



NCAA Student-Athlete Activism and Racial Justice Engagement Study

Survey Results – February 2021

Methods

- ▶ The study examined student-athlete perceptions and experiences in terms of civic engagement, athlete activism and racial justice engagement. Survey questions were embedded within the [NCAA Student-Athlete Well-Being Survey \(Fall 2020\)](#). The survey instrument was designed by NCAA Research in collaboration with the NCAA Sport Science Institute and the NCAA's Division I, II and III Student-Athlete Advisory Committees (SAAC).
- ▶ Fifteen-minute confidential survey administered online through QuestionPro survey software. Designed to be taken via smartphone, tablet or computer.
- ▶ A snowball sampling technique was used. National SAAC representatives forwarded the link through conference and campus SAACs to student-athletes. Conference SAAC liaisons were also made aware of the survey and encouraged student-athletes to participate.
- ▶ Survey opened October 6, 2020 and closed November 2, 2020.

Response Rates

- ▶ 24,974 student-athletes took the survey, representing all conferences across divisions.

- ▶ 9,572 Division I student-athletes
- ▶ 8,990 Division II student-athletes
- ▶ 6,302 Division III student-athletes

- ▶ Women's sports participants and white student-athletes were overrepresented in the sample. Therefore, it is important to examine results disaggregated by gender and race.

- ▶ First-years responded at higher rates than other student-athletes, but all classes were adequately represented.

- ▶ Response rates varied widely by sport and conference.

Survey participation rates by division

	Overall	Men's Sports	Women's Sports
Across Division	6%	4%	9%
Division I	6%	4%	10%
Division II	9%	5%	13%
Division III	4%	3%	6%

Note: Participation rates determined using the [2019-20 NCAA Sports Sponsorship and Participation Rates Report](#); cross country and indoor track participants were removed from denominator to avoid double-counting with outdoor track. 110 participants did not list division, their responses were only included in association-wide results.

Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Participant Demographics

Number of Responses by Sport Participation

Men's Sports	N	%
Baseball	1,599	4.4%
Basketball	593	3.2%
Cross Country	749	5.2%
Football	1,783	2.4%
Golf	387	4.7%
Gymnastics	3	0.9%
Ice Hockey	125	2.9%
Lacrosse	702	4.6%
Soccer	1,034	4.0%
Swim and Dive	447	4.6%
Tennis	296	3.9%
Track and Field	1,340	4.5%
Volleyball	118	4.8%
Water Polo	33	3.0%
Wrestling	315	4.1%
Co-ed Fencing	38	2.8%
Co-ed Rifle	30	10.0%
Co-ed Skiing	40	4.8%

Women's Sports	N	%
Basketball	1,642	10.0%
Beach Volleyball	197	13.7%
Bowling	138	16.8%
Cross Country	1,116	7.3%
Equestrian	79	5.4%
Field Hockey	715	11.4%
Golf	534	9.8%
Gymnastics	174	11.5%
Ice Hockey	202	7.8%
Lacrosse	1,204	9.3%
Rowing	488	6.6%
Rugby	49	8.1%
Soccer	2,582	9.0%
Softball	2,218	10.7%
Swim and Dive	1,079	8.1%
Tennis	673	7.9%
Track and Field	2,207	7.2%
Triathlon	10	5.7%
Volleyball	1,890	10.6%
Water Polo	72	5.8%

