

Athletics Report

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[Athletics Diversity & Inclusion Advisory Committee](#)

- Implemented department-wide “There Is Only Us” training focused on addressing anti-blackness, allyship, and inclusion in the workspace. Topics include Connectedness, Community, and Social-Interdependence (completed); Implicit bias—Hiding in Plain Sight (completed); Trust vs. Mistrust (completed); Cultural Humility (completed); Ally, Advocate, or Accomplice; Micro and Macroaggressions; and Cultural Deficit Theory.
- Hosted a dialogue session, titled *Uncomfortable Conversations with a Black Man*, with staff and coaches to

provide a platform for department members to express thoughts and emotions to assist in processing disturbing incidences.

- Created a virtual library for department members to access resources related to subject matter on culture, sexual orientation, gender, race, ethnic constructs, etc.
- Future goals include:
 - Build diverse and inclusive systems that impact department staffing.
 - Introduce implicit bias training and inter-group dialogue sessions in the on-boarding process for staff, coaches, and student athletes.
 - Engage in timely department surveys to stay abreast of inner-office culture.
 - Continue with engaging, meaningful department trainings to promote empathy and appreciation for others' uniqueness.

LBSU Student-Athlete Development

- The philosophy for SA Development is grounded in the idea that an individual's possible self, an individual's idea of who they may become in the future (Markus & Nurius, 1986), is influenced by personal and societal factors. Self-Discovery, Inclusion, and Service are the three foundational concepts that drive SA Development's learning outcomes.
- Following the collective outcry from the Black community and its allies in June 2020 and with the approval and support of the Athletic Director and DSA, a comprehensive plan was created to provide student-athletes with crucial educational opportunities. SA Development was able to provide these opportunities through positive collaborations with campus partners such as the Dream Success Center, CAPS, alums,

and others. Content for awareness raising social media initiatives were created through assistance from the DSA Communications. Since June 2020:

- A safe/brave space was held for Black student-athletes to share and receive support and express how they felt in the wake of significant civil unrest following the death of George Floyd.
- The Student-Athlete Advisory Committee (SAAC) Exec Team created a welcome back video that emphasized that all are welcome in athletics.
- Naomi Hunt and Alyssa Gonzalez, SAAC Execs, worked with DSA Communications to produce social media content celebrating the Cultural Heritage Months.
- The women's basketball team created a presentation on voter education which was shared on BeachBoard and with the Head Coaches of all teams.
- Based on input from student-athletes and coaches, a student-designed T-shirt was designed that affirms student athletes' desire for equity, solidarity, and empowerment.
- Multiple panel discussions were held per student athletes' requests, with student athletes assisting in the planning processes and hosting. Workshops included:
 - Student Athletes & Allyship: Conversations
 - Let's Talk: Latinidad and LatinX Identity
 - Celebration of Black History month
 - Celebration of the accomplishments of LBSU Women's programs—volleyball, softball and basketball.
- After identifying three core commitments in 2019, in 2020 the Student-Athlete Advisory Committee:
 - Created a welcome back video featuring players and coaches.

- Celebrated Cultural Heritage Months by recognizing sport role models from that cultural community; compiled resources that can be read, listened to, or watched; and identified supportive campus/community organizations.
- Has continued to participate in the NCAA Diversity and Inclusion Campaign.
- Coaches and players have participated in workshops focused on student mental well-being due to COVID separation and the current social and political environment.