

USDF Diversity, Equity, and Inclusion Task Force Climate Survey

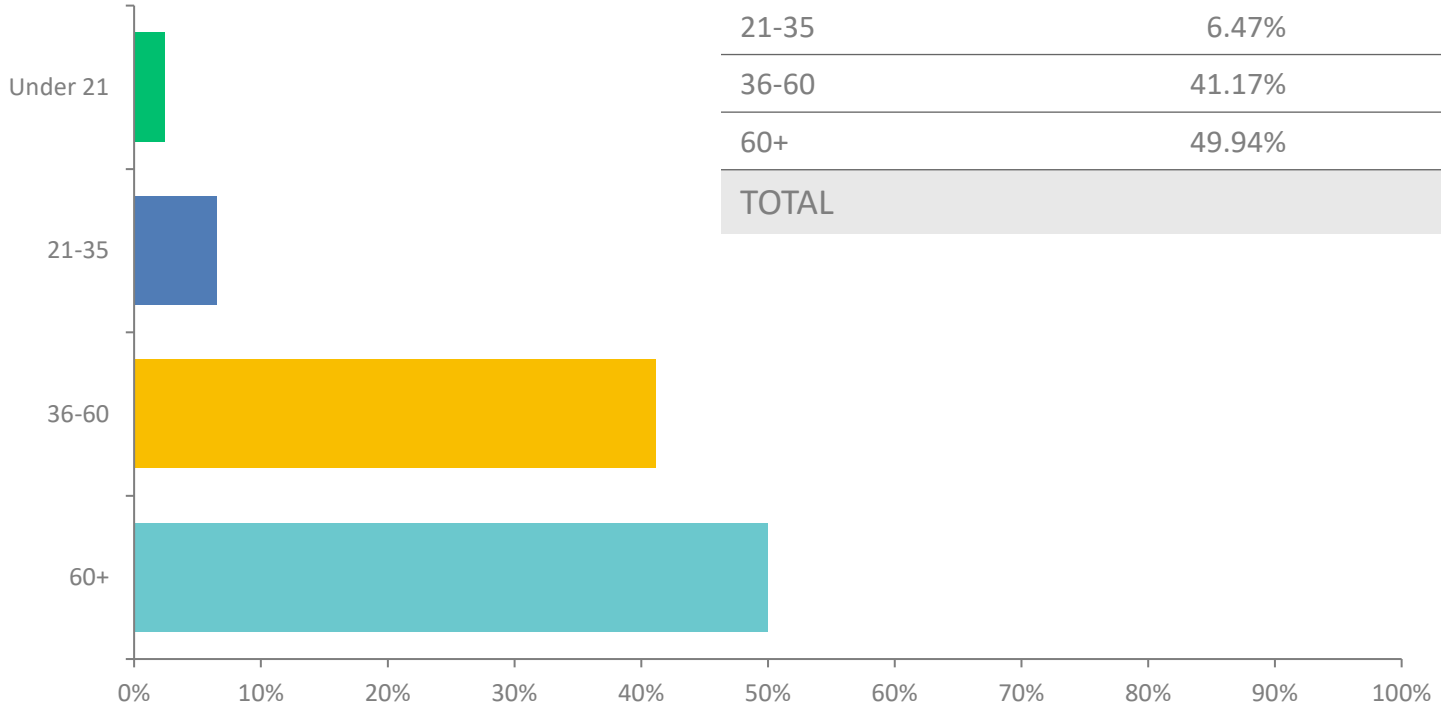
2625 Total Responses

USDF Diversity, Equity, and Inclusion (DEI) Task Force Mission:

To expand USDF's inclusionary efforts to dispel preconceived notions, highlight the diversity that already exists, and grow interest and participation in dressage through initiatives developed to address concerns related to inclusion, equity, and diversity at all levels of the organization and sport.

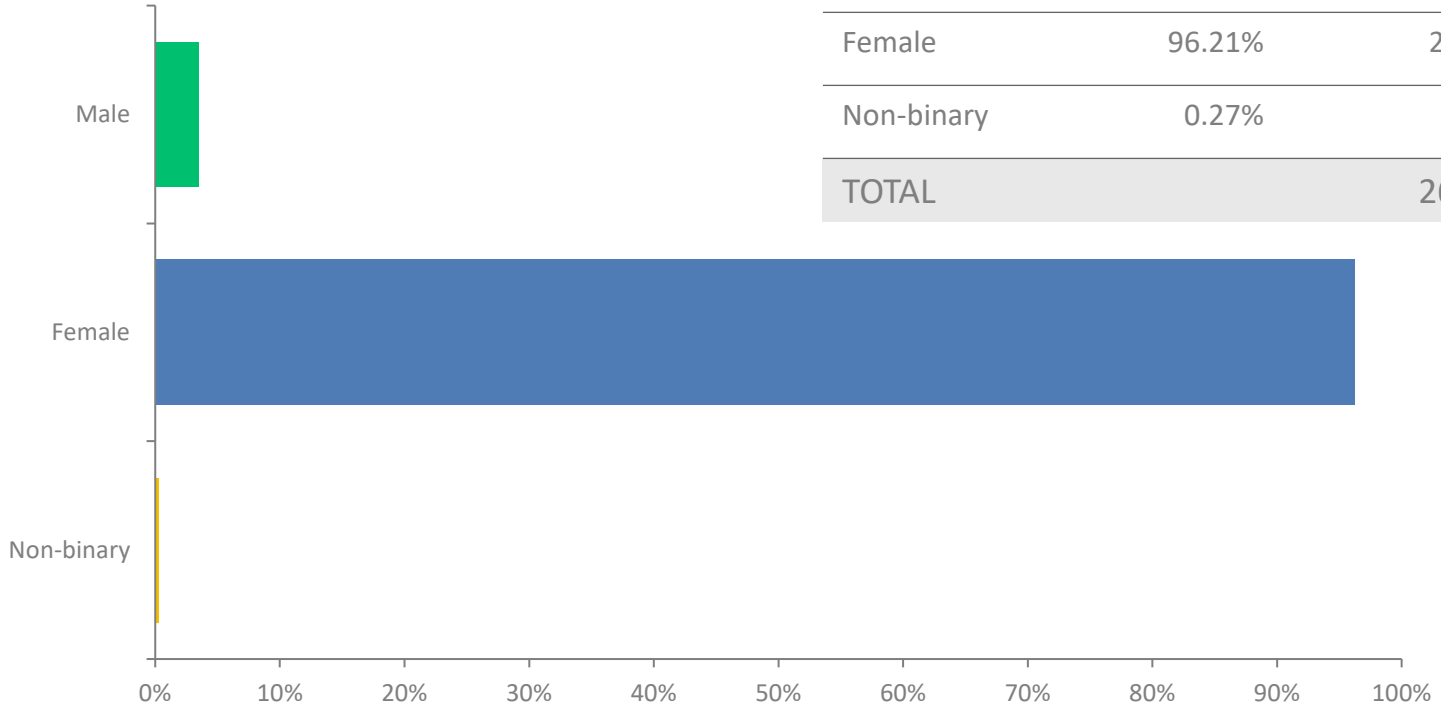
Q1: What is your current age, in years?

