

Anti-Racism

Asian Pacific Islander Coaches Community

May, 2022

Asian and Pacific Islander heritage soccer personnel and our allies, have formed the API Coaches Community. We have grown from five members on January 14, 2021 to approximately fifty in late-March 2021, and we are in the process of personally reaching out directly to another 200 members. We wish to work with heritage and ally members for the greater good of awareness, understanding and empowerment to support the overall missions of *United Soccer Coaches*.

There are resources to learn about the history of the AAPI community, ways to educate people about the issues in terms of the roots of racism to present day activism, how to deal with and respond to racism, understanding the model minority myth, several aspects of the AAPI culture, and so much more. Like others, we want to build on our love of the game and all of its people. Thus, we have identified the need for the AAPI soccer community to have a space to gather, connect, share and bond.

The AAPI community participates in the world's most beautiful game. In the United States, Tiffany Roberts, Lorrie and Ronnie Fair, and Brian Ching are examples of successful AAPI soccer players. At the international level, Shinji Okazaki was a starter for Leicester City when they won the English Premier League. Son Heung-min is a star with Tottenham Hot Spurs. The Chinese and Japanese women's soccer teams have competed at the highest levels of the World Cup, with the Japanese women's soccer team winning the World Cup in 2011. We want to build upon the success of the *United Soccer Coaches* ability to represent a diverse group of coaches who want to give back to the game and help us all be the best coach/person that we can be.

We are committed to being a champion of diversity, awareness, and belonging at every level and involvement of the game. **We are united against racism in all its forms.** Along with other members of the United Soccer Coaches Association, we understand that anti-racism is much bigger than the game of soccer. It is our duty to provide the knowledge that can benefit all people, coaches, and beyond, become better allies to fight for justice in soccer.

It is our responsibility to be united and fight racism, many of which occur in public spaces and occur on the field or in the stands. This includes, but is not limited to:

- Physical assault
- Verbal abuse
- Hate incidents
- Reducing and eliminating deliberate avoidance and shunning
- Being coughed at or spat on,
- Denied service

We must work together to prevent civil rights violations such as workplace discrimination, refusal of service, being barred from transportation, housing-related discrimination and discrimination related to our love of the game of soccer.

As members of the United Soccer Coaches Association, we can help create healthy discussions about race, have an open dialogue and really listen in order to reduce racism in our game and in our communities. We can help to be leaders during traumatic events and build a better workplace as well as be sensitive to the needs of our players and community.

United Soccer Coaches is committed to fostering diversity by offering a welcoming and supportive environment for all our members, leadership, and other constituents. We must provide a learning and working environment that takes responsibility and advocates for equality every single day.

Together, we need to recognize that our diversity enriches the membership experience, improves the practice and profession of coaching, expands learning opportunities, enhances creativity and professional growth in the coaching community. It impacts our players and the soccer community. We are committed to attracting and developing qualified persons of diverse backgrounds to participate and lead in our organization. The learning experiences with United Soccer Coaches provides exposure to diverse cultures, human characteristics, and ways of thinking.

United Soccer Coaches and the members of the API Coaches Community acknowledges the need to remove barriers to the recruitment, retention and advancement of talented members, leadership and other constituents from historically underrepresented populations. United Soccer Coaches fosters diversity in our staff and advocates for all of our members by welcoming their participation in our programs, by embracing diversity and inclusion training, and by remaining mindful of diversity and inclusion in the formulation of policy and in the decision-making process. As a United Soccer Coaches and member of the API Coaches Community, NOW is always the time to do more – to Listen, Learn, Act & Unite!