

1. Leadership	2. Marketing/Branding	3. Education, Training & Policies	4. Hiring, Recruitment & Retention	5. Student-Athletes	
Guiding Principles	Goals	Steps to Achieve Goal	Staff / Position Responsible for Implementation	Resources Needed	Progress
1	Encourage and enhance the representation of diverse student-athletes in leadership roles	Ensure that diverse student-athletes are recognized and provided leadership opportunities (e.g., SAAC, Athletic Board, Captain's Council, SA Diversity and Inclusion Committee, NIU, MAC, NCAA)	Sr. Administrators and SAASS	No Cost	Implemented and continuing
1	Monitor the progress of diverse student-athletes	The university's mission encourages and seeks a diverse student population particularly with the new admissions standards. Based on the university mission and new admissions standards, annually review, report and evaluate the diverse student athlete population per sport team.	Sr. Administrators responsible for Compliance and SAASS	No Cost	Implemented and continuing
1	Monitor the representation of diversity among coaches and staff	Annually, each senior staff member will review their unit's current diverse representation. Specifically for head and assistant coaches and Supportive Professional Staff (SPS) review new hires, their hiring process, and determine if any adjustments need to be made to attract diverse candidates in	Sr. Assoc./HR	No cost	Implemented and continuing
1	Include diversity and inclusion goals in the annual evaluation process	Revise the review process to include the evaluation of senior staff and head coaches regarding their progress and support of diversity initiatives	VP/Director of Athletics	No Cost	Spring 2022
1	Utilize MAC Diversity and Inclusion Programs	Identify student-athletes, graduate assistants, and entry level positions who desire and/or demonstrate interest and talent in being an administrator or coach. Pair them with a willing staff member to assist in developing the person, expose them to different facets of the job, and allow them to participate in special projects	Sr. Administration and Head Coaches	No Cost	Implemented
1	Seek to acquire Athletic Department Diversity, Equity and Inclusion recognition and fiscal support.	Annually, review national and conference diversity, equity, and inclusion awards and fiscal support-the athletic department can strive to attain.	Sr. Assoc./ Sport Admin	No Cost	Implemented MOAA/NCAA 2021
1	Create a Huskie Diversity, Equity, and Inclusion Award for the athletics department.	Based on individual (coaches and staff) and team participation in Diversity, Equity, and Inclusion initiatives, develop an award system for participation in education, engagement, and attendance at events.	DIG Members	Cost	Spring 2022
1	Administer an annual DIG Climate Survey	Annually DIG Climate Survey to the Athletic Department staff. Review the results with DIG and the Senior Staff. Work with Sr. Staff to improve the climate when necessary. Work collaboratively with ADEI regarding the campus climate survey, IDEA (administered every 2 years).	Sr. Assoc./ Sport Admin	No Cost	Implemented
2	Create and maintain a Diversity and Inclusion website page on the niuhuskies.com	Provide diversity and inclusion programs, initiatives and awards on the website to market campus and athletic DEI programs and activities.	Sr. Assoc./ Marketing and Sr. Assoc./ Sport Admin	No Cost	Implemented and ongoing with maintenance
2	Working collaboratively with university partners to identify Diversity, Equity, and Inclusion efforts that athletics can assist in promoting and engagement.	Working with DIG, the campus cultural resource centers, and other campus partners to identify monthly themes or specific events that athletics can help promote by encouraging coaches, staff, and student-athletes to participate and/ or attend.	DIG Members	No Cost	Implemented and continuing
2	Promote building a Belonging Community where all feel welcomed	Encourage coaches, staff, and student-athletes to attend City of DeKalb and NIU Belonging community events.	Sr. Assoc./ Sport Admin and Assistant VP ADEI	No Cost	Implemented and continuing
2	Promote and publicize diversity and inclusion efforts	Utilize social media and the D&I website to share our diversity and inclusion efforts.	Sr Assoc./ Sport Admin and Sr. Assoc./ Marketing	No Cost	Implemented and continuing
3	Provide Diversity & Inclusion Training and Education for all coaches and staff	Annually provide mandatory diversity and inclusion training for coaches and staff to ensure the climate is inclusive, safe and supportive (e.g., NCAA Policies, NIU Policies/Procedures, Title IX Compliance, Sexual Misconduct, Non-discrimination, Diversity and Inclusion, LGBTQ+).	Sr. Administrators responsible for Diversity & Inclusion and SAASS	Current Budget	Implemented
3	Enhance Bystander Education Training for coaches and staff.	Annually provide mandatory Active Bystander training for coaches and staff.	Sr. Assoc/ Sport Admin and Assistant Director for Social Justice Education	No Cost	Implemented
3	Provide teams "Know Your Rights" training through the NIU-Police and Public Safety department.	Work with coaches to identify which teams will annually engage in "Know Your Right" training with NIU Police.	Sr. Assoc/ Sport Admin and NIU Police	No Cost	Implemented
4	Exit interviews for coaches and staff to provide strengths and areas of growth for the department in the area of DEI.	Annually administer exit interviews to all staff/coaches – engage staff/coaches via Human Resources in an exit interview to include feedback on DEI strengths and areas of growth. In addition, add DEI strengths and areas of growth in the anonymous exit survey.	Sr. Assoc AD/ HR and DIG Members	No Cost	Spring 2022
4	Develop a Diversity and Inclusion Recruiting Plan	Develop a plan outlining the best practices and goals for the recruitment of diverse coaches and staff to include: 1. using diverse site for job postings 2. hiring manager utilizing his/her network to urge minorities to apply 3. encourage high quality and character candidates to apply	Hiring Managers	No Cost	Implemented
4	Ensure salaries meet or are in close proximity market value	Evaluate the market value based on the conference and region pay scales for coaches and staff when filling vacant positions	Sr. Associate AD/ HR and VP/Director of Athletics	Potential increase in salary budgets	Implemented and continuing
4	Create a professional development series for staff	Identify someone in Career Services and Employee Assistance to help develop a professional development series for coaches and staff. Ex. how to negotiate salaries and contracts, communication skills, resumes/portfolio's, supervisory training, technology and media)	DIG Members	No	Fall 2022