Answered: 2611



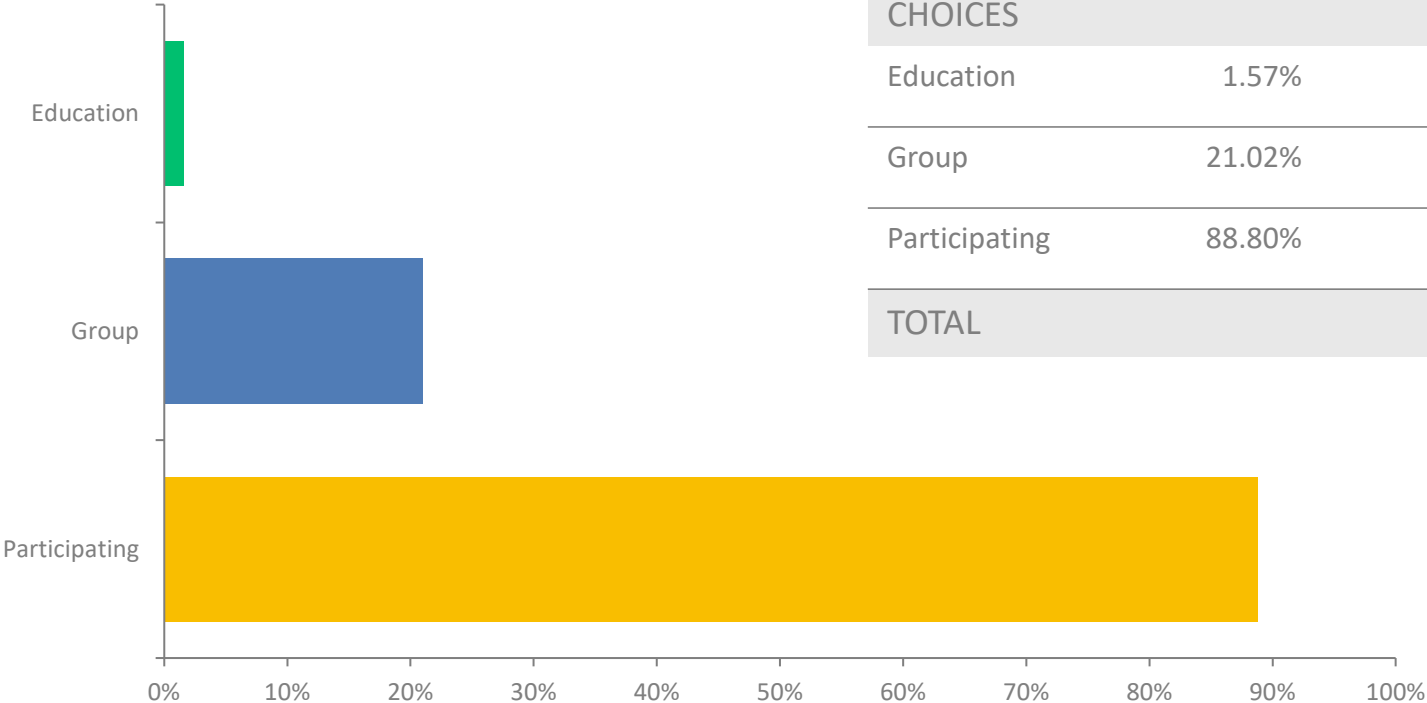
Q2: What is your sex?

Answered: 2612



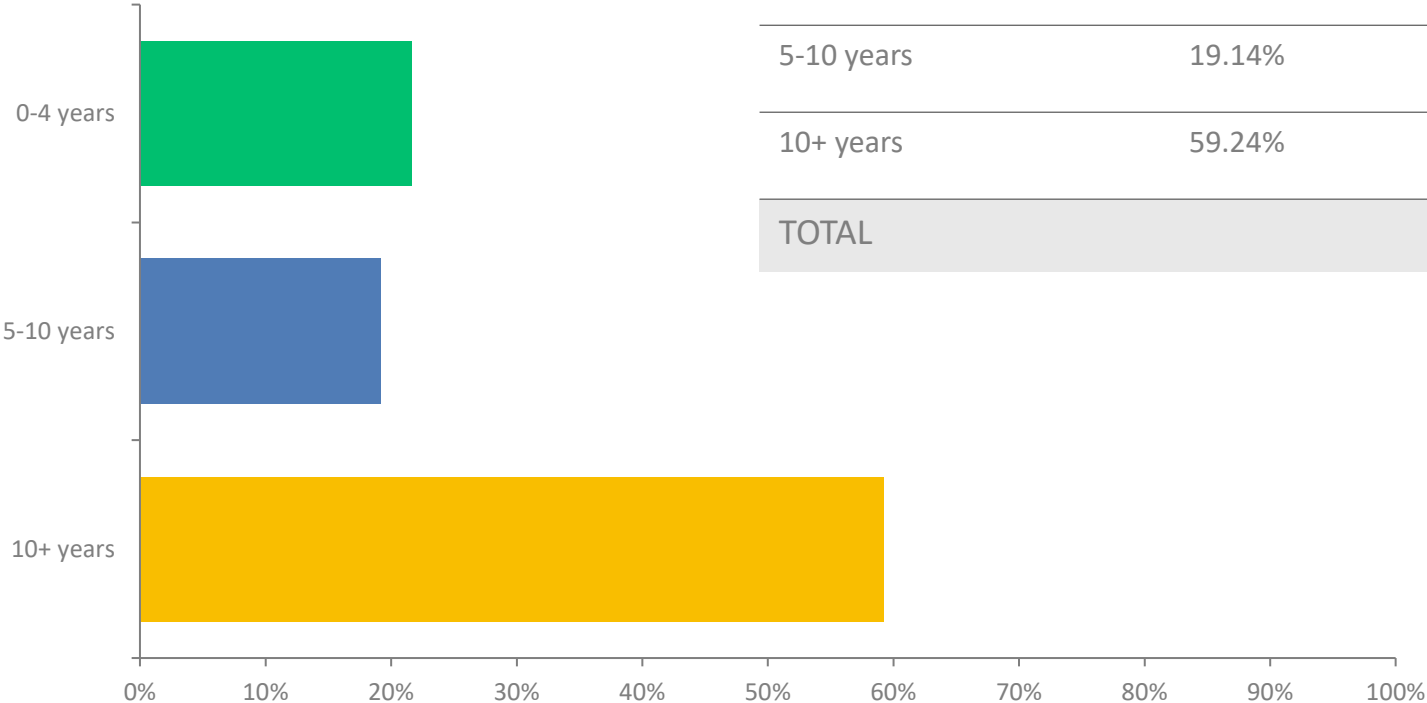
Q3: What type of membership do you have? (Check all that Apply)

Answered: 2607



Q4: How long have you been a member?

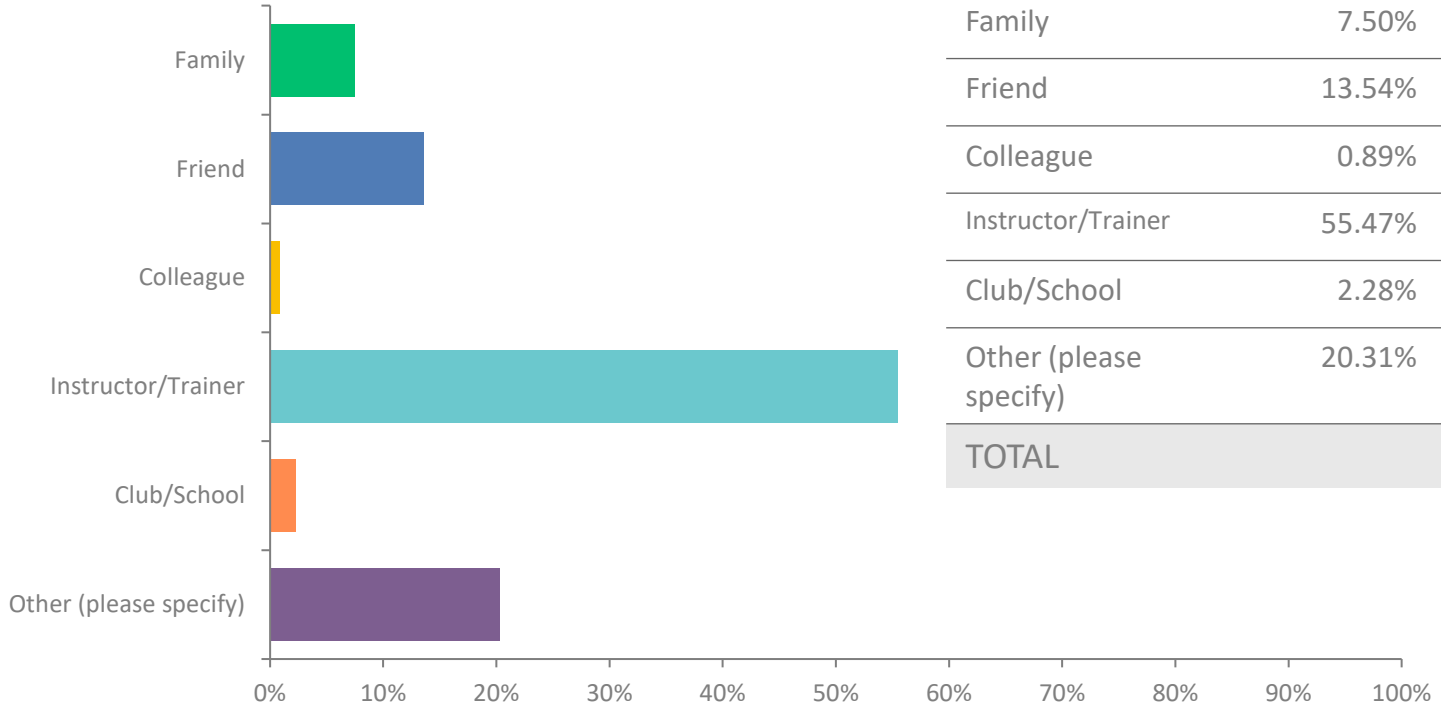
Answered: 2618



ANSWER CHOICES	RESPONSES	
0-4 years	21.62%	566
5-10 years	19.14%	501
10+ years	59.24%	1551
TOTAL		2618

Q5: Who or what most influenced your interest in dressage?

