DIVERSITY, EQUITY & INCLUSION

2021 N4A Virtual DEI Summit

WEDNESDAY, OCTOBER 20, 2021

All Times EDT/PDT

1:00 pm/10:00 am Welcome & Kickoff

Dr. Kayleigh McCauley-Sayer, N4A 2nd Vice President and Associate Dean of Students/Executive Director, Center for Social Change and Community Involvement, Lewis & Clark College, and Ashton Henderson, N4A President and Director, Diversity, Equity & Inclusion, Detroit Pistons

1:05 pm/10:05 am Keynote Address: The Education and Business of Hip Hop, Diversity, and Innovation

C. Keith Harrison, Ph.D., DeVos Associate Unit Head/Chief Academic Officer; Professor; Hutchins Center, University of Central Florida and Nasir Jones Hip-Hop Fellow, Harvard University



Drawing on his passions for education, hip-hop and sport, Dr. Harrison uses the entrepreneurial and hustle spirit of hip hop to highlight innovation. Learn the history and diverse aspects of hip-hop that contribute to this cultural expression becoming big business. Hip-hop as an innovation has not only permeated popular culture, but it has shifted American culture. Learn how this influential force which sits at the intersection of diversity and innovation can help you in your DEI efforts.

1:50 pm/10:50 am A Conversation about Adaptive Sports

Brian Seaman, Track & Field Paralympian and Access Specialist, Disability Resources and Educational Services, College of Applied Health Sciences Administration, University of Illinois at Urbana-Champaign, interviewed by Dr. Kayleigh McCauley-Sayer, N4A 2nd Vice President and Associate Dean of Students/Executive Director, Center for Social Change and Community Involvement, Lewis & Clark College

Just a few universities have dedicated programs for adaptive sports in college. Even less have facilities and other resources to ensure quality experiences for athletes with disabilities. However, with increased awareness, visibility and support at the Olympic level, colleges can expect to see more and more athletes requesting programs. Brian will share his experiences as an D-1 athlete and Paralympian to help you understand what's needed to support student-athletes.

2:30 pm/11:30 am Break

2:35 pm/11:35 am Panel: LA CAASA: Taking Action for Latinx Athletes and Collegiate Athletics Administrators

Darlene Camacho, Senior Associate Athletic Director - Strategic Communications, University of Georgia; Richard Duran, Director of Athletics, University of the Incarnate Word; Liz Reyes, Assistant Director of Athletics, Illini Way Student-Athlete Development, University of Illinois; Moderated by Ben Rodriguez, Associate Director of Major Gifts, Georgia Southern University Athletic Foundation

Although Hispanics make up roughly 18 percent of the US population, they are underrepresented throughout collegiate athletics, making up just 6.2 percent and 2.3 percent of student-athletes, administration, and head coaches, respectively. In this panel conversation, Latinx administrators will discuss their experiences in the industry and what action is needed to improve representation and inclusivity for both administrators and student-athletes.

Concurrent Afternoon Sessions I

3:20 pm/12:30 pm (I-A) Discussion: Leading During Challenging Times Through a DEI Lens

Dr. Janice Hilliard, CEO, Hilliard Solutions and Cathy Light, CEO, Liderança Group, Inc.

As sports is a microcosm of society, the racial injustices in society, increased focus gender equity, equality, diversity, and inclusion, and remaking of social institutions require the athletic and sports industries to respond accordingly. As an outcome, many universities and organizations are seeing a rise in athlete engagement, activism, social responsibility, and empowerment. In this interactive discussion, Dr. Hilliard and Cathy Light will share their model of athlete development and how it can help you with your student-athlete DEI efforts while increasing your DEI knowledge and competencies to build your own roadmap and complete your action plans.

3:20 pm/12:20 pm (I-B) Presentation: Research about Athletic Diversity and Inclusion Officers & Designees to Inform Praxis

Dr. Ashley R. Baker, Chief Diversity, Equity and Inclusion Officer, Michigan State Athletics and Ajhanai (AJ) Newton-Keaton, Ph.D. Candidate, University of Connecticut/Instructor, Colorado State University

NCAA athletic departments are in an emergent state of adopting Athletic Diversity and Inclusion Officer (ADIO) positions and recent legislation has passed mandating Athletic Diversity and Inclusion Designations (ADID). While these positions and designee adoptions are celebratory, little is known about how these organizational leaders experience leading the charge of creating inclusive organizations. The purpose of this presentation is to share data on the leadership experiences of diversity leaders in Division I athletic departments to understand these positions/designations, the work they engage in, and their experiences disrupting organizational norms and practices. Data that illuminates the emotional toll of disrupting embedded norms and practices of inequity will be shared. Practitioner specific insights on how to best support and collaborate with ADIDs and ADIOs, as these leaders have the potential to be critical to creating diverse and inclusive athletic departments, will support the data.

