

Office of Diversity

➤ Athletics 2018-19 blueprint goals

Goal 1: Develop department competencies for working with diverse populations

Goal defined: Develop an educative environment where students and employees have the capacity to learn how they can support an inclusive department atmosphere

Analysis

1. Distribute data reports about university diversity and progressive initiatives to support and promote diversity and inclusion
 - Utilize institutional research data
 - Distribute quarterly via email and hardcopy reports
 - Review and utilize Campus Climate survey results to inform design.
2. Encourage department employees to participate in Social Justice Leadership Institute (SJLI).
 - Utilize our Green and Grow newsletter to advertise dates and application process, if necessary
 - 3-4 participants in 2018-19
3. Provide department support to attend regional and national conferences with focused sessions on diversity and inclusion
 - 25% of department participation
 - 3 reports knowledge gained shared at monthly department meetings
4. Host Courageous Conversation event
 - Fall (FB off-week)
 - 80% attendance
 - Partner with Center for Public Deliberation

Goal 2: Cultivate an inclusive institutional climate

Goal defined: Improve the climate of inclusion.

Analysis

1. Hold team sessions to discuss interpersonal violence
 - a. Athletics ReFrame Project with WGAC
 - b. 3 teams sessions per semester
 - c. NCAA All department trainings
 - i. Task force created
 - ii. Due May 2019
2. Launch ENGAGE HOME initiative
 - a. Partner with RAMP media (journalism and media department)
 - b. 11 PSA videos produced
 - c. 9 campus offices highlighted

- d. Utilize social media and website platforms to educate about campus offerings and student welfare
 - i. Measured by media impressions
 - ii. "Home" stakeholder feedback
 - 1. Parent responses
 - 2. Family & friend feedback
 - 3. Sport program supporters

Goal 3: Embed diversity and inclusion in student and staff program curriculum across all departmental units

Goal defined: Enhance the presence and effectiveness of programmatic curriculum and research with regard to diversity and inclusion.

Analysis

1. Increase opportunities for department staff members to learn and apply knowledge of diversity and inclusion matters into unit initiatives teaching diverse student populations by expanding trainings and resources, such as the Faculty Institute for Inclusive Excellence.
 - Offer one mandatory diversity event for Athletics (staff and students)
 - i. 90% attendance in 2018-19
 - Administration and Coaching retreats
 - i. Include a diversity session for each annual retreat
 - Promote departmental attendance to University Diversity Symposium events
 - i. 75% attendance in 2018-19
2. Promote students engaging in undergraduate research (e.g., Multicultural Undergraduate Research, Arts, and Leadership Symposium (MURALS)).
 - 3 student project for 2018-19