Answered: 2585

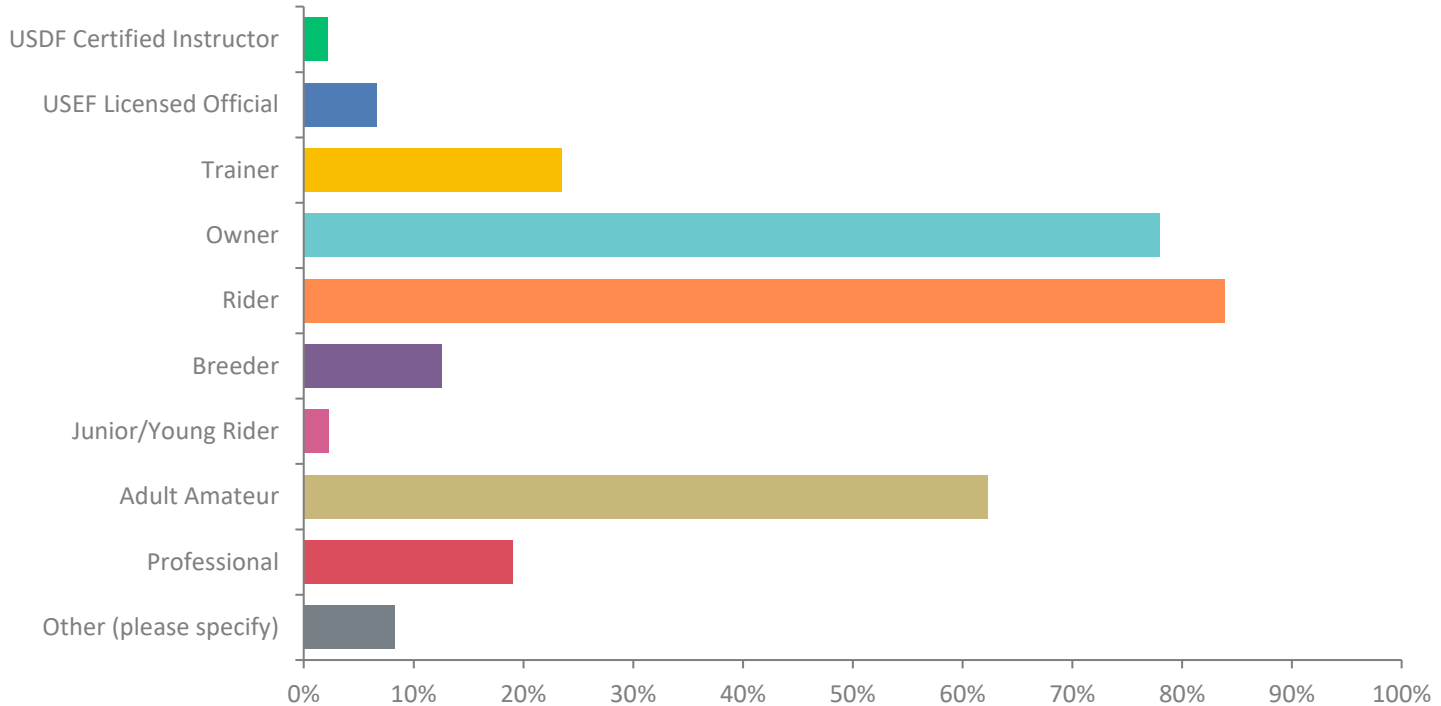


Q5 Who or what most influenced your interest in dressage?

Moved started eventing became horses needs beautiful Different discipline Personal interest
beauty sport instructor appeals videos another child knowledge trainer ve Seeing Went
watching olympics worked Exposure switched always Germany reading area
watching dressage research saw club time desire **Pony club** wanted jump
Olympics decided **discipline** basics ride Job **love** something **sport**
enjoy **jumping** Experience **Eventing** found **dressage**
keep **horse** adult **riding** life **interest** new training
looking **Books** competing **Self** one **wanted** ability **Watching** challenge
better remember **rider** longer **age** old S Living showing try eventer first competitions
Developed **dressage** good make years **GMO** Passion intriguing jumpers thought tv Lifelong
learning long time loved dressage Desire better Spanish Riding School wanted learn kid
Miracle White Stallions started young

Q6: Which of the following best describe you? (Check all that Apply)

Answered: 2622



Q6: Which of the following best describe you? (Check all that Apply)

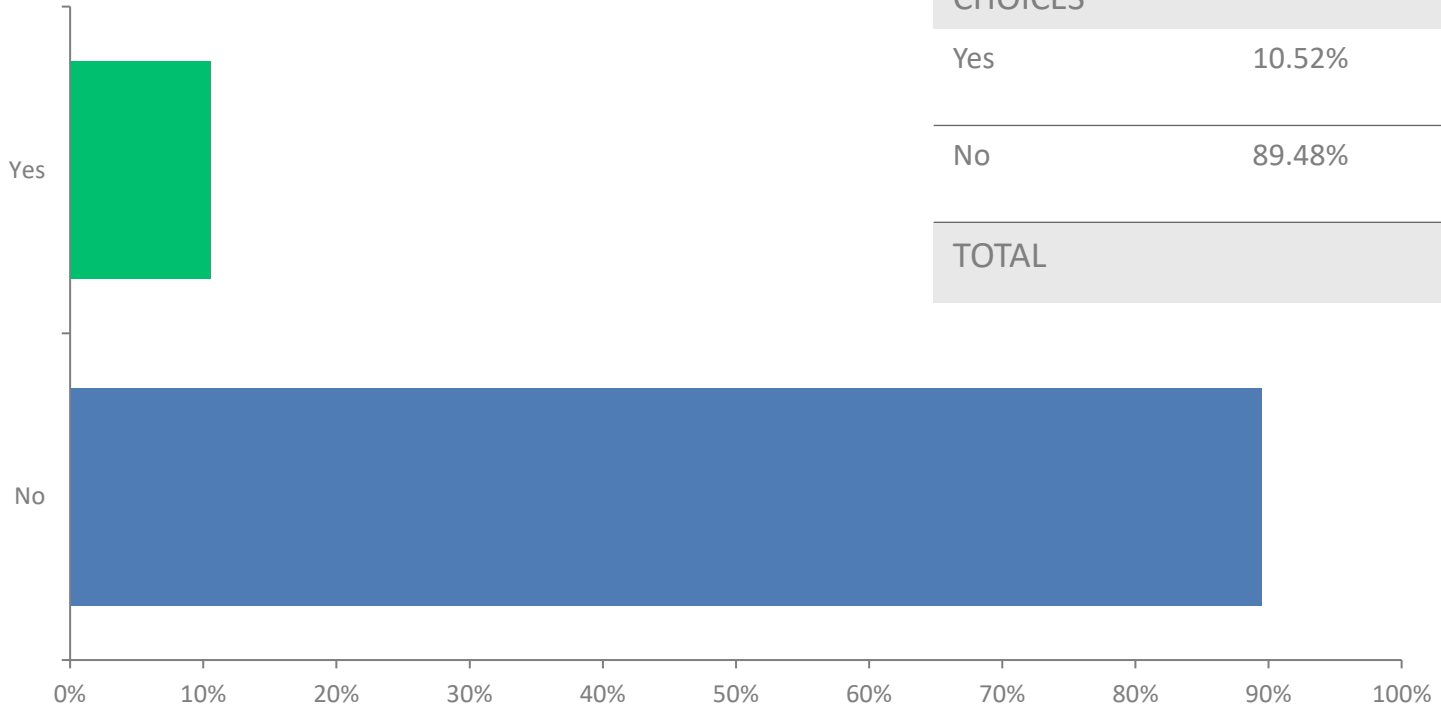
Answered: 2622

ANSWER CHOICES	RESPONSES	
USDF Certified Instructor	2.14%	56
USEF Licensed Official	6.64%	174
Trainer	23.49%	616
Owner	77.99%	2045
Rider	83.91%	2200
Breeder	12.59%	330
Junior/Young Rider	2.29%	60
Adult Amateur	62.32%	1634
Professional	19.03%	499
Other (please specify)	8.31%	218
TOTAL		7832

