

STRATEGIES: ADDRESSING RACIAL INJUSTICE

DEVELOPED BY NCAA OFFICE OF INCLUSION



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 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.

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 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

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