

Don't Just Check the Box



Athletics Direct Report Institute

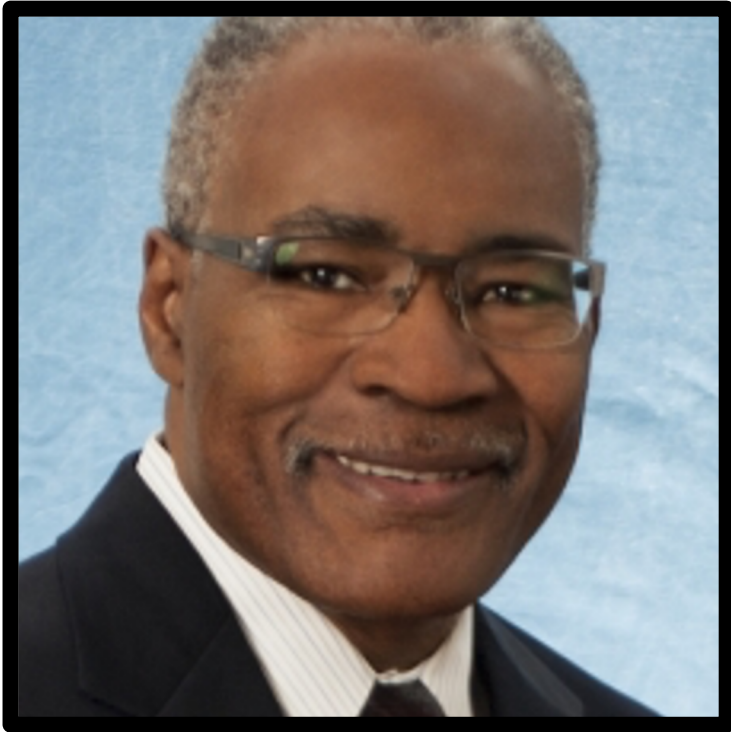
January 13, 2021

Amanda Ekabutr



- University of Massachusetts Amherst
 - Director of Student-Athlete Development/Diversity and Inclusion Officer
- Oregon State University
 - Master of Arts Interdisciplinary Studies: College Student Services Administration, Education, Ethnic Studies

Dr. Larry Roper



- Professor Emeritus of Language, Culture and Society, Oregon State University
- Vice Provost of Student Affairs, 1995-2014
- Vice President of Student Affairs/Dean of Students, St. John Fisher College, 1989-1995

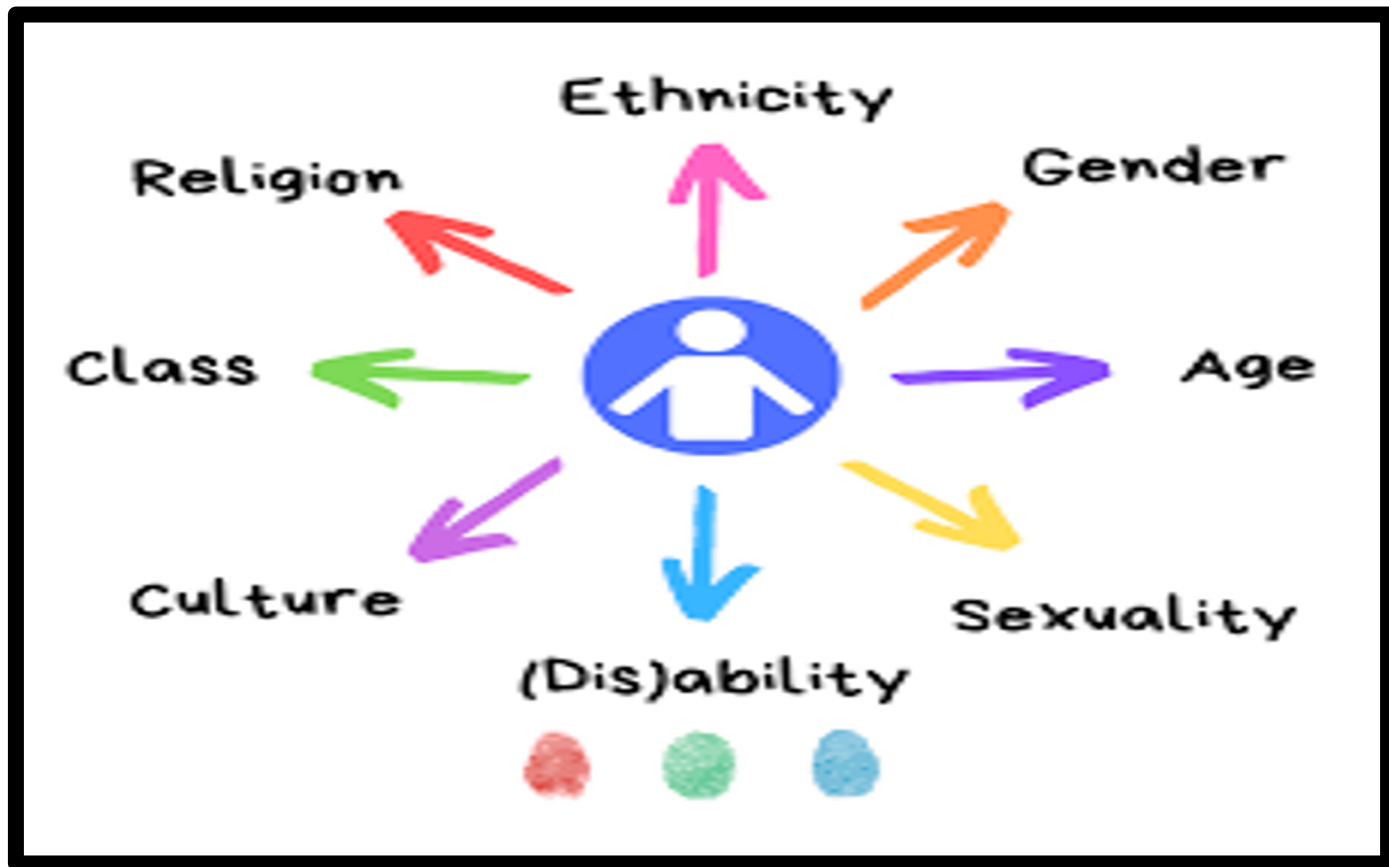
Goals:

