

ATHLETICS

POINT OF CONTACT

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SYSTEMIC ANALYSIS STEPS UTILIZED

PROCESS ■ ISSUES ■ ACTION STEPS ■ OUTCOMES

PROCESS

- 1) Conducted listening sessions immediately following the murder of George Floyd (step 1)
- 2) Based on listening sessions, identified education and training needs for staff and student athletes (step 7)

ISSUES IDENTIFIED

- Need for education and awareness
- Need for brave and safe spaces
- Recognition that athletes of color are not responsible for educating staff and other student athletes

NEXT STEPS

Solidify our P.R.I.D.E. Mission
 Creating opportunities to listen and learn from one another
 Purposeful about educational opportunities
 Recruitment and retention of staff, coaches, student-athletes
 Encourage student-athletes and coaches to use their platform

PARTICIPATION AND REPORTING

- Attended Systemic Analysis Consultation Session
 - Submitted a Progress Report
- This unit reported their progress to the community on 11/10/20.
[Presentation video](#)
[Presentation slides](#)

ACTION STEPS

- Held Racism and Social Injustice Conversations with Dr. Parham (3)
- Held Team Discussions with Dr. Parham
- Held Lunch and Learn/Coffee Conversations (3) - Debrief and discuss documentaries: 13th and When They See Us
- Provided Implicit Bias Training - 30 staff/coaches participated in workshop
- WCC hosted Anti-Racism Webinars with Dr. Julie Shaw /Erica Ferguson
 - Coaches/Staff: "Navigating Antiracism: For Our Student-Athletes & Ourselves"
 - Student-athletes: "Starting the Conversation of Race and Antiracism in the WCC"
 - SAAC/EDI/STARS: Antiracism Webinar: Conversation Circle
- P.R.I.D.E.: Practicing and Reinforcing Inclusion, Diversity & Equity
 - Committee of 17 coaches/staff that meet bi-weekly
 - Discuss hot topics, programming needs/ideas, educational opportunities
- Working Subcommittees
 - Committee Mission (Our Pledge, What we Commit to)
 - Education & Resources
 - Community & Civic Engagement
 - Student-Athlete Support/Resources
 - Hiring & Retention
- Affinity Group for Black Student-Athletes: One Pride
 - Started and led by Asst. Women's Basketball Coach.
 - Create a safe space to share experiences and provide educational resources to people of color (POC) within the athletic department.
 - Drive social and racial change in the athletic department to enhance the student-athlete experience.
- Support and advocate for social and racial issues within the surrounding communities.

SYSTEMIC ANALYSIS STEPS: QUICK REFERENCE

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| 1. Listen to your team and constituents | 5. Analyze strategic partnerships |
| 2. Review infrastructure and policy statement | 6. Evaluate vision/mission statement |
| 3. Review scope and content of programs | 7. Identify training needs |
| 4. Evaluate structural diversity (data) | 8. Accountability and Assessment |

LEGEND FOR PRESIDENTS COMMITMENTS

-  Hiring
-  Culture and Climate
-  Education