

SDSU ATHLETICS DIVERSITY AND INCLUSION STRATEGIC PLAN

Goal 1: Representation

By 2023, create employment recruiting and hiring practices that support an inclusive and diverse representation.

How?

Review job descriptions for inclusive language, advertise on job sites that target underrepresented populations. All committee members trained in implicit bias and an Inclusion Advocate as a resource to each committee.

Goal 2: Climate

By 2022, increase settings for D&I conversations and opportunities for engagement.

How?

Assigned time for staff and student-athletes to engage in D&I.

Goal 3: Climate

By Fall 2024, foster an environment that appeals more to individuals from varied backgrounds, abilities, and beliefs by both celebrating and embracing the current diversity and elements found within the mission statement and exploring new and innovative ways to grow.

How?

Easier access to training and education resources.
Represent D&I on media platforms.

Goal 4: Success

By 2025, increase the diversity of those who hold leadership positions.

How?

Provide professional development and cross training to existing staff.
Create hiring protocols that seek out under-represented qualified applicants.

Accountability

Executive Staff, Diversity Council, HR, Hiring Committee members, IAC, SAAC, and all members of the Athletics Department.