Q6 Which of the following best describe you? (Check all that Apply)

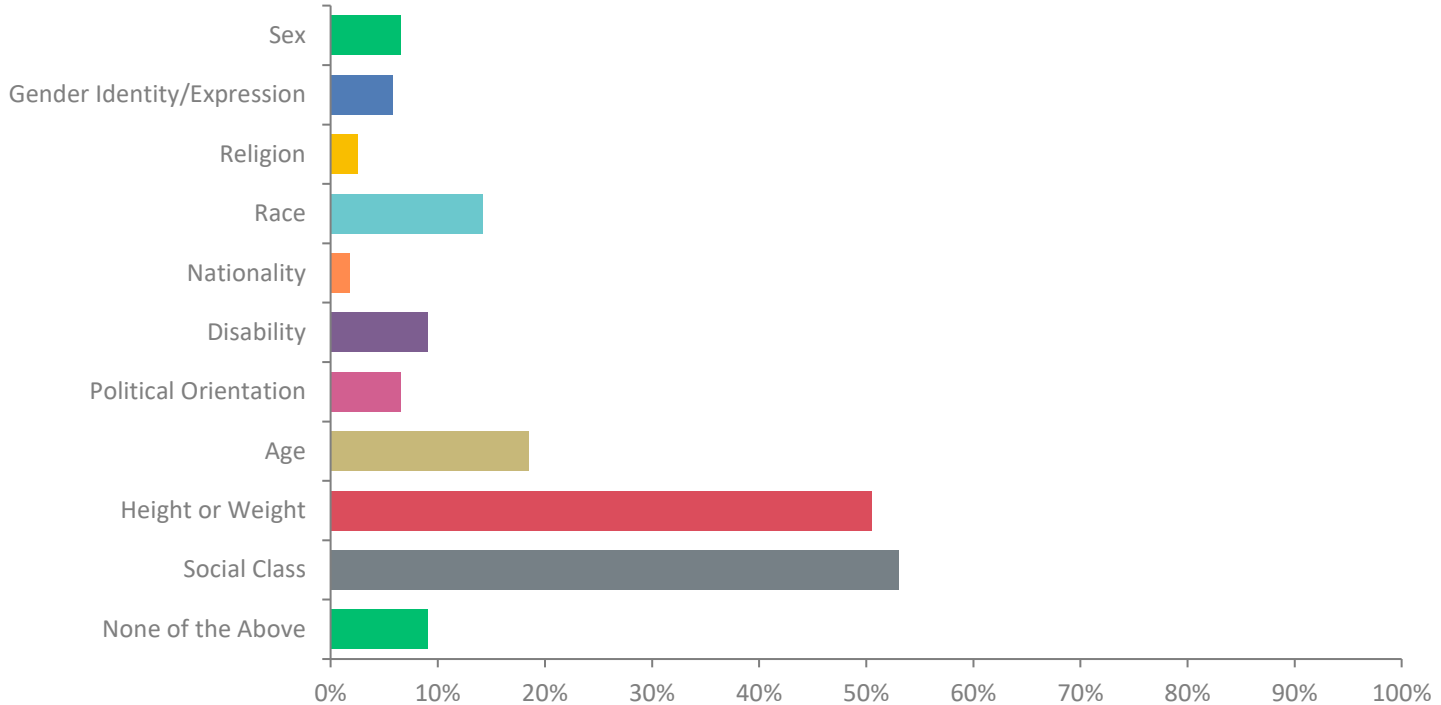
ride L grad distinction young Show Organizer Veterinarian groom amateur member
secretary Parent Owner Barn owner dressage Show secretary L grad
Barn Volunteer L Graduate distinction manager L Judge
rider trainer L graduate Certified Instructor Horse
Level Retired Vintage instructor USDF L Show Manager
L Program now judge show age professional parent rider
Show Management considered professional equine years

Q7: When participating in dressage competitions, have you had any cause for concern or issue, relating to topics such as sex, religion, height/weight, social class, etc.?



Q8: Of the following, which have caused concerns or issues for you when participating in dressage competition? (Check all that Apply)

