respect the rights of all individuals to fair treatment and equal opportunity, free from discrimination or harassment of any type, including without limitation discrimination on the basis of race, color, religion, sex, sexual orientation, age, national origin, disability, or otherwise.

### 4. Does your NGB/HPMO have a DE&I strategy in place? If yes, please attach to your submission.

Yes  No [Click here to view the 2017-20 NWBA’s DE&I Plan](#)

### 5. Diversity, Equity & Inclusion Action Plan 2021-2024

Definitions for each column:

1. Objective: What you would like to achieve, attain, or accomplish.
2. Initiative(s): The projects and tasks that will help you achieve your objective.
3. Target Group(s): Those who are anticipated to positively benefit from or be affected by accomplishing the objective, including but not limited to, people of color, women, people with disabilities, and veterans.
4. Year(s) Active: When the objective is intended to begin and end. (Such as 2021-2022)
5. Success Measures: How you will quantitatively measure whether the objective has positive impact.

Objective	Initiative(s)	Target Group(s)	Year(s) Active	Success Measures
1. Promote the retention and recruitment of women to participate in the NWBA and sport	- Create the NWBA Women’s & Diversity Committee to ensure alignment across all levels of the organization on women’s initiatives.	Women, Women of color, People with Disabilities	2021-24	- Increase # of new female athletes by 8-11% by 2024 - Increase player retention by 25% by 2024

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of wheelchair basketball.	<ul style="list-style-type: none"> <li>- Host opportunities to develop, classify and train women on NWBA High Performance Program.</li> <li>- Promote participation of women across divisions of play.</li> </ul>			<ul style="list-style-type: none"> <li>- Host at least one female development camp each year</li> <li>- Classify at least 15-20 new female athletes with the IWBF by 2024</li> </ul>
2. Promote an inclusive environment thru transgender athlete participation within the NWBA and sport of wheelchair basketball.	<ul style="list-style-type: none"> <li>- Create and implement a Transgender Participation Policy that is tailored to wheelchair basketball, membership and levels of play</li> <li>- Host educational opportunities for NWBA membership on the policy and implementation.</li> </ul>	LGBTQ, People with Disabilities	2021-24	<ul style="list-style-type: none"> <li>- Participate in the 2021-22 Inclusion Playbook Program</li> <li>- Publish a Transgender Participation Policy by the end of Q1 2022</li> <li>- Provide at least one educational opportunity each year on the policy and implementation for NWBA membership</li> </ul>
3. Create a military division for active and retired military personal to have the ability to compete in wheelchair basketball.	<ul style="list-style-type: none"> <li>- A focused division for teams comprised solely of active and former service men and women</li> <li>- Leveraging the classification system used by Warrior Games, as they have historically governed their competition with inclusion of TBI and PTSD</li> <li>- Inclusion of participants with Traumatic Brain Injury (TBI) and Post Traumatic Stress Disorder (PTSD), and other eligible conditions as found in the Warrior Games Minimum Disability Category (see NWBA Military Division policy for additional details)</li> </ul>	Military, Veterans, People with Disabilities	2021-2023 (current pilot program BOD approval only thru 2022-2023 NWBA season)	<ul style="list-style-type: none"> <li>- Number of new NWBA teams</li> <li>- Number of new NWBA athletes</li> <li>- New revenue generated by division</li> </ul> <p>(Measurements of pilot program proposal)</p>
4. Increase the number of women involved in leadership roles within the NWBA.	<ul style="list-style-type: none"> <li>- Governance Committee and Board of Directors to be intentional on consideration of women for any and all appointed/assigned/selected roles.</li> </ul>	Women, Women of color, Military and Veteran Women,	2021-24	<ul style="list-style-type: none"> <li>Number comparison of women in NWBA leadership from 2017-20 vs. 2021-2024</li> <li>- Total women in leadership roles</li> </ul>

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	- Educate membership on importance of diverse representation within leadership for elected roles	People with Disabilities		- % of leadership representation - # of appointments to leadership
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