

# LEAD1

ASSOCIATION

## DIVERSITY, EQUITY & INCLUSION WORKING GROUP

**AUGUST 2020**

**Prepared by LEAD1 Association  
for Working Group Members**

## LEAD1 Diversity, Equity & Inclusion Working Group

**Charge:** The LEAD1 Diversity, Equity & Inclusion Working Group is charged with developing actionable recommendations to foster an inclusive culture in college athletics. The group will explore initiatives to strengthen senior leadership pipelines, develop professional development opportunities, influence legislation that supports underrepresented populations and recommend strategies of accountability.

### **Six Areas of Focus to Research:**

- 1) Best Practices
- 2) Regulatory (i.e., compliance, legal)
- 3) Influencers (i.e., social media, organizational or community lead)
- 4) Challenges/Vulnerabilities
- 5) Finances (i.e. short term and long ranging planning)
- 6) How it effects other demographics of color (disability, LGBTQ+, HBCU graduates, women, international)

## LEAD1 Diversity, Equity & Inclusion Working Group Subcommittees

### **1. Hiring, Retention, and Advancement**

**Co-Chairs:** Dr. Jerlando Jackson, University of Wisconsin & Kristen Brown, Texas A&M University

**Description:** The LEAD1 hiring, retention, and advancement subcommittee will recommend innovative actions to increase the pipeline of diverse candidates and identify programs to help advance and retain underrepresented populations in college athletics. The subcommittee's mission will include identifying barriers and potential areas of bias related to selecting ethnic minorities and creating systems where people of color can better understand and prepare themselves with the requisite skills needed to get hired and then advance.

### **2. Training, Education, and Mentorships**

**Co-Chairs:** Kecley Roegiers, Georgia State University & Ted White, University of Virginia

**Description:** The LEAD1 training, education, and mentorships subcommittee will recommend innovative methods for college sports representatives to better train and educate stakeholders (e.g., university presidents, athletic directors, search firms representatives, etc.) and employees on anti-racism and social justice initiatives. The subcommittee will also identify technical skills needed and practical training opportunities where employees can learn and advance to senior-level positions. The subcommittee will also be responsible for determining successful mentorship programs where underrepresented populations can grow their careers in a supportive environment. This subcommittee may collaborate with the Hiring, Retention, and Advancement Subcommittee on shared findings.

### 3. Strategic Initiatives

**Co-Chairs:** Eddie Nunez, University of New Mexico & Natawsha Oakes, University of North Texas

**Description:** The LEAD1 strategic initiatives subcommittee will consider college sports office policies, structure, and nature of work. The subcommittee will evaluate athletic department self-assessments, diversity plans, outcomes, and written operational procedures. The ultimate question is, do athletic departments' mission and strategies match its day-to-day operations?

### 4. Political Initiatives

**Co-Chairs:** Dr. Renae Myles Payne, University of Miami and Dr. Joe Karlgaard, Rice University

**Description:** The LEAD1 political initiatives subcommittee will explore college sports office structures, including politics and powers within organizations. Through culture and climate surveys and other mechanisms, the subcommittee will evaluate employee feedback systems to help ensure the proliferation of open and welcoming environments where employees are also involved in decision-making. The subcommittee will further consider the role of leaders and their effectiveness in providing consistent messaging; moreover, in evaluating accountability systems related to diversity, equity, and inclusion issues.

### 5. Cultural Initiatives

**Co-Chairs:** Brandi Stuart, University of Central Florida

**Description:** The LEAD1 cultural initiatives subcommittee will evaluate the following:

- Programming – programs that enable employees with common identities to interact with one another in the workplace (i.e. affinity groups, employee networks)
- Media –how to best use media and technology to promote equality
- Investing – how to best invest in organizations that support social justice and equality
- Volunteering – how to best incorporate volunteer activities into collegiate athletics
- Events – the use sponsored events to raise diversity awareness
- Holidays – how holidays important to diverse populations can be best celebrated
- Other cultural initiatives that may impact ethnic minority administrators' growth in the industry or advocacy