5	Provide International student-athlete recognition	Create a space in the Yordon Center where we can hang the international flags representing our SA's countries each year (semester)	SAASS and Facilities	Cost	Summer 2022
5	Student-athlete CODE workshops	Require that each team completes one Conversation on Diversity and Equity (CODE) Workshop each academic year	Sr. Associate AD/ Sport Administration/ Assistant VP ADEI	No Cost	Summer 2022
5	Provide Ally Training for student-athletes and sport staff	Require that each team completes Ally Training at least once every two years (LGBTQ+, Undocumented).	Sr. Associate AD/ Sport Administration/ Director of Gender and Sexuality Resource Center	No Cost	Implemented
5	Encourage student-athletes to consider enrollment in diversity related minors and certificate programs.	SAASS will inform student-athletes about the Diversity minor and certificates that are in concert with their majors and career path	SAASS Coordinators	Tuition and fees	Fall 2022
5	Create a Student-Athlete Professional Development Plan	Provide a development plan for SA's who desire to pursue a career within athletics by pairing them with administrators and/or coaches to acquire practical experiences in the field	SAASS Coordinators	No Cost	Summer 2022
5	Include DEI program evaluation questions for student-athletes.	Include question that will provide feedback on diversity, equity and inclusion in student-athletes annual program evaluation or exit interview	SAASS Coordinators	No Cost	Implemented

NAME	TITLE
Courtney Vinson	Chair; Senior Associate AD/ Sport Administration
Anne Edwards	Director of the Center for Black Studies
Molly Holmes	Director of the Gender and Sexuality Resource Center
Luis Santos Rivas	Director of the Latino Resource Center
Julie Colhoff	Head Women's Soccer Coach
Paulina Castro	Women's Basketball Student-Athlete
Monique Bernoudy	Assistant Vice President for Academic, Diversity, Equity and Inclusion
Alexis Lawrence	Assistant Women's Basketball Coach
Connie Teaberry	Director of Track and Field and Cross Country
Christina Sutcliff	Head Softball Coach
Ray Gooden	Head Volleyball Coach
Liz Wright	Executive Assistant for the President
Randi Naapietek	Associate Director for Student-Athlete Academic Support Services
Mile Baggett	Marketing Graduate Assistant
Alexandra Popp	Marketing Graduate Assistant
Morgan James	Assistant Athletic Director for Marketing
Sandy Lopez	Coordinator for Undocumented Student Support
Maddie Mackey	Softball Student-Athlete/ MAC Mentee