



# LEADS

**LEADERSHIP, EQUITY & ACCOUNTABILITY FOR DIVERSITY IN SPORTS**

University declares each department/college create individual diversity and inclusion plans

**FEB** 2019

Initial staff climate survey

**JAN** 2020

Plan submitted to university

**NOV** 2020

**SEP** 2019

Athletics Diversity and Inclusion Committee established (10 members)

**SUMMER** 2020

Focus groups and D&I planning

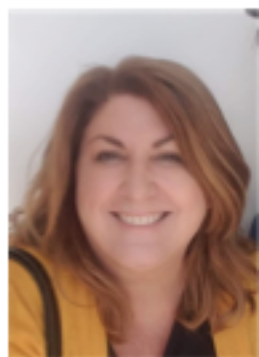
# Timeline



## Athletics Diversity and Inclusion Committee Members



**Jenny Bramer**, Executive  
Associate Athletic Director



**Kelli  
Magargal**  
Academic  
Coordinator



**Shelia Burrell**, Track &  
Field Head Coach



**Allison Tenenbaum**,  
Administrative  
Services Coordinator



**Sam Peraza**, Baseball  
Associate Head Coach



## Athletics Diversity and Inclusion Committee Members



**Queenie Soriano,**  
Associate Director of  
Athletic Training



**Tre Brown,**  
Baseball  
Student-Athlete



**Olivia Grice,**  
Academic  
Advisor



**Jon Silver,**  
Women's Basketball  
Director of  
Operations



**Hannah Taylor,**  
Track Student-  
Athlete – SAAC  
Representative



# **SDSU Athletics Diversity and Inclusion Mission Statement**

**SDSU Athletics is committed to diversity, inclusion, and gender equity while championing the value they bring to our success. We strive to become one of the most diverse and inclusive athletic departments in the country by celebrating each other and our diverse backgrounds. We seek to establish and maintain an inclusive culture that fosters equitable participation for student-athletes and career opportunities for staff.**

**In support of this mission, the SDSU Athletics Diversity and Inclusion Committee – composed of student-athletes, coaches, staff, and administrators – engages, develops, and supports sustainable strategic activities as we progress toward fostering an environment that appeals to individuals from varied backgrounds, abilities, and beliefs. We welcome diversity of thought because we know that it dynamically enriches our collective productivity and creativity.**

**Each person's perspective is unique, and when all of us come together in the genuine spirit of learning and growing, our distinct views produce a stronger SDSU Athletics Department.**

**Together, we are the Aztec Family.  
#TogetherWeRise**

## How was Feedback Collected?

- Email Updates
- Diversity Statement
- Focus Groups (staff)
- Climate Survey (staff)
- Presentations



# 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.

# SDSU ATHLETICS DIVERSITY AND INCLUSION STRATEGIC PLAN

## 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.

# 2

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

## CLIMATE

# 3

# 4

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

## SUCCESS

**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.



## Goal 1

# Representation

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





## Intervention 1

**Review job descriptions and announcements to ensure inclusive language prior to posting and advertise postings on job sites that target underrepresented applicants.**

**Output:** Increase the diversity of applicant pools for recruitment.

**Resources:** Additional time to review job descriptions and announcements. Additional budget for recruitment costs to ensure that advertisements reach diverse groups.

**Responsible:** Hiring authority for the respective position and Human Resources Manager.

**Assessment:** A diversity assessment of the applicant job posting sources.



## Intervention 2

**All interview committee members will have completed implicit bias training, within permissible regulations.**

**Output:** Ensure all interview committee members are educated on inclusive practices and are aware of the effects of bias on recruitment decisions

**Resources:** Implicit bias and inclusive practices training resources.

**Responsible:** Human Resource Manager will certify the proposed interview committee members have completed the required bias training.

**Assessment:** Certification that all interview committee members have attended implicit bias training.



## Intervention 3

**Every interview committee will have an Inclusion Advocate as a resource.**

**Output:** Ensure that the interview committee is dedicated to inclusive practices and all recruitment activities are conducted free of implicit bias.

**Resources:** Minimum of 5-7 Athletic employees certified as an Inclusion Advocate.

**Responsible:** Interview committee chair and Human Resources Manager.

**Assessment:** Every interview committee has an assigned Inclusion Advocate.



## Goal 2

# Climate

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



## Intervention 1

**Create student-athlete settings where D&I is an intentional conversation with goals and objectives.**

**Output:** A greater percentage of student-athletes understand the University and Athletics department's commitment to Diversity and Inclusion.

**Resources:** Assigned time for leaders and members of those groups to participate during team meetings, SAAC meetings, and on social media platforms. Diversity, inclusion, and social justice sessions in the Aztecs Going Pro (AGP) seminar.

**Responsible:** Leaders in student-athlete development. SAACC, coaches, and other athletics leaders who advise and guide student-athlete programming. Diversity Council

**Assessment:** Quantitative data collected from annual reporting to SAAC and AGP end of course feedback survey; Qualitative data collection gathered periodically from meetings and social media interaction.



## Intervention 2

**Create settings for staff, administrators, and coaches where D&I is an intentional conversation with goals and objectives.**

**Output:** Greater percentage of Athletics are active participants in the University and Athletic department's commitment to Diversity and Inclusion.

