

## **Social Justice Athletics Education Plan**

Summer 2020 and 2020-21

*This plan folds into the Diversity and Integration Group's overall plan.*

1. Individual Team Counseling, Dr. Kimberly Hart, Director of Community Counseling Training Center. All teams will meet with Dr. Hart and her team on a rotational basis. (Completed Fall 2020)
  - a. Fall Sports
  - b. Winter sports
  - c. Spring sport
2. Black Student-Athlete Engagement (Completed in June 2020)
  - a. Center of Black Students and Athletics Hosted. "Facing Black Trauma" with Dr. Rae Lundy from Wiley College
  - b. Black Studies Virtual Town Hall
3. Focus Group for the All Student-Athlete's Training Completed in June 2020)
  - a. What is systemic racism?
    - i. [https://www.youtube.com/watch?v=YrHIQIO\\_bdQ](https://www.youtube.com/watch?v=YrHIQIO_bdQ)
  - b. Eight student-athletes, representing different sports
  - c. Student-athletes are created a video based on our race conversation (released 6/17)
    - i. #StartTheConversation
      1. <https://wettransfer.com/downloads/123d4d70667c840c17d78339df539dd320200617150819/4f511b5d3b5de26927c78270326578c720200617150844/53ad26>
4. All Student-Athlete Discussion (Completed in July 2020)
  - a. Theme- Myths vs. Facts About the Black Community: providing data, dispelling untruths, and demonstrating we are more alike than not.
    - i. Facilitated by NIU Professors: Dr. Joe Flynn and Dr. James Cohen with Courtney Vinson
      1. Goals based on the SA Focus Group:
        - a. How do we start the conversation?
        - b. TRUST- We trust each other as athletes, black SA's are asking to advocated from them off the field
        - c. Use SA leaders and start in small groups
        - d. As black SA's, how do we work through frustration when questions are asked?
        - e. Understanding that this is not going to change overnight and it is ongoing education, conversation, and action.
        - f. Have empathy
  - b. Other programming
    - i. Student-Athlete Town Hall (Completed in Fall 2020)
      1. COVID-19 and Social Justice Initiatives
    - ii. How to use your voice (Summer 2021)
      1. Tie into Name, Image, and Likeness, prospective employers, and professional school applications
    - iii. Huskie Experience- All Student-Athletes (Completed 2020-21)
      1. Game Plan modules
        - a. Rise to Win- Equality vs. Equity
        - b. Rise to Win- Diversity Concepts
      2. Game Plan is releasing additional modules that will be released in August 2020:

- a. Racism; Melting Pot; Color Blindness; Actor, Ally, Accomplice; From Cultural Awareness to Competence; Privilege; Empathy; Power; The Power of Alliance; and Sport as a Vehicle of Change
- 5. Student-Athlete Diversity and Inclusion Committee (Formed in Fall 2020)
  - a. Student-Athlete Unity March and Rally (Completed in October 2020)
  - b. Student-Athlete T-Shirt Created (Completed 2020-2021)
    - i. Be the Change- distributed to each team prior to the beginning of the season
  - c. Committee members participating in at least one Spring Town Hall event hosted by the Office of Academic, Diversity, Equity and Inclusion (Completed Spring 2021)
    - i. "What's Holding Us Back?" Understanding "-isms"
    - ii. "From Suffragettes to Intersectionality" Understanding Feminism
    - iii. "Queer Futures" Understanding LGBTQ+ Inclusion
    - iv. "What Makes Us Who We Are" Understanding Social Identity
- 6. Coaches and Staff Town Hall Meeting (Completed in June 2020)
  - a. Theme- Understanding and Empathy
    - i. Moderated by Monique Bernoudy and Sean Frazier
      - 1. Not an issue that anyone here created, but we have to navigate this together
      - 2. Leading from the seat you are in
      - 3. Micro-aggressions
      - 4. What silence actually means?
      - 5. Actor, Ally, or Accomplice?
  - b. DIG's Annual Climate Survey (Completed in June 2020)
    - i. Asking the question, what do staff and coaches need to from an educational standpoint?
  - c. Dr. Eric Hall- NIU Professor (race and sport concentrations) (Completed Fall 2020)
    - i. Joined DIG
    - ii. Will help support the Student-Athlete Diversity and Inclusion Committee
  - d. Leadership Retreat (Completed in August 2020)
    - i. Stan Johnson- Stan Johnson and Associates
    - ii. "How to be an Ally"- Randi Napientek and Courtney Vinson
    - iii. "How to be an Antiracist" by Ibram X. Kendi- book discussion
  - e. Community Conversation- The Office of Academic Diversity, Equity and Inclusion (Completed in October 2020 and March 2021)
    - i. The City of DeKalb and NIU Presents: "*Belonging*" with Dr. John A. Powell
    - ii. *The Impact of Race Related Trauma on People of Color* with Dr. LaVonya Bennett; Co-sponsor Presidential Commission on Race and Ethnicity (PCORE) and Target
- 7. Additional Programming
  - a. Create safe spaces for black men and women student-athletes (Offered Spring 2021)
    - i. Black female circle
    - ii. Black male circle
    - iii. LGBTQ circles
    - iv. Biracial Circle
    - v. Latino/Latina Circles
  - b. Utilize ADEI Training for Staff (2021)
    - i. CODE Workshops
      - 1. Cultural Competencies
    - ii. CODE Train the Trainer Institute
    - iii. Implicit bias
    - iv. Bystander Intervention

- c. Student-Athletes wanting to serve on DIG (Completed 2020-21)
  - i. Two Student-athletes
- d. Actionable Items for Everyone (Completed in Fall 2020)
  - i. Educate
  - ii. Dialogue
  - iii. Vote