



My Sisters' Place

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Giant Steps through Athletics Program Outline

*As the program develops, the below information may be adapted.

Vision: For all athletes to promote healthy relationships on and off the field in a way that impacts culture to one in which respect, equality, and safety are practiced in all relationships, everywhere.

Mission: Giant Steps through Athletics, a holistic and youth led program, aims to equip and support middle and high school Student Athletes and their Coaches/Adult Influencers with the skills, vocabulary, confidence, and leadership to promote healthy relationships on and off the field in the spirit of interpersonal violence prevention.

Guiding Principles and Values:

Student Athlete Centered & Led: Integrating a world-changing approach into our work, we view Student Athletes as the leaders of Giant Steps through Athletics. Guided by Positive Youth Development¹, Giant Steps through Athletics values the voices and ideas of the Student Athletes it serves. Giant Steps through Athletics values the platform and influence of Student Athletes and will utilize this aspect as a factor that guides the program. Additionally, as Giant Steps through Athletics centers Student Athletes, the program's Coaches and Adult Influencers recognize the importance of modeling healthy behavior which includes remaining consistent and accountable to the Student Athletes they serve.

Anti-Oppression: Giant Steps through Athletics understands that Student Athletes and Coaches/Adult Influencers navigate different structural and social injustices that affect their experiences. With an awareness of intersectionality and systems of oppression, Giant Steps through Athletics addresses racism, heterosexism, ableism, adultism, classism, and advocates for language access of ALL people through its Core Functions, Objective Pillars, and Guiding Principles.

We value Community Organizing: Giant Steps through Athletics is structured in a way that it can be adopted and adapted by the Student Athletes, Coaches/Adult Influencers, sports programs, and communities it serves. Giant Steps through Athletics aims to support Student Athletes and Coaches/Adult Influencers in a way that gives Student Athletes a sense of their own power, educates and motivates them to be leaders who change the atmospheres of their teams, school sports programs, schools, and larger communities.

Trauma-Informed: Safety, trauma, and leadership look different for everyone; therefore, Giant Steps through Athletics views each Student Athlete with empathy and without judgement. We are committed

¹ According to Act for Youth Center for Community Action, "Positive youth development is a framework that guides communities in the way they organize services, opportunities, and supports so that young people can develop to their full potential. Communities that adopt a youth development approach emphasize these principles: Focus on strengths and positive outcomes...Rather than taking a deficit-based approach, Youth voice and engagement, Strategies that involve all youth, and Community involvement and collaboration." Principles of Positive Youth Development. (2019). Act for Youth Center for Community Action. Retrieved from http://www.actforyouth.net/youth_development/development/

to maximizing Student Athletes' emotional and physical safety as we understand that adopting a lifestyle of leadership and being an upstander, who intervenes when witnessing violent or unhealthy behavior, can be dangerous if not done with sensitivity to culture and the impact of systems of oppression. We again emphasize that Giant Steps through Athletics be Student Athlete led.

Giant Steps through Athletics is Holistic: To accomplish its Mission, Giant Steps through Athletics views itself as part of a holistic network of support for Student Athletes and therefore values collaboration with community-based people and resources found within sports programs, schools, and communities in order to support its Student Athletes' individual and holistic needs and as a means to provide leadership opportunities.

Impactful: Giant Steps through Athletics seeks consistent feedback for how to be relevant, impactful, and as a means to hold Giant Steps through Athletics accountable to its Vision, Mission, and Guiding Principles. Valuing servant leadership, Giant Steps through Athletics is structured in a way that the content of its Core Functions are constantly changing to cater to the evaluation, ideas, requests, and needs of the Student Athletes, Coaches/Adult Influencers, and communities it serves.

Objective Pillars & Accomplishing our Mission:

Healthy Relationships: Student Athletes will develop an understanding of healthy relationships and behavior, while identifying what type of behavior is unhealthy, disrespectful, or abusive.

Challenge Norms: Student Athletes will adopt an understanding of the impact of gender norms on relationships, and in turn challenge the underlying assumptions about gender norms that dictate behavior, question what is "acceptable" or expected of Student Athletes in dating relationships and develop an awareness of systems of oppression and their impact on interpersonal violence prevention.

Leadership & Culture Shift: With the accountability and support of teammates and Coaches/Adult Influencers, Student Athletes will practice healthy team culture on and off the field, and then utilize their platform to impact school and community culture toward one that embodies respect, equality, and safety. Student Athletes will be equipped with the ability, vocabulary, and confidence to intervene when witnessing abusive or disrespectful behavior when appropriate, engage in opportunities to demonstrate visible leadership within school or community sports programs and beyond, and adopt a lifestyle of leadership and influence.

Partnership with Coaches/Adult Influencers: Coaches/Adult Influencers will be equipped with the knowledge, tools, and language to guide and support their Student Athletes around these conversation topics while assisting in culture shift and Student Athlete leadership development. As needed, Student Athletes will be connected with a network of support and community-based role models and Adult Influencers.

Giant Steps through Athletics Core Functions:

- CONVERSATION
- LEADERSHIP
- COACH & ADULT INFLUENCER EQUIPPING & SUPPORT