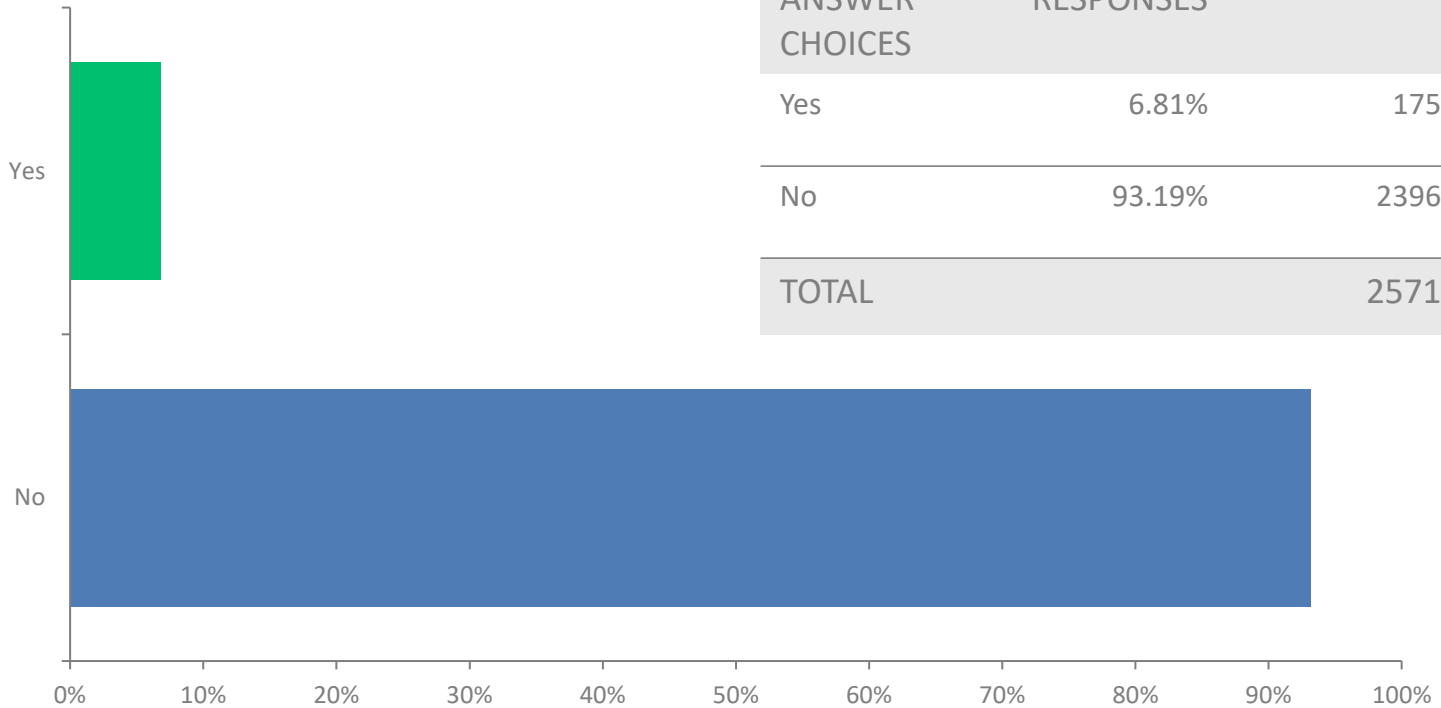
Answered: 275 Skipped: 2350



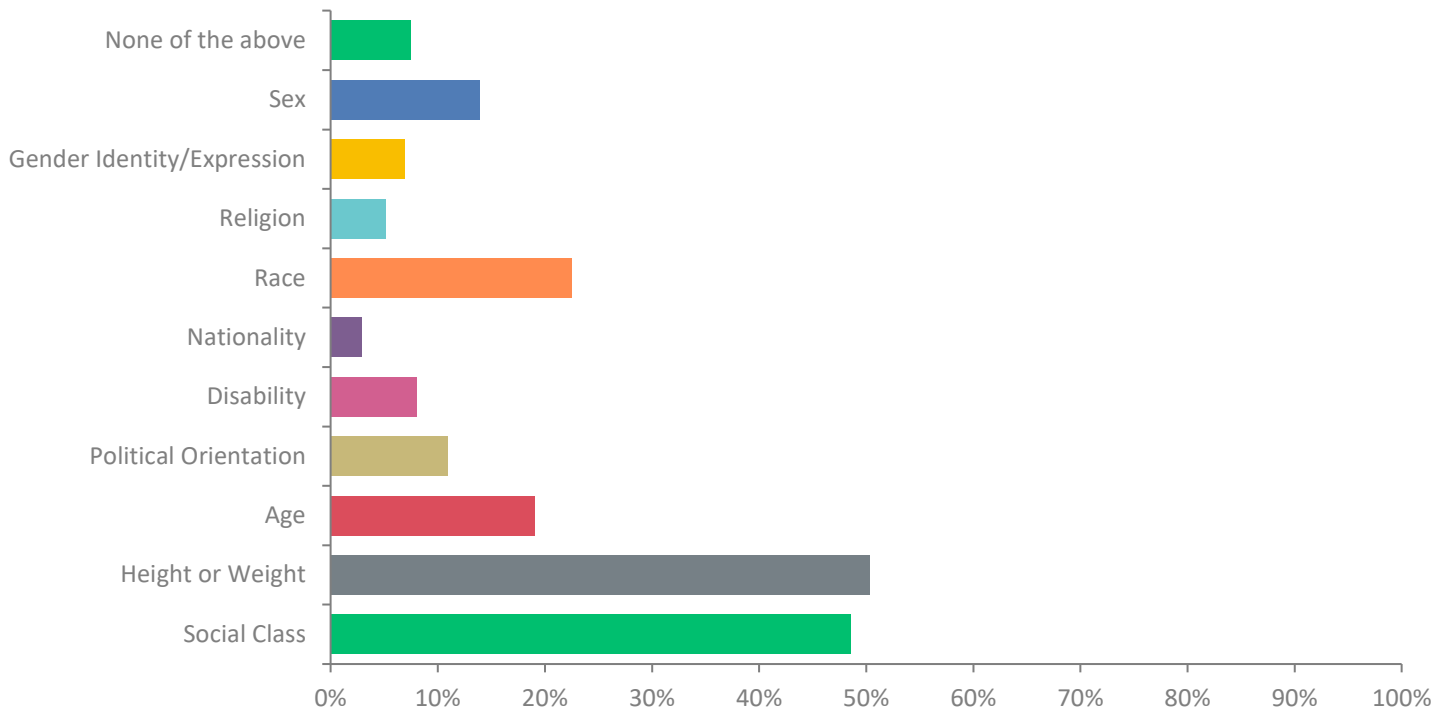
Q8: Of the following, which have caused concerns or issues for you when participating in dressage competition? (Check all that Apply)

ANSWER CHOICES	RESPONSES	
Sex	6.55%	18
Gender Identity/Expression	5.82%	16
Religion	2.55%	7
Race	14.18%	39
Nationality	1.82%	5
Disability	9.09%	25
Political Orientation	6.55%	18
Age	18.55%	51
Height or Weight	50.55%	139
Social Class	53.09%	146
None of the Above	9.09%	25

Q10: When attending dressage-related non-competition events, have you had any cause for concern or issue, relating to topics such as sex, gender identity, religion, height/weight, social class, race, etc.?



Q11: Of the following, which have caused concerns or issues for you when attending dressage-related non-competition events? (Check all that Apply)

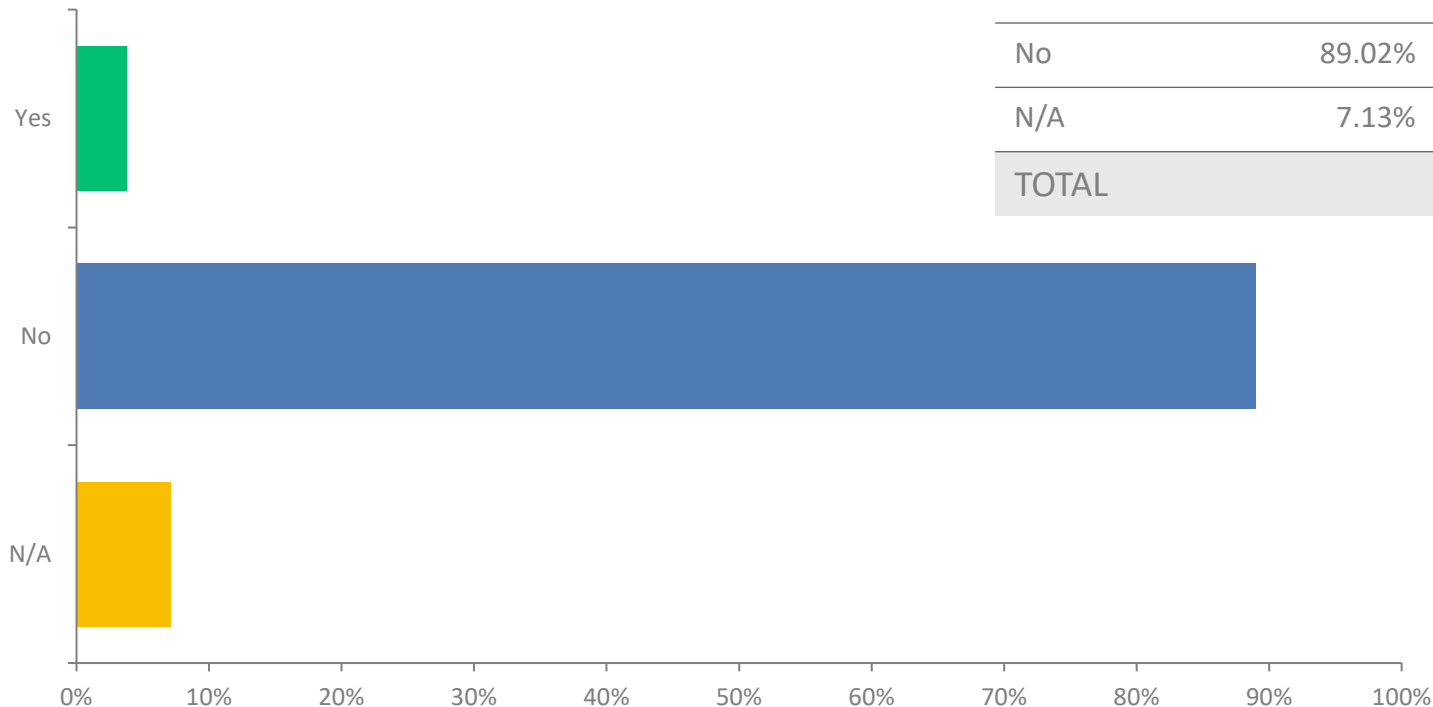


Q11: Of the following, which have caused concerns or issues for you when attending dressage-related non-competition events? (Check all that Apply)

