

# Strategies to Address Racial Justice

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**BLACK  
LIVES  
MATTER**



“What is happening now is nothing new. When we open our eyes and educate ourselves, then we can push back against injustice and create understanding. When we become knowledgeable, we train our eyes and ears to sensing it and then addressing it. It’s not enough to just dislike racism. We must take an anti-racist stance. ZERO Tolerance.”

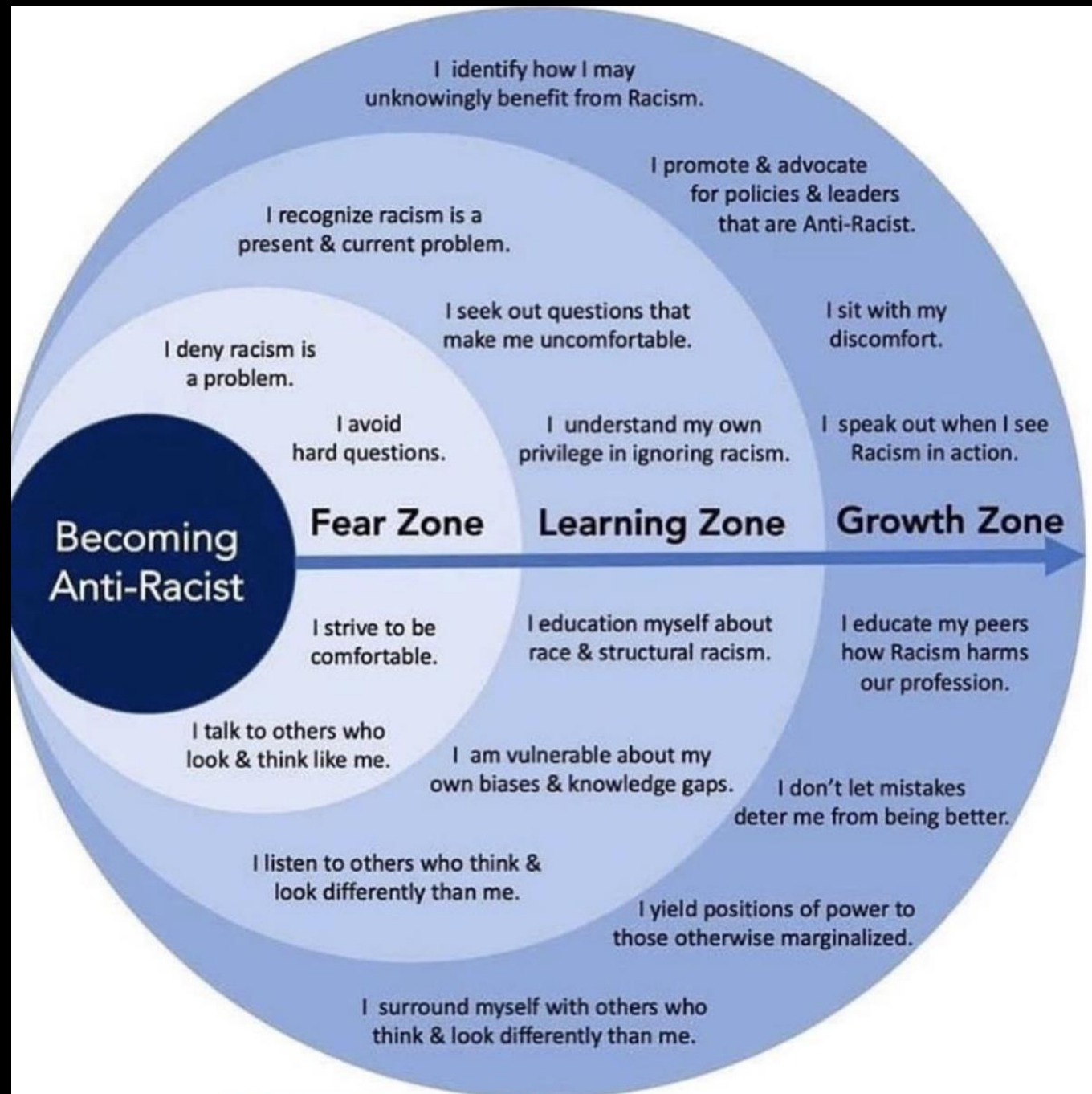
- Jasmine Mitchell



**HOW DOES RACISM  
IMPACT YOUR ROLE?**

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# Racist to Anti-Racist



# NCAA – Plans to Advance Racial Equity

The initial actions to advance racial justice and equity:

1. Conduct or host programming for national office staff and the membership.
2. Review policies and procedures (and other manuals) for inclusive language.
3. Implement unconscious bias training for all national office staff and add it as part of the onboarding process for new employees.
4. Engage and provide service to the local community.
5. Enact a consortium with external organizations, businesses and associations to develop solutions and actionable efforts to address the issues of racism in society.
6. Review initial-eligibility requirements, specifically the requirement for the SAT/ACT.
7. Review the NCAA Academic Progress Rate and its impact on historically Black colleges and universities and other limited-resource schools.
8. Work with coaches' associations to seek student-athlete input and participation in changes to conference-level and national-level rules and policies.

