



# DIVERSITY PLAN

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Auburn University at Montgomery



## **Auburn University at Montgomery Diversity in Athletics (2016-2021)**

Auburn University at Montgomery (AUM) believes all people are unique and should be treated with respect and dignity. We recognize the diversity of individuals and their experiences, ideas, beliefs and cultures. AUM not only recognizes and values one's individuality, but commits to cultivating an environment which fosters respect and dignity for all. In alignment with the AUM strategic plan and the university's core values, AUM promotes and embraces diversity in key areas to include, but not be limited to, race, color, sex, religion, national origin, age, sexual orientation, gender identity, gender expression, veteran status, genetic information, economic status, or disability. The AUM strategic plan highlights the following:

- Create and foster an inclusive atmosphere that is supportive of all students, faculty, and staff
- Create opportunities that allow students, faculty, and staff to gain an awareness and appreciation of diversity
- Enhance integration of international students into the AUM student body
- Develop strategies that strengthen interactions between domestic and international students and staff
- Create programming to enhance understanding and promote awareness of diversity and inclusion
- Recruit and retain diverse faculty whose collective talents will enhance the quality of teaching and contribute to scholarly productivity

### ***Department of Athletics Diversity Statement:***

Diversity impacts student interactions, leadership opportunities, professional development plans, academic course offerings, recruiting and hiring strategies, as well as formal and informal teaching-and-learning. The Department of Athletics at Auburn University at Montgomery is committed to ensuring diversity is at the center of the AUM experience, helping to create a community where everyone has a place and a voice. Diversity enhances the department by delivering a competitive program for student-athletes that will support the development of the whole person through inclusion, education and competition. Diversity stimulates a lasting attitude of respect, responsibility, integrity leadership, and sportsmanship. Culturally, we provide an environment of inclusion and equitable treatment for all.

The Auburn University at Montgomery Office of Diversity and Inclusion, in partnership with the Department of Athletics developed the following Plan which encompasses targeted deliverables for athletics **that are geared towards progressive interaction on a continual basis**. The goals listed below will support efforts of commitment, awareness, and compliance to diversity and inclusion within Athletics and the campus as a whole.

# ATHLETICS DIVERSITY PLAN

## Goal 1: Institutional and Departmental Commitment

**Objective 1:** A diversity plan for the Department of Athletics has been developed to ensure compliance in alignment with the university's strategic plan and the institution's core value of promoting diversity of people and perspective with a culture of inclusiveness.

SPECIFIC ACTIONS	BUDGET/STAFF IMPLICATIONS	RESPONSIBLE GROUP(S)	TIME FRAME	STATUS
Publicize plan on aumathletics.com	None	Sports Information Staff	Summer 2017	Completed
Distribute diversity plan annually as a part of the student-athlete orientation and/or student-athlete forum	None	Department of Athletics	Annually	Ongoing
Engage senior level diversity representative to meet with student-athletes and athletics staff annually	None	Director of Athletics/ SWA/Title IX Coordinator	Annually	Ongoing

## Goal 2: Recruitment and Assessment

**Objective 1:** The Department of Athletics will continue to pursue the recruitment of diverse student-athletes and work with the Office of Institutional Effectiveness to assess data to ensure our continual commitment to diversity.

OIE provide an annual report at the end of every academic year to assess diversity within the student-athlete population.	None	Department of Athletics/ Office of Institutional Effectiveness	Annually	Ongoing
Results of the OIE assessment to be shared with the Department of Athletics Gender Equity Committee	None	Department of Athletics/ Office of Institutional Effectiveness/Athletics Gender Equity Committee	Annually	Ongoing
Develop strategies based on the findings of assessment data to ensure the fostering of an inclusive atmosphere.	None	Department of Athletics/ Gender Equity Committee	Annually	Ongoing

### Goal 3: Organizational Structure and Personnel

**Objective 1:** The Department of Athletics will continue to observe and evaluate its organization and structure annually with an emphasis on encouraging and ensuring diversity.

Identify additional strategies to increase the likelihood of broad diversity of prospective applicant pools for various administrative, support staff, and coaching positions.	None	Department of Athletics/ Office of Human Resources	Annually	Ongoing
Continue to make hiring decisions with the Athletic Department's commitment to diversity in mind. Ongoing collaboration with the Office of Human Resources by encouraging applications from historically underrepresented groups, veterans, and individuals with disabilities.	None	Department of Athletics	Annually	Ongoing
Continue to maintain and increase involvement of diverse staff and student athletes in decision making and leadership roles.	None	Department of Athletics	Annually	Ongoing

### Goal 4: Educational Training and Programming

**Objective 1:** The Department of Athletics will maintain and strengthen support for student athletes from diverse populations.

Conduct Sensitivity Training	None	Office of Diversity & Inclusion/Department of Athletics	Annually	Ongoing
Attend Diversity and Inclusion Forum	\$4,000	Office of Diversity & Inclusion/Department of Athletics	Once Every 3 Years	Planned/ Ongoing April 13-16, 2018

### Goal 5: Participation in Governance and Decision-Making

**Objective 1:** The Department of Athletics will increase its partnership with the Office of Diversity and Inclusion with the overarching goal of ensuring that all student-athletes are afforded the opportunity to participate in shared governance and decision-making.

Extend SAAC opportunities to diverse student-athletes	None	Assistant AD for Compliance	Annually	Ongoing
Offer leadership opportunities to a diverse pool of student-athletes	None	Department of Athletics	Annually	Ongoing