ANSWER CHOICES	RESPONSES	
None of the above	7.51%	13
Sex	13.87%	24
Gender Identity/Expression	6.94%	12
Religion	5.20%	9
Race	22.54%	39
Nationality	2.89%	5
Disability	8.09%	14
Political Orientation	10.98%	19
Age	19.08%	33
Height or Weight	50.29%	87
Social Class	48.55%	84

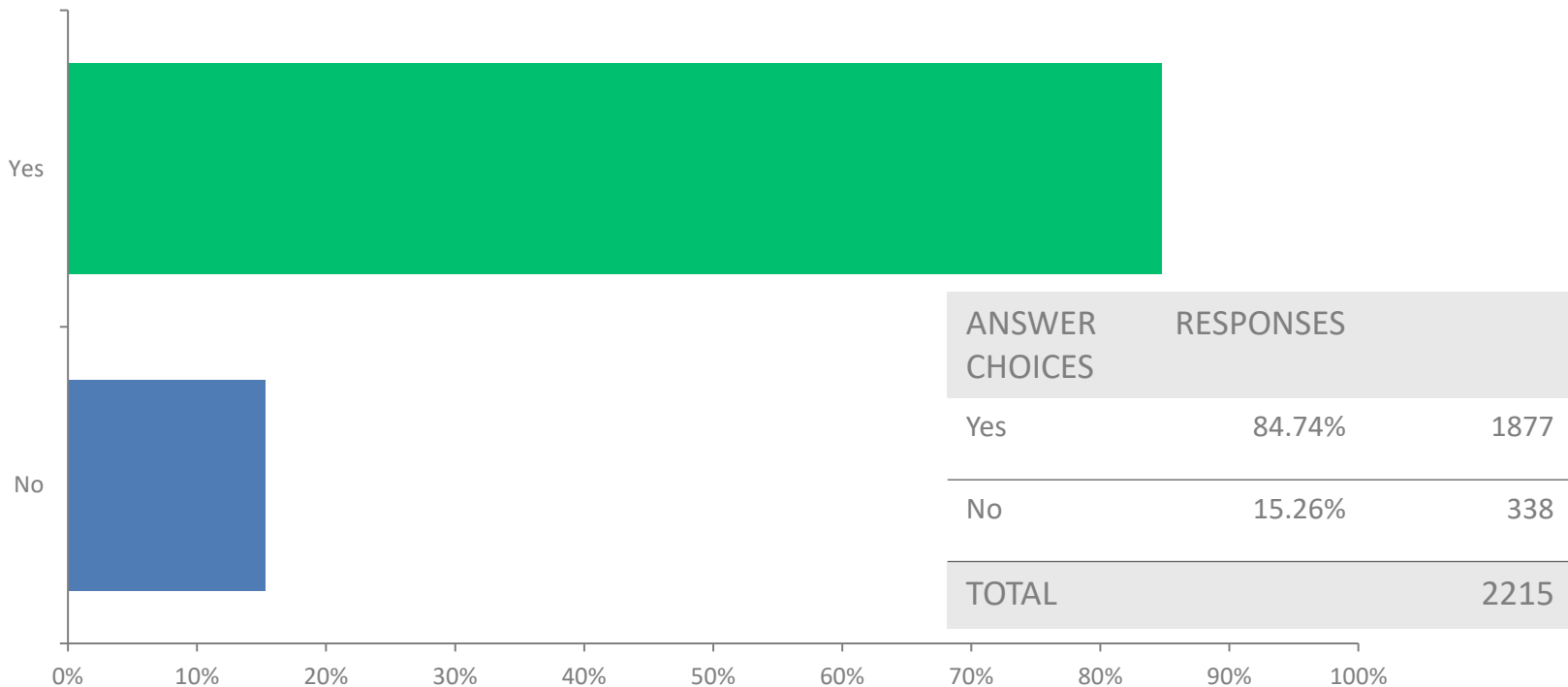
Q13: In general, over the past 12 months, have you felt discriminated against when attending or participating in any dressage or USDF event?

Answered: 2313



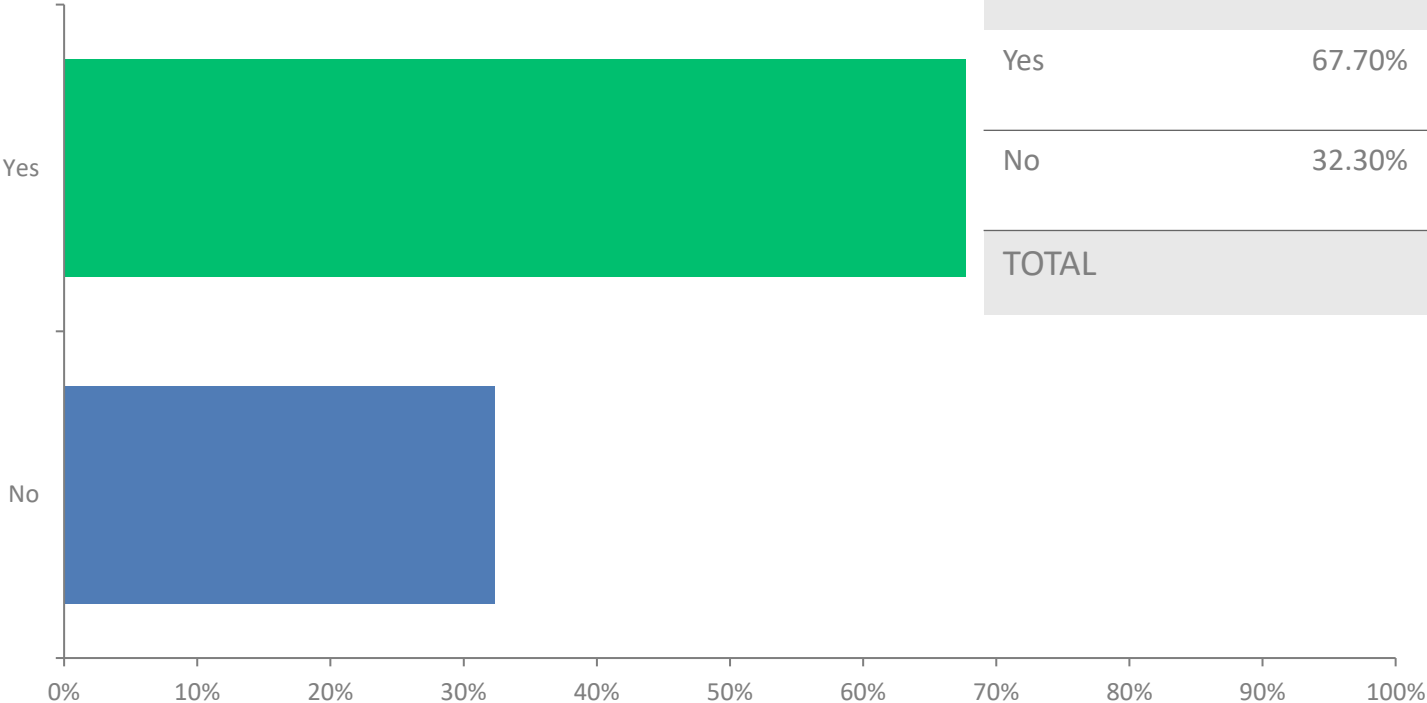
Q14: Do you find that the USDF website encourages participation in dressage?