## LEAD1 Diversity, Equity & Inclusion Working Group Roster

<b>Name</b>	<b>Institution</b>	<b>Position</b>	<b>Email Address</b>
Sean T. Frazier (Co-Chair)	Northern Illinois University	Associate Vice President/Director of Athletics	<a href="mailto:sfrazier@niu.edu">sfrazier@niu.edu</a>
China Jude (Co-Chair)	University of Wyoming	Senior Associate AD and SWA	<a href="mailto:cjude@uwyo.edu">cjude@uwyo.edu</a>
Amanda Ekabutr	University of Massachusetts	Director of Student-Athlete Development	<a href="mailto:ekabutr@umass.edu">ekabutr@umass.edu</a>
Angie Torain	University of Notre Dame	Senior Associate AD, Compliance, Legal & Risk Mgmt.	<a href="mailto:atorain@nd.edu">atorain@nd.edu</a>
Brandi Stuart	UCF	Executive Associate AD, SAWD	<a href="mailto:bstuart@athletics.ucf.edu">bstuart@athletics.ucf.edu</a>
Brandon Bradley	Brigham Young University	Academic Advisor	<a href="mailto:Brandon_Bradley@byu.edu">Brandon_Bradley@byu.edu</a>
Broderick Binns	University of Iowa	Executive Director of Diversity, Equality & Inclusion	<a href="mailto:Broderick-Binns@uiowa.edu">Broderick-Binns@uiowa.edu</a>
Daniel Garcia	UTEP	Associate AD/Business, Finance & Facilities	<a href="mailto:dagarcia72@utep.edu">dagarcia72@utep.edu</a>
Dr. Charles Small	Iowa State University	Senior Associate AD	<a href="mailto:csmall@iastate.edu">csmall@iastate.edu</a>
Eddie Nunez	University of New Mexico	Director of Athletics	<a href="mailto:nuneze@unm.edu">nuneze@unm.edu</a>
Fumi Kimura	University of Pittsburgh	Associate AD for Culture, Diversity, and Engagement	<a href="mailto:fkimura@athletics.pitt.edu">fkimura@athletics.pitt.edu</a>
Jerlando Jackson	University of Wisconsin	Professor	<a href="mailto:jjackson@education.wisc.edu">jjackson@education.wisc.edu</a>
Joe Karlgaard	Rice University	Director of Athletics	<a href="mailto:jfk3@rice.edu">jfk3@rice.edu</a>
Katie Schilling	Kent State University	Associate Director for Student-Athlete Development	<a href="mailto:kschill2@kent.edu">kschill2@kent.edu</a>
Kelcey Roegiers	Georgia State University	Senior Associate AD -- SWA/Chief Diversity Officer	<a href="mailto:Kroegiers@gsu.edu">Kroegiers@gsu.edu</a>
Kevin White	Northwestern University	Deputy Director of Athletics (Chief Financial Officer)	<a href="mailto:kevin.white@northwestern.edu">kevin.white@northwestern.edu</a>
Kristen Brown	Texas A&M University	Deputy AD, Student-Athlete Experience	<a href="mailto:KBrown@athletics.tamu.edu">KBrown@athletics.tamu.edu</a>
Marlon Dechausay	University of Memphis	Associate AD for Student-Athlete Welfare	<a href="mailto:Marlon.D@memphis.edu">Marlon.D@memphis.edu</a>
Marquita Armstead	University of South Florida	Senior Associate AD/SWA	<a href="mailto:marmstead@usf.edu">marmstead@usf.edu</a>
Monique Holland	Auburn University	Senior Associate AD -- Student-Athlete Experience	<a href="mailto:pmh0036@auburn.edu">pmh0036@auburn.edu</a>
Natasha Oakes	University of North Texas	Senior Associate AD, Compliance	<a href="mailto:natasha.oakes@unt.edu">natasha.oakes@unt.edu</a>
Ragean Hill	UNC Charlotte	Executive Associate Athletic Director	<a href="mailto:rhill64@uncc.edu">rhill64@uncc.edu</a>
Randale L. Richmond	Old Dominion University	Senior Associate AD -- Compliance & SA Welfare	<a href="mailto:rrichmon@odu.edu">rrichmon@odu.edu</a>
Rena Myles Payne	University of Miami	Senior Associate AD/Administration	<a href="mailto:mylespayne@miami.edu">mylespayne@miami.edu</a>
Ted White	University of Virginia	Deputy Athletics Director	<a href="mailto:tedwhite@virginia.edu">tedwhite@virginia.edu</a>
Terry Prentice	University of Kansas	Chief Diversity & Inclusion Officer/Associate AD	<a href="mailto:tprentice@ku.edu">tprentice@ku.edu</a>
Tiffini Grimes	University of Alabama	Deputy AD/SWA/Chief Diversity Officer	<a href="mailto:tgrimes@ja.ua.edu">tgrimes@ja.ua.edu</a>
Tracy Shoemake	Texas State University	Executive Senior Associate AD -- Internal Ops/SWA	<a href="mailto:ts23@txstate.edu">ts23@txstate.edu</a>
Troy Austin	Duke University	Senior Associate AD/Internal Affairs	<a href="mailto:tsa2@duke.edu">tsa2@duke.edu</a>
Wendy Smooth	Ohio State University	Professor	<a href="mailto:smooth.1@osu.edu">smooth.1@osu.edu</a>