Concurrent Afternoon Sessions II

4:10 pm/1:10 pm (II-A) Panel: It's Personal: Comprehensive Internationalization in College Athletics

Dr. Ashlesha Lokhande, Athletics Academic Advisor and Diversity Advocate, Athletics, Texas Christian University; Ancia Ifill, Associate Director of Academic Services, University of Louisville; Raquel Montalvo Perez, Graduate Intern, Student-Athlete Life Skills Development, Gonzaga University; Moderated by Timothy Bryson, Program Director, Student Athlete Career Development, University of Maryland, College Park

DEI has been a pressing topic in higher education and college sport over the last 18 months. While athletic departments work on diversifying their staff, creating inclusive environments for belonging, and uprooting harmful systems and structures, there is one essential aspect missing from our strategic plans: internationalization. Athletic departments are active participants in university internationalization through the recruitment of international student-athletes (ISAs) into U.S. higher education. However, as institutional actors, athletic departments are accountable for advancing teaching, research, and service missions within global contexts at their respective institutions, as well. Departmental diversity, equity, and inclusion strategies missing key aspects of comprehensive internationalization are incomplete, and oftentimes the uncompensated labor is placed on the shoulders of international staff members. During this session, panelists will address why and how all college sport leaders should incorporate and help facilitate a comprehensive internationalization framework. Current international staff members and former ISAs will speak to their lived experiences and offer practical approaches for leaders to evolve their decision-making, agility, transformation, and overall commitment to international students, staff, and stakeholders.

4:10 pm/1:10 pm (II-B) Presentation: The Intrinsic Inclusion Playbook: How the Cleveland Cavaliers Create World Class Engagement

Vincent Randolph Brown, President & CEO, V. Randolph Brown Consulting and Kevin Clayton, Vice President of Diversity, Inclusion and Engagement, Cleveland Cavaliers Operating Company

In this session, hear the NBA's Cleveland Cavaliers story and get access to their playbook for DEI, the result of their decades of work together in the field of professional and student athletics. In their content-rich and unassuming presentation style, Kevin and Vincent will: share their experiences creating and executing a world-class DEI strategy, beginning with the business case; explain the Cavaliers' DEI Strategic Platform that outlines the vision and outcomes the playbook is designed to deliver; explore Intrinsic Inclusion™, TRUE Bias Disruptors, and The Phoenix Principles and how these tools helped accelerate the creation, adoption, and implementation of the DEI Strategy; and provide a model for other professionals to 'up their DEI game'.

4:55 pm/1:55 pm Summit Day 1 Recap

Shanika Mungin, N4A DEI Division Director and Director of Educational Enrichment, Learning Services, University of Illinois Athletics

7:00 pm/4:00 pm Summit Social & Table Topics

Join us back in the virtual space for special topics and time to socialize and network.

THURSDAY, OCTOBER 21, 2021

All Times EDT/PDT

1:00 pm/10:00 am Summit Day 2 Welcome

Jackie Nicholson, N4A 1st Vice President and Executive Director of Intercollegiate Athletics, Rochester Institute of Technology

1:05 pm/10:05 am Panel: DEI in the Pros

Caryn Grant, Senior Manager, Diversity & Inclusion, NASCAR; Andrea Snead, Director, Diversity and Inclusion, USTA National Campus; Tina Sturdevant, Director, Talent Diversity & Inclusion, The Athletic; Jackie Wilson, II, Executive Director, Diversity & Inclusion, BSE Global; Moderated by Kara Hess, Director of Education & Leadership Development, Women Leaders in College Sports

Most professional sports and teams have made a commitment to DEI with newly funded positions and by activating DEI strategic plans, leaning into the business case for this work. In this session, you will hear from several DEI professionals working at the top level of sports and how they are addressing disparities, creating inclusive environments, changing policies, and leveraging their voices, platforms, and resources to further systemic change.

1:50 pm/10:50 am Fireside Chat with Lori Lindsey, former professional player and NWSL, ESPN and CBS Soccer Analyst and Commentator. Moderated by Ashton Henderson, N4A President and Director, Diversity, Equity & Inclusion, Detroit Pistons



Lori has represented her sport on both national and international levels with a professional playing career spanning 13 years. Notable highlights include representing the United States Women's National Team at the 2011 Women's World Cup in Germany, and helping the team earn the 2012 Olympic Gold Medal in London. Lori is a globe-trekking speaker, raising awareness and advocating for women's equality and the LGBTQ community.

