STRATEGIES:
ADDRESSING RACIAL INJUSTICE

DEVELOPED BY NCAA OFFICE OF INCLUSION
Acknowledging 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 on 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.
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 that 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.
Student-Athletes:

- Acknowledge your awareness of what is happening in the world to your teammates, even if you feel like you don’t know the “right” words to say.

- Commit to personally understanding how your background and privilege shape your perspective on racial inequality.

- Educate yourself by reading books and articles and watching instructional videos to “unlearn” things that perpetuate racist ideology and racial discrimination.
Student-Athletes:

- 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 that provide equitable opportunities.)

- Check-in with your Black peers/teammates 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.
Sources & Additional Information


- Liu, J. (2020, June). Talking about racial inequality at work is difficult—here are tips to do it thoughtfully. *CNBC Make It*. [Link](https://www.cnbc.com/2020/06/05/how-to-thoughtfully-talk-about-racial-inequality-with-your-coworkers.html)