**Resources:** Assigned time for leaders and members of those groups to participate in topics relating to D&I and learn from guest speakers during monthly all-staff meetings, debrief and discuss D&I issues in weekly department or team meetings, participate in diverse focus groups facilitated by the Diversity Council; Communication and reminders from the Diversity Council and leadership about campus diversity and inclusion trainings.

**Responsible:** Diversity Council and leadership.

**Assessment:** Annual reporting to IAC. Quantitative data collected from the Climate Survey and Qualitative data collection gathered periodically from diverse focus groups and staff questionnaires.



## 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.



## Goal 3: Climate

# Intervention 1

Foster understanding and celebration of diverse communities with easier access to training and education in-person opportunities. Furthermore, plans to utilize both on and off campus resources such as focus groups, interactive learning, and community outreach.

**Output:** To achieve valued “diversity of thought.”

**Resources:** Creation of a Diversity Council which will take concentrated staff resources to make it varied and sustainable.

**Responsible:** Leadership and Diversity Council.

**Assessment:** Quantitative data collected from the Climate Survey and Qualitative data collection gathered periodically from diverse focus groups and staff questionnaires.





## Goal 3: Climate

# Intervention 2

**Represent diversity and inclusion in online platforms such as goaztecs.com and multiple social media platforms. This allows the celebration of current climate successes and online resource for both education and outreach.**

**Output:** Celebrate the current level of diversity, the message within our mission statement, current diversity and inclusion successes, communicate goals, and serve as a reminder of future priorities and commitments.

**Resources:** Support from the Marketing team to create landing pages and update diversity pages, as needed, solicitation of resources from Athletic community, and sustained and determined support from senior leadership to communicate and enforce expectations.

**Responsible:** Diversity Council and Athletics leadership.

**Assessment:** Quantitative data collected from the Climate Survey and Qualitative data collection gathered periodically from diverse focus groups and staff questionnaires.



## Goal 3: Climate

# Intervention 3

**Athletics will establish a standing Diversity Council to help maintain accountability for the Diversity Plan. The Diversity Council will further foster an environment that appeals more to individuals from varied backgrounds and abilities, through interaction and a voice in creation and growth of a more equity-minded environment.**

**Output:** Diversity Council will implement mechanisms to help ensure accountability and ensure a successful execution of the Athletics Diversity Plan. Additionally, it will create diversity initiatives and maintain a repository for easily accessible overview of initiatives, deadlines/events, and assigned responsibilities.

**Resources:** Creation of a Diversity Council which will take concentrated staff resources to make it varied and sustainable. Funding for a database system, quality training, and branding for the initiatives.

**Responsible:** IAC and Athletics leadership.

**Assessment:** The Council will outline the structure of the committee and its responsibility which will require Intercollegiate Athletics Committee (IAC) approval.



## Goal 4

# Success

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



## Intervention 1

**Provide opportunities for professional development and cross-training so that existing staff can advance within their classification or be reclassified to a higher classification as opportunities arise.**

**Output:** Prepare the diverse junior staff for leadership opportunities.

**Resources:** Maintain funding for staff professional development and increases in pay for promotion. Leadership to work with staff on professional development. Leadership to identify needed or desirable skills and train Athletics staff for advancement.

**Responsible:** Leadership responsible for identifying and sharing the needed skills for Athletics success. Staff responsible for sharing their interests in advancement and learning new skills.

**Assessment:** Annual data collection and publishing on number of position descriptions and promotions that occur from within Athletics.



## Intervention 2

**Create unbiased employment recruiting practices that intentionally and actively seek out under-represented qualified applicants by reviewing job descriptions, job announcements and posting/outreach sources, and encourage consideration of diversity and inclusion in hiring decisions.**

**Output:** Persons holding leadership positions represent a diverse population.

**Resources:** Searches may take more time to be intentional in efforts. Additional costs related to expanded recruitment efforts.

**Responsible:** Athletics Executive Staff and Diversity Council.

**Assessment:** Climate Survey.



# Accountability

**Athletics to establish a standing Diversity Council which will...**

- Implement D&I Plan
- Monthly meetings
- Assign tasks accordingly
- Report to Director of Athletics
- Members to complete Diversity Training
- Promote Campus and Athletics specific events
- Host a Shared Drive with pertinent information



# **LEADS Members**

**Esteban Arriola**

**Kara Barkdoll**

**Jenny Bramer**

**Hunkie Cooper**

**Hailey Devlin**

**Lesley Fong**

**Todd Greenbaum**

**Olivia Grice**

**Katie Holloway**

**Gladie Jaffe**

**Danielle Kelly**

**Justin Landry**

**Kelli Magargal**

**Patrick Papin**

**Ruben Pena**

**Leslie Spalding**

**Allison Tenenbaum**

**Kylee White**





# LEADS

**LEADERSHIP, EQUITY & ACCOUNTABILITY FOR DIVERSITY IN SPORTS**

**Next Step:** Committee will outline structure of the committee and the responsibilities. Will report to activities to Intercollegiate Athletics Committee (IAC) in the Fall.