

# EQUITY, DIVERSITY AND STUDENT WELFARE MEETING

Thursday, December 15th, 2011 at 1:00pm

**Board Members Present:** Anders, Andringa, Fost, Jefferson, McGuirk, Millner, Murphy, Plesha, Smith

**Board Members Absent:** Jackson, Shoemaker, Cochlin

**Staff Present:** Woodruff, Moody, Gawlik, Landry, Helwig, Weber, Tiedt, Kyle (ELPA intern), Frazier

**Guests Present:** Eric Williams, Damon Williams, Carl Hampton, Von Mansfield

**Distributed Items:** 11/10/11 Meeting minutes, Letter from Big Ten Commission Jim Delaney

1. Meeting called to order, members introduced.
2. The minutes from the 11/10/11 EDSW meeting were approved.
3. **Gawlik Update** – Introduced many of the acronyms used throughout athletic department and other committees. Provided update regarding CASI (Committee on Academic Staff Issues). Have a meeting is scheduled on 12/19/2011.

Sr. Staff Committee on Gender, Diversity and Student Welfare – The committee's charge is to review the department materials for EDSW in relation to equity, diversity and student welfare. In performing the review the chair of EDSW participates in a 3 year snapshot of materials particularly relating to each sport and will provide a report to the EDSW committee. One of the current issues is the cost of attendance and how to implement it equitably.

An Ad Hoc Committee was formed to monitor NCAA agenda items from the Presidential reform.

The DIG (Diversity Integration Group) had their Beyond the Game kick-off and will be working on inclusion efforts.

4. **Frazier Update – See Gawlik update**
5. **Woodruff Update**– Bridget provided an update on the recent events of SAAC. They recently held a blood drive, which collected enough blood to help 234 patients. They ran a Toys for Tots toy drive at the Men's Hockey game on Friday December 9<sup>th</sup>. They collected 150 toys and \$1,400 towards the program. The group is hosting a Study Jam break on 12/16 for everyone to take a break from studying for finals. She will have a full update of all the semester events at the January meeting.
6. **Athletics/UW Campus and Big Ten Diversity and Inclusion-**

Barb introduced the guests for the meeting and gave a short background citing the letter from Big Ten Commissioner Jim Delaney on Equity and Diversity among student-athletes. Von Mansfield was asked to speak pertaining to what is being done from the Conference level. Damon Williams

was asked to speak pertaining the topic from a Campus perspective and Prince Moody was asked to speak on the topic for the Athletic Department.

Mansfield –

Overview of letter from Delaney says it all. The Big Ten advisory committee was developed due to ethnic and racial tensions on campuses. The campuses wanted to be active in finding resolutions to problems and overseeing change. The good news is racial relations are better and there are limited issues on campuses currently. The committee can start to focus on academics and improving APR. One way they are achieving this is by having alumni stay connected to campus, working closely with advisors and student-athletes on opportunities after graduation. Von interviews athletes as freshman and juniors to get trend data on how they are progressing in the experience of the university, academically and socially. He comes to campus 1-2 times a year to speak on various topics and visit with the student-athletes.

Question from Anders: Where are we on the curve compared to other universities, are our athletes doing well?

We are ahead of the curve, our athletes are graduating at a slightly higher rate.

Damon Williams – Vice Provost of Diversity

Wanted to speak today on three topics.

1. Center for Equal Opportunity is out of Fairfax, VA. Their goal is to eliminate the use of race as admission/financial determination. Gone after 58 institutions over the last 7 years. They request information on statistics within the university and then skew them into a report to support their agenda. They are here at UW now and we are not sure how long they will stay.
2. Damon's department required a name change. He was brought on full time 2008 to lead Diversity and Inclusion on campus and now that his reorganizing has been done, the name needs to support the goals and initiatives. He is now the Vice Provost, Chief of Diversity and Strategic Initiative.
3. He has new staff in the department:
  - i. Carl Hampton – Special Assistant to the Vice Provost  
Liaison to all entities on campus to move the strategic diversity agenda. He fosters programs on race consciousness to increase diversity on campus.
  - ii. Eric Williams  
Works with CEO programs around campus, the First Wave program and seeks outreach to all underrepresented students by helping them to be connected to the university.

Prince Moody – Athletic Department Academic staff intern

His work is geared at the student-athletes of color, helping them to connect to the University and get the full UW experience. Making sure student-athletes are graduating and prepared for life after college. Partnering with campus programs to engage student-athlete with campus as a whole and to “burst through the bubble” of athletics.

Kyle Jefferson – SAESO

Working with campus groups (ex. Fraternities) to connect student-athletes to other groups on campus. Bridging the gap and improving relations. Student-athletes are in this bubble and

everything revolves around their schedule with their sport. He is working to show students there are so many other opportunities on campus.

Question Fost: Has it ever been discussed that student-athletes don't room with other student-athletes?

The head coach is the one that makes that decision. Because of schedules, academic challenges it can pose issues rooming with non-student-athletes (ex. Swimmers have 5am morning workout)

Mansfield – Student-athletes have to understand that there is life after the game and unfortunately at times the athletic side doesn't always allow flexibility to explore other opportunities. That is what our goal is to bring those opportunities forward and educate the student-athlete so he/she can make their choices.

Question Anders: Is it different for an African-American student-athlete compared to Caucasian student-athlete?

Mansfield – for example in his chemistry class out of 300 students, he was one of 3 African-American students so it stood out if he wasn't in class, he didn't have the anonymity of skipping like some of his Caucasian teammates.

Jefferson – Took over a year for him to adjust to a predominantly white university coming from his background of an urban area.

Andringa – As things have progressed over time, we have given them the bubble. We made it easy with the creation of the Fetzer Center and then the Kohl Center Fetzer Center that they never have to leave their athletic area. It is great we have the resources and the amenities to provide to our student-athletes, but keeps them in their environment.

Raphael – (Speaking as a former student-athlete) We have made it easy to self-segregate. We need to provide choices to the student-athletes, provide them with the information so they can take advantage of the opportunities.

Andringa – Is there a way we can get sample student-athlete schedules so we have a better understanding of what they go through and how we can help them find opportunities that fit their schedule.

Schmuhl – Being involved in student government, it takes both sides to realize the commitment and provide opportunities for people to get involved no matter what time commitment they can make. Not everyone can dedicate 6 hours a night to student government yet they still want to be involved.

Williams, D. – Very excited about the new partnership with athletics. The new Beyond the Game initiative is a great marriage of common goals.

Tiedt will provide group with statistics of ethnic diversity on campus and across student-athletes.

7. **Update Drug Testing Program Ad-Hoc Committee-** Fost indicated they are still trying to get everyone together for a meeting.
8. **New Business–**
9. Meeting adjourned at 2:09 pm.

Frequently Used Acronyms:

AAMP – Academic and Athletic Mentoring Partnership

CASI – Committee on Academic Staff Issues

CHAMPS / Life Skills – Challenging Athletes Minds for Personal Success

DIG – Diversity Integration Group

EDSW – Equity, Diversity, Student Welfare

NCAA – National Collegiate Athletic Association

SAAC – Student Athlete Advisory Committee

SAESO – Student Athletes Equally Supporting Others

SSC on GDSAW – Senior Staff Committee on Gender, Diversity and Student-Athlete Welfare

NACWAA – National Association of Collegiate Women Athletics Administrators

MOAA - Minority Opportunities Athletic Association

EADA – Equity in Athletics Data Analysis

NACDA – National Association of Collegiate Directors of Athletics

BTG- Beyond the Game