Answered: 2215



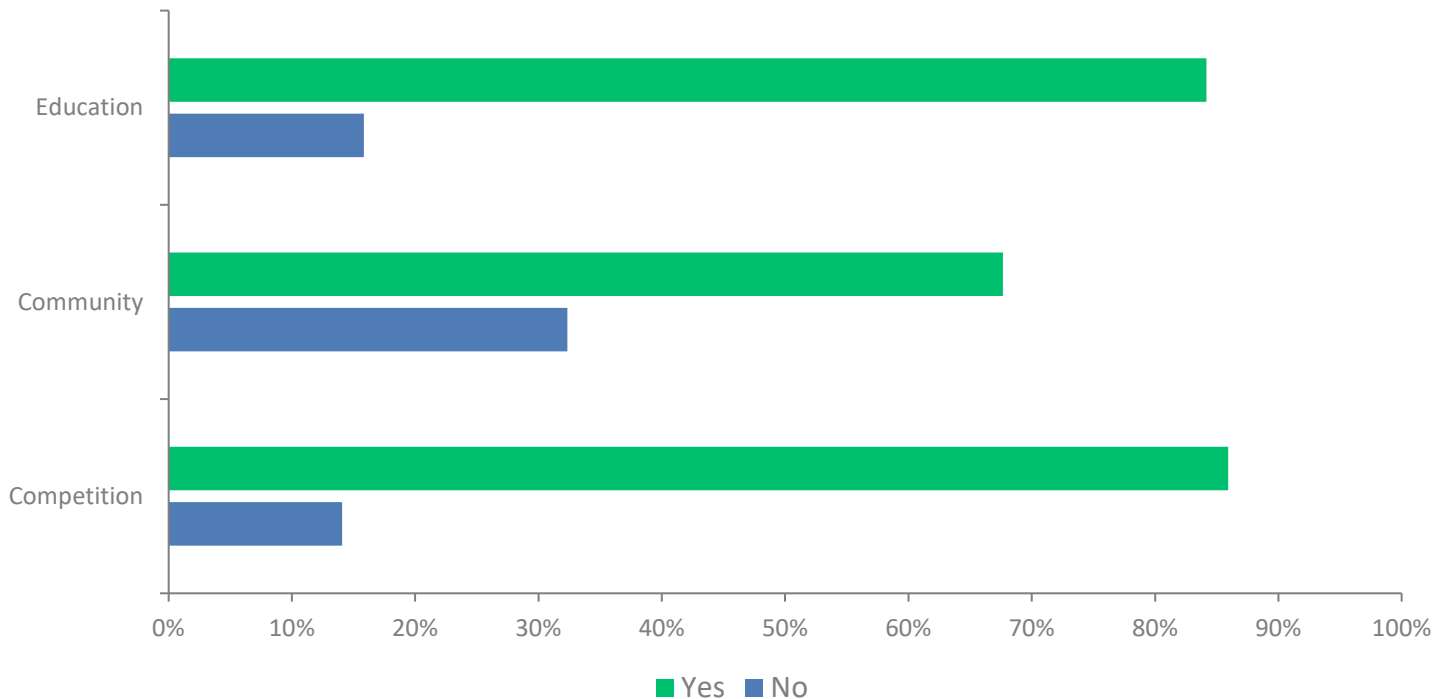
Q15: Are you aware of/familiar with the USDF mission statement?

Answered: 2282



Q16: Do you feel that USDF programs support your dressage goals in the following areas?

Answered: 2262



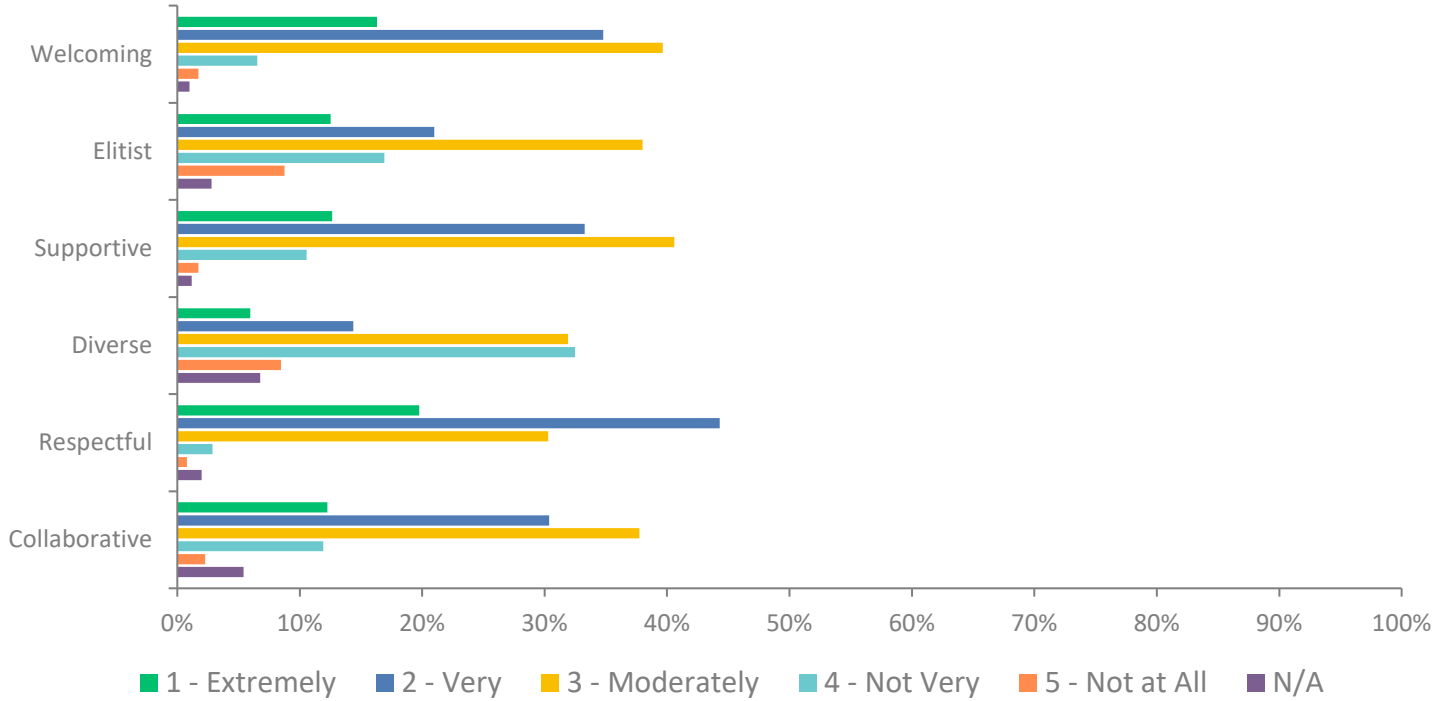
Q16: Do you feel that USDF programs support your dressage goals in the following areas?

Answered: 2262

	YES	NO	TOTAL
Education	84.17% 1867	15.83% 351	2218
Community	67.65% 1441	32.35% 689	2130
Competition	85.93% 1911	14.07% 313	2224

Q17: Based on your experiences, how would you rank USDF in each of the following, on a scale of 1-5?

Answered: 2282 ,: 343



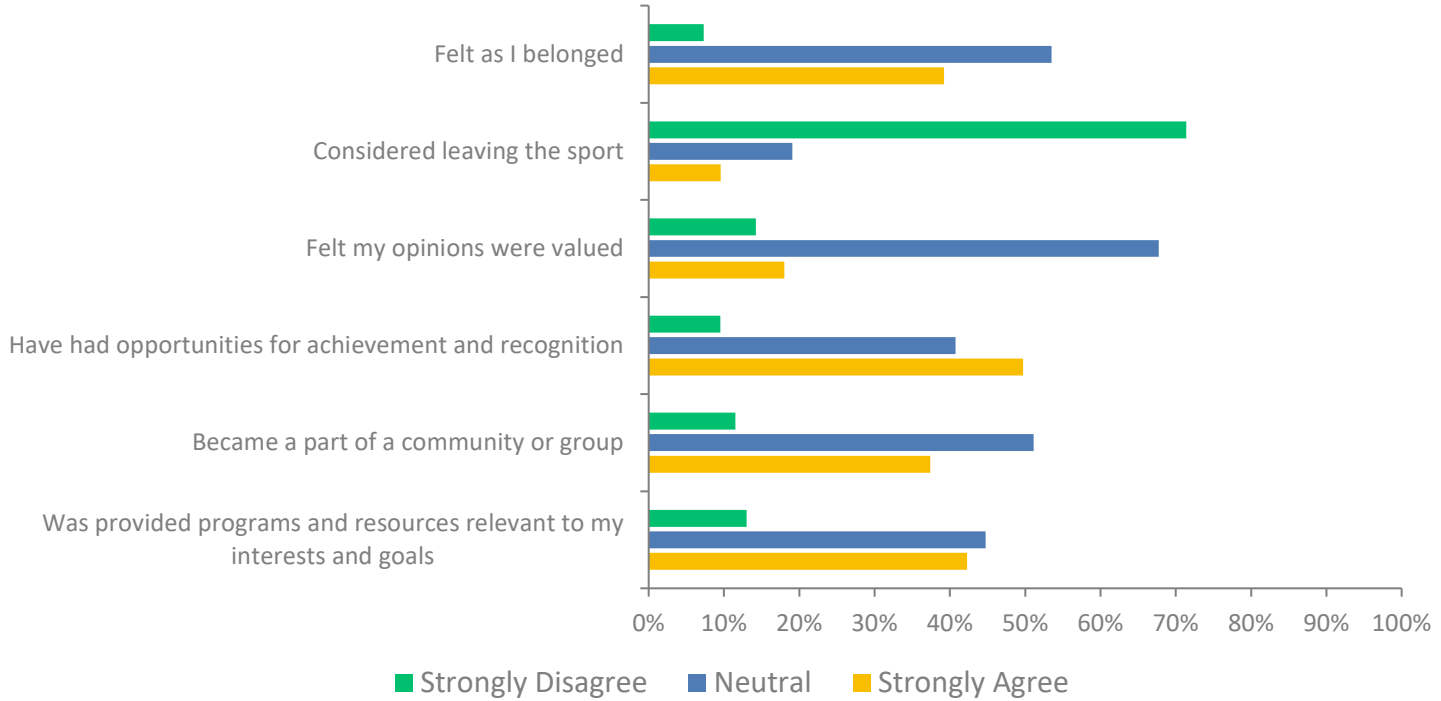
Q17: Based on your experiences, how would you rank USDF in each of the following, on a scale of 1-5?