# NCAA Office of Inclusion & Leadership Development

- [NCAA Inclusion Forum Summer Series](#)
- Creating Communities of Belonging: Understanding the Perspectives of Student-Athletes on Racial Justice
- Creating Communities of Belonging: Stronger Together – Best Practices to be Anti-Racist
- [Race/Ethnicity Resources: Educational Websites and Ted Talks](#)
- [Athletes Using Their Power \(A4\)](#)





# Strategies to Address Racial Justice



# Leaders

01

Develop a deeper and more accurate understanding of why racial inequalities exist.

02

Translate understanding to ACTION.

03

Champion racial equity as a core strategy – to inspire staff and bring the vision to life.

# Athletics Administrators/Coaches/Staff

Acknowledge your awareness of what is happening in the world to your colleagues and student-athletes, even if you feel like you don't know the "right" words to say.

Commit to understanding how your athletic department, institutional and community policies and practices shape your perspective and efforts surrounding racial inequality.

Provide educational opportunities and encourage your staff and student-athletes to educate themselves by reading books and articles and watching instructional videos to "unlearn" things that perpetuate racist ideology and racial discrimination.

Regularly assess the needs and climate of your student-athletes, coaches, and administrators of color to better foster an inclusive environment and to heighten awareness of discrimination and challenges this community may face.

# Athletics Administrators/Coaches/Staff

Strive to be anti-racist vs. non-racist, which means you are actively helping to tackle racism. (e.g., Speak up when you hear a racist joke by a friend, colleague, or family member. Highlight and support efforts to change systems, organizational policies, practices, and attitudes to provide equitable opportunities.)

Check-in with your Black colleagues/teammates and student-athletes to illustrate you care, but don't make assumptions or expect them to respond to you. (Make sure you have a relationship with those you are checking in with).

Partner with your diversity office(s) on campus and organizations in your community to support diversity-related efforts and gain additional insight and best practices to support student-athletes of color.

# Other considerations



What voices are informing your decisions?



How do you utilize assessment to understand culture and experiences of groups?



What are your short-term gains and strategic priorities?



Can you play the long game?



Do you consider things through an intersectionality lens?

# Other considerations



Hiring



Performance  
Review



Policies



Interpersonal  
Dynamics

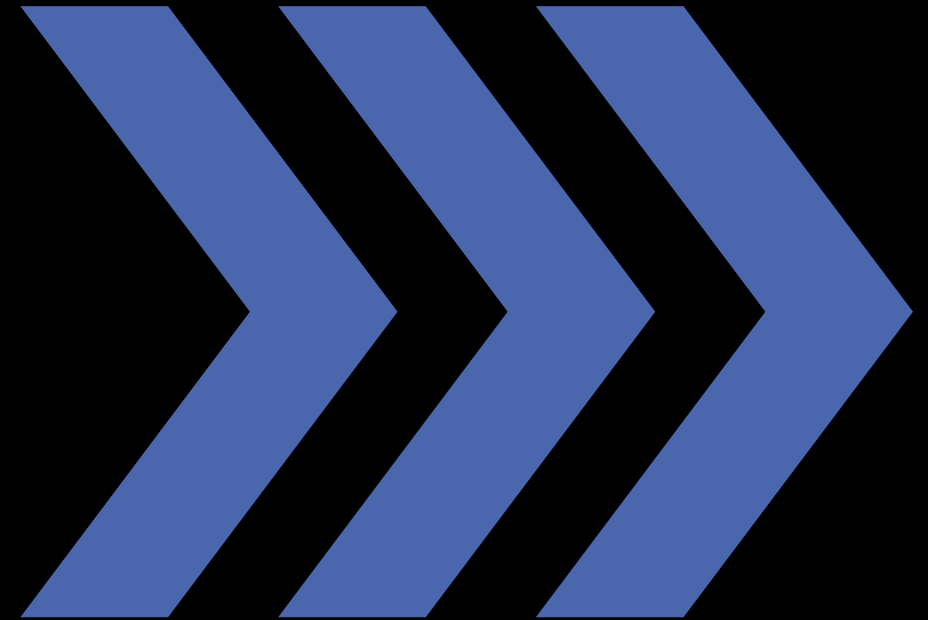


Student-athlete  
activism

“Like so many young people today, I was searching for a way out, or some might say a way in, and then I heard the voice of Dr. Martin Luther King Jr. on an old radio. He was talking about the philosophy and discipline of nonviolence. He said we are all complicit when we tolerate injustice. He said it is not enough to say it will get better by and by. He said each of us has a moral obligation to stand up, speak up and speak out. When you see something that is not right, you must say something. You must do something. Democracy is not a state. It is an act, and each generation must do its part to help build what we called the Beloved Community, a nation and world society at peace with itself.” - John Lewis, Former U.S. Representative & Civil Rights Activist



Is this a  
moment or a  
movement?





Questions?

