

Athletics Diversity, Equity, Inclusion and Anti-Racist Committee

MISSION STATEMENT

The DEIAR Athletics Committee shall serve as a proactive advocate and response team within the athletics department and in coordination with the Campus Climate Support Team to engage in anti-racism work and support the commitment to creating a culturally diverse and inclusive academic, athletic, and work environment.

VISION STATEMENT

We will cultivate a community that will identify and resolve bias, racism, and discrimination through support, listening and inclusivity for all student-athletes, coaches, and staff by integrating continual education, training, and dialogue.

COMMITMENT to UNIVERSITY DEI POLICY

We will support the University's DEI policy by promoting an inclusive environment free from constraint on the basis of culture, race, sex, disability, sexual orientation, gender identity and/or expression, age, religion, family structure or relationships, or economic status. We strive to be an inclusive community that engages groups of diverse individuals and allows them to connect in ways that increase each participant's awareness, knowledge, and empathetic understanding to achieve exceptional results. We are committed to creating an environment where underrepresented populations have equal access to resources and opportunities to learn and grow both personally and professionally.

MEETING STRUCTURE

The committee shall meet twice a month during the academic year. The DEIAR Athletics Committee shall serve in an advisory capacity to assist the Director of Athletics (AD) and the Athletics Diversity and Inclusion designee (ADID) in the following goals:

Goals of DEIAR Athletics committee:

1. Work in coordination with OWU's Campus Climate Support Team and the DEI Council when appropriate.
2. Evaluate overall systems, structures, facilities and policies through a lens of equity, anti-racism, and anti-discrimination and propose actionable recommendations to the AD and ADID for any racist, inequitable, and/or discriminatory structures, policies, or systems discovered.
 - How: Utilize department climate survey data, open committee discussion, student-athlete feedback, and campus climate reports to support action plans.
3. Engage in purposeful training and education for athletics staff, at least once per semester.
 - How: Focus on identity awareness, equity, inclusion, anti-bias, and anti-racist training. The first focus will be to host a racial sensitivity training workshop for athletics staff.
 - Empower coaches to continue this training within their teams.
 - Include a DEIAR Committee time slot at every full staff meeting.
4. Engage in purposeful training and education for student-athletes at least once per semester.
 - How - the committee will work with B-StAC and OWAC to target educational goals. The first focus will be a racial sensitivity training workshop for all student athletes.

5. Educate student-athletes and coaches about the Campus Climate Report (CCR) process to both report issues and to proactively suggest ideas.
 - How: Create a marketing and education campaign on how to utilize the CCR process.
 - Set up easy to find QR codes that link directly to the CCR in high traffic areas
 - Share links on the battlingbishops.com website and athletic department social media pages to the CCR.
6. Be a direct resource for the Campus Climate Support Team on flagged reports or issues where student-athletes, athletics personnel or spaces are directly involved.
7. Be a direct resource for student-athletes to discuss with the Faculty Athletic Representative(s) and other faculty regarding inequitable treatment of student-athletes based on sport, race, gender, sexual orientation, socioeconomic status, or any other identity in regards to issues overlapping the student and athlete identities. Empower FARs to engage in dialogue with other faculty on campus to bring awareness to student-athlete inequities that can occur.
8. Support coaches in diverse recruitment of student-athletes.
 - How: Provide coaches a list of on campus resources that support different identities and minoritized populations for use in recruiting presentations
 - Education on bias and access restriction, as applicable by sport
 - Encourage metrics on diverse recruiting pools and locations
9. Submit a yearly report including committee goals, actions, and metrics.

OWU Policies and Statements:

Campus Climate Support Policies & Protocols:

<https://www.owu.edu/about/diversity/campus-climate-support-policies-protocols/>

DEI Policy: <https://www.owu.edu/about/diversity/diversity-equity-inclusion/>

Harassment Policy: <https://www.owu.edu/files/resources/harassmentpolicy.pdf>

Anti-Racism Statements: <https://www.owu.edu/about/diversity/antiracism/>

Anti-Racism Action Plan: <https://www.owu.edu/about/diversity/antiracism/antiracism-actions/>

Athletics Mission and Vision Statement:

https://owu_ftp.sidearmsports.com/custompages/files/general/2018-19/mission-vision.pdf