2:35 pm/11:35 am Break

Concurrent Afternoon Sessions III

2:40 pm/11:40 pm (III-A) Presentation: So What, Now What? Sustaining, Maintaining and Elevating Social Justice Efforts



Niya Blair Hackworth, Director of Inclusion, NCAA and Abigail Edwards, Post-graduate Intern, Office of Inclusion, NCAA

As we embrace our new normal, how do we continue to foster and maintain our commitment to racial and social justice work? In this session, we will discuss the need and the importance of sustaining and elevating these efforts while prioritizing self-care as you move the diversity, equity, and inclusion needle forward.

2:40 pm/11:40 pm (III-B) Panel: LGBT+ Advocacy

Kirk Walker, Sports Equality Foundation Board Member and Assistant Coach, UCLA Softball; Cammy Pereira, Softball Student-Athlete, Clemson University, Jerrell Price, Director of Partnerships, RISE; Maria Lopez, Associate Head Coach, Women's Tennis; Boise State University; Moderated by Ric Coy, Director of Student-Athlete Development, UCLA

Across sports at all levels, empowering LGBT athletes, coaches and sports leaders as they come out and work for inclusion and acceptance is often the task of too few. There is a powerful need for stronger support around the coming-out process in sports as coming out is what drives change. More leaders and allies are needed, however. Here the lived experiences of athletes and administrators actively working to create change and learn how you can join them in their efforts.

Concurrent Afternoon Sessions IV

3:20 pm/12:20 pm (IV-A) Presentation: Mental Health and Diversity Equity and Inclusion: A Double-Pronged Approach



JT Klopcic, IV, Director of Academics and Student Development, Bradley University

Mental health and DEI are two hot topics in intercollegiate athletics, but oftentimes addressed within their own respective spaces. In this interactive workshop, it is proposed you cannot address one without addressing the other. This double-pronged approach to supporting and uplifting student-athletes in these areas will provide student-athlete practitioners tangible skills, ideas, and practices to not only support emotional and mental health but also in diversity, equity and inclusion activities.

3:20 pm/12:20 pm (IV-B) Presentation: Diversity & Research: How to plan, create, implement an effective Climate Study for Athletics

Dr. Ronald Moses, Executive Senior Associate Athletic Director, Internal Operations, Old Dominion University

Recently there has been a concerted push to increase Diversity, Equity, Inclusion, and Belonging (DEIB) initiatives within athletic departments across the country. As with any initiative, research and stakeholder feedback is required to implement an impactful and effective program. Utilizing a climate survey can provide data that can assist in driving change by helping to identify areas on which to focus attention while also helping to monitor progress. This presentation will breakdown the planning, creation, and implementation of a diversity climate survey including how to report and turn the results into policy.

4:05 pm/1:05 pm Break

Concurrent Afternoon Sessions V

4:10 pm /1:10 pm (V-A) Presentation: Shifting for Job Attainment - How Gendered-Racial Bias Affects Team Members and Organizations

Dorothy Kemp, Director of Educational Support Services, Louisiana State University



As athletic departments seek to expand their DEI efforts, they must first become more aware of potential bias in their hiring practices and how people from marginalized populations seek to circumvent this bias. Some applicants attempt to avoid gendered-racial bias by shifting or self-presenting in ways that mask their race or gender. These applicants report not being able to be their authentic selves during the job attainment process. Research indicates that shifting can have dire implications on employee productivity, engagement, and organizational turn over. In this presentation learn how gendered-racial bias presents itself in the job attainment process, how women and people of color "shift" to avoid discrimination, and how organizations can minimize biases thus creating a more diverse, equitable, and inclusive workplace.

4:10 pm /1:10 pm (V-B) Presentation: 99 Problems. Is Money One?

Marissa Robinson, Executive Director for Diversity, Equity and Inclusion, Georgetown University; Sheridan Blanford, Assistant AD for Student-Athlete Development/Chief Diversity Officer, University of Washington; and Julian Jones, Associate Athletic Director for Diversity, Equity and Inclusion, Kansas State University

We have seen an increase in DEI positions but not in budget. So, if you have 99 problems and money happens to be one, join this panel discussion focused on resources. How the lack of resources can be a barrier to success and how to tap into different funding opportunities will be discussed.

4:55 pm/1:55 pm Day 2 and Summit Recap

Shanika Mungin, N4A DEI Division Director and Director of Educational Enrichment, Learning Services, University of Illinois Athletics; and Dr. Kayleigh McCauley-Sayer, N4A 2nd Vice President and Associate Dean of Students/Executive Director, Center for Social Change and Community Involvement, Lewis & Clark College

7:00 pm/4:00 pm Summit Social

Join us back in the virtual space for time to socialize and network.