- **Leadership Context**
- **Student-Athlete Identity**
- **Programming Interventions**

Fab 5

- Need a piece of paper and a pen.
- List the initials of 5 people with whom you have a relationship (not family members) that you can go to for advice when faced with a tough work situation.

Name
1)
2)
3)
4)
5)



Challenges Amongst College Student-Athletes

- Balancing complex roles and identities
- Athletic identity naturally supersedes all other identities
- Experience social isolation and social evaluation
- “Celebrity status”
- Athletes are constantly reflecting on the “looking glass” self



What does this mean for our BIPOC student-athletes?

Double Consciousness

Stereotype Threat

Culture Shock

Real Talk

Authenticity

Sense of Belonging

Welcoming & Engaging Dialogue

Stigma

Personal Development



Outcomes

- Create dialogical spaces for student-athletes to support a sense of belonging, closer community within their team, with other student-athletes and provide perspective between student-athletes, staff and faculty
- Mentorship
- Diverse Leadership Representation
- Diversity, Equity and Inclusion Education and Training
- Cultural Competence Training
- Campus Collaborations



UMass Athletics Racial & Social Justice Plan

Summer 2020 & 2020-2021

Minority Student-Athletes United (MSAU)

- 09/16/19: Back 2 School Kick Back
 - 10/07/19: Relationships & Self-Identity
 - 11/13/19: Mental Health Stigma Within the Black Community
 - 02/10/20: Social Media Blast
- “What does Black History Month mean to you?”
- 02/11/20: Healthy Relationships: Part Two
 - 02/12/20: Black History Jeopardy
 - 03/09/20: Life After College Athletics



Real Talk

- 09/11/19: Social Media & Your Personal-Brand
- 09/25/19: Rep Where You Are From
- 10/09/19: Collaboration with Peak Performance
- 10/23/19: SB 206 (Name, Image & Likeness)
- 11/06/19: Colorism
- 11/20/20: Locker Room Talk Pt. 1
- 02/19/20: Locker Room Talk Pt. 2
- 02/27/20: Black History Month
- 04/16/20: All American



UMass International Student-Athletes (I.S.A)



**UMASS
I.S.A.**

International Chats & Conversations:
Social Distancing Style

**FRIDAY
APRIL 17
Zoom*
1 PM ET**

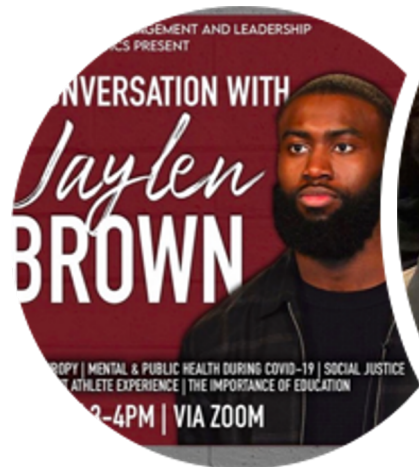
*To get the Meeting ID, reach out to a UMass I.S.A member.



**UMASS
ATHLETICS**

rs., Nov. 21
n. - 7 p.m.
ity M Lounge
l be provided!

INTERNATIONAL STUDENT-ATHLETE



COACHING THE COACHES: RACIAL AND SOCIAL JUSTICE

**SESSION 1:
WEDNESDAY, JULY 8 9:30 AM – 11 AM**

**DISTRICT ATTORNEY RACHAEL ROLLINS '94
SUFFOLK COUNTY**



**SESSION 2:
WEDNESDAY, JULY 15 9:30 AM – 11 AM**

**DR. WHITNEY BATTLE-BAPTISTE
PROFESSOR OF ANTHROPOLOGY &
DIRECTOR, W.E.B. DE BOIS CENTER**



**SESSION 3:
WEDNESDAY, JULY 22 9:30 AM – 11 AM**

**DARRICE GRIFFIN
DEPUTY DIRECTOR OF ADMINISTRATION
UNIVERSITY OF GEORGIA ATHLETICS**



**SESSION 4:
WEDNESDAY, JULY 29 9:30 AM – 11 AM**

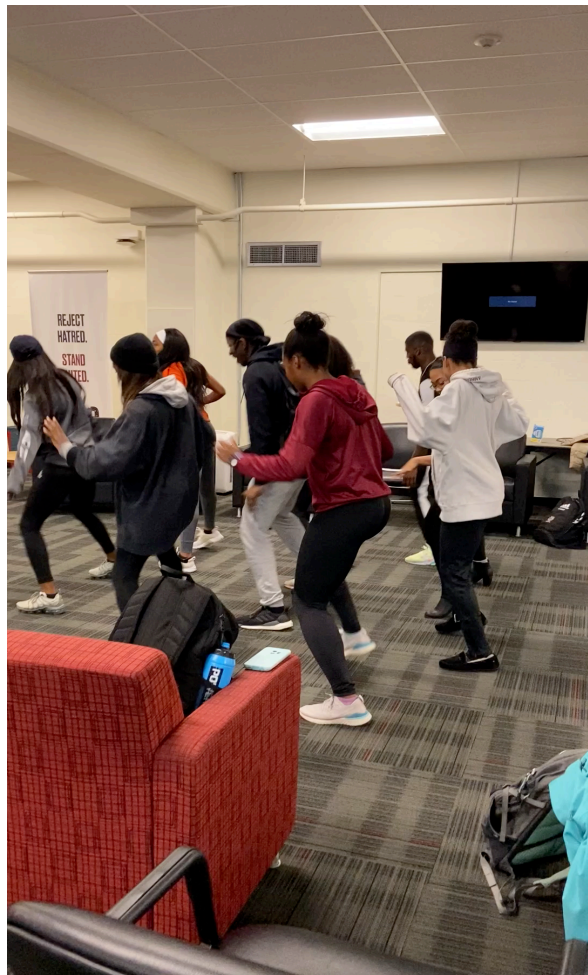
**COLLIN WILLIAMS
ROSS INITIATIVE IN SPORTS FOR EQUALITY**

Fall 2020 & Spring 2021 Semester

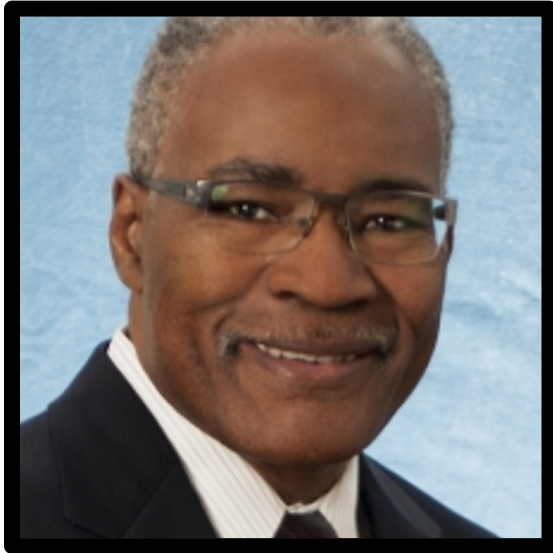
- Continue building and supporting programs already in place
- Fall Research Fair
- Continue D&I Staff Sub Committee
- Bridge and make connections to different disability and religious support groups
- Create a book or podcast group that focuses on D&I
- Guest Speaker: Jen Fry
- MSAU Campus Connections Pt. 2
- North East Black Student-Athlete Summit
- Amplify People of Color's Voices Program (Ex. Spoken word, Creative art, music etc.)
- Cultural Organizations/Centers and Student Organization Collaborations
- She Got G.R.I.T. – Briana Scurry
- Implement and educate cultural history into game scripts
- Recognize significant cultural heritage months and important dates
- Incorporate/utilize Game Plan modules
- UMass Athletic Department (Staff & Coaches) Climate Survey

Goals (A Charge to Consider):

- Education for Staff, Coaches and Student-Athletes
- Cultural Competence Trainings for Staff, Coaches and Student-Athletes
- Provide a platform and space to educate and empower student-athlete voices
- Bridge connections and build relationships with campus partners, student organizations and other institutions
- Have an accurate assessment of the Athletic Department's culture
- Convert conversation and dialogue-based programs into ACTION
- Increase financial resources and support for Diversity and Inclusion programs



Thank You!



Dr. Larry Roper

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Questions?