Answered: 2282

	1 - EXTREMELY	2 - VERY	3 - MODERATELY	4 - NOT VERY	5 - NOT AT ALL	N/A	TOTAL
Welcoming	16.31% 370	34.79% 789	39.64% 899	6.53% 148	1.72% 39	1.01% 23	2268
Elitist	12.52% 282	21.00% 473	38.01% 856	16.92% 381	8.75% 197	2.80% 63	2252
Supportive	12.65% 286	33.26% 752	40.60% 918	10.57% 239	1.72% 39	1.19% 27	2261
Diverse	5.97% 134	14.38% 323	31.92% 717	32.50% 730	8.46% 190	6.77% 152	2246
Respectful	19.76% 447	44.30% 1002	30.28% 685	2.87% 65	0.80% 18	1.99% 45	2262
Collaborative	12.27% 274	30.36% 678	37.75% 843	11.91% 266	2.28% 51	5.42% 121	2233

Q18: Considering your experiences with USDF in the past 12 months, how would you rate each of the following?

Answered: 2275



Q18: Considering your experiences with USDF in the past 12 months, how would you rate each of the following?

	STRONGLY DISAGREE	NEUTRAL	STRONGLY AGREE	TOTAL
Felt as I belonged	7.29% 165	53.49% 1210	39.21% 887	2262
Considered leaving the sport	71.38% 1609	19.08% 430	9.54% 215	2254
Felt my opinions were valued	14.25% 319	67.75% 1517	18.00% 403	2239
Have had opportunities for achievement and recognition	9.50% 214	40.76% 918	49.73% 1120	2252
Became a part of a community or group	11.52% 259	51.11% 1149	37.37% 840	2248
Was provided programs and resources relevant to my interests and goals	12.98% 292	44.76% 1007	42.27% 951	2250

Q19 What is one area that you consider USDF strong in diversity, equity, and inclusion?

**This represents an automatic capture of most mentioned words from the comments on this question.*

really representation etc find go Paradressage strong training know Youth programs classes
USDF strong SURE judge encourage issue think USDF different support now Para
discrimination Age participants S equity inclusion Membership offering don t
help diversity color young riders members inclusion levels
welcoming community programs educational opportunities
participate many horse Schooling shows riders much
sport always Education NA None one
USDF race Competition everyone shows
organization dressage want think riding anyone website see
problem people matter areas trying opportunities diversity equity
gender Para dressage N great include youth feel experience diverse based
open way Compete equal opportunity awards USDF good good t know Anyone join
lot new junior need still seems efforts focus inclusive

Q20 What is one area that you consider USDF weak in diversity, equity, and inclusion?

**This represents an automatic capture of most mentioned words from the comments on this question.*

s enough inclusive look ride really outreach age race Social class elitist help issue
financial high work people color general membership seems even minorities
good access compete color support competitors judges will level
lot participate focus programs based make promote
opportunities class see means people education
None top dressage NA show participation
sport diverse horse feel riders sport expensive
USDF Lack cost fees competition difficult
diversity excluded expensive training many everything
need well don't recognized shows adult amateurs groups
inclusion allow think little areas Expense one much N Welcoming trainers
financially wealthy lower income less amateurs money take Clinics everyone SURE go
members want know expensive sport

Comment Summary

Category	TOTAL	% of Comments	% of Total Survey Respondents
Elite/Finance/Privilege	256	18.56%	9.75%
NOT ENOUGH BEING DONE - DEI	121	8.77%	4.61%
Body Image/Weight	119	8.63%	4.53%
Unwelcoming (USDF/EB/Committees/Staff)	92	6.67%	3.50%
Costs to Show/Clinic	77	5.58%	2.93%
Woke vs Feelings	77	5.58%	2.93%
Lack of Diversity	67	4.86%	2.55%
AA programs	62	4.50%	2.36%
Bias (Judge/Trainer-USDF)	60	4.35%	2.29%
Availability of Clinics/Shows	58	4.21%	2.21%
Breed Prejudice	57	4.13%	2.17%
USDF Focus on High Performance/Elite	57	4.13%	2.17%
Clinics/Education for Avg Riders (Grassroots/Low Level)	40	2.90%	1.52%
GMO/Chapter Outreach	39	2.83%	1.49%
Focus on Competition over Training	32	2.32%	1.22%
Race	29	2.10%	1.10%
PARA/Disability	24	1.74%	0.91%
Competitions: Divide AA (Young/Older) - Novice	21	1.52%	0.80%
Age	15	1.09%	0.57%
Politics	13	0.94%	0.50%
Geographical Limitations	12	0.87%	0.46%
Breed Shows/US Breeders	11	0.80%	0.42%
Horsemanship	11	0.80%	0.42%
SafeSport	10	0.73%	0.38%
USEF Rule (Restrict Judges Teaching/Clinics)	7	0.51%	0.27%
WDAA/Working Equitation/Driving	6	0.44%	0.23%
Bullying	6	0.44%	0.23%
	1379		



UNITED STATES DRESSAGE FEDERATION™

USDF DEI CLIMATE SURVEY REPORT

USDF Diversity, Equity, and Inclusion (DEI) Taskforce Mission:

To expand USDF's inclusionary efforts to dispel preconceived notions, highlight the diversity that already exists, and grow interest and participation in dressage through initiatives developed to address concerns related to inclusion, equity, and diversity at all levels of the organization and sport.

Interesting take aways from the survey include:

- Over 90% of our membership is age 36+ and 96% female.
- Most respondents (59%) have been a member for 10+ years, but the second biggest group (22%) have only been a member 4 years or less.
- Of respondents, while most are owners/riders, very few fall in the junior/young rider category (2.29%) and only 2.14% are USDF Certified Instructors.
- Only 11% of respondents expressed having experienced a cause for concern or issue related to topics such as sex, religion, height/weight, social class, etc. when participating in dressage competitions, with height/weight (51%) and social class (53%) being the most common causes for concern or issue.
- At non-competition, dressage-related events, only 7% expressed having experienced a cause for concern or issue related to topics such as sex, religion, height/weight, social class, etc., also with height/weight (50%) and social class (49%) being the most common causes for concern or issue.
- 85% of respondents felt the USDF website encourages participation in dressage, and 68% being aware of/familiar with the USDF mission statement.
- Out of the categories of education, community, and competition, community (32%) was the area that respondents felt was least supported by USDF programs.
- Question 17 (attached) provides a more detailed look at how respondents ranked USDF based on the following descriptions: welcoming, elitist, supportive, diverse, respectful, and collaborative, most areas receiving a 'moderate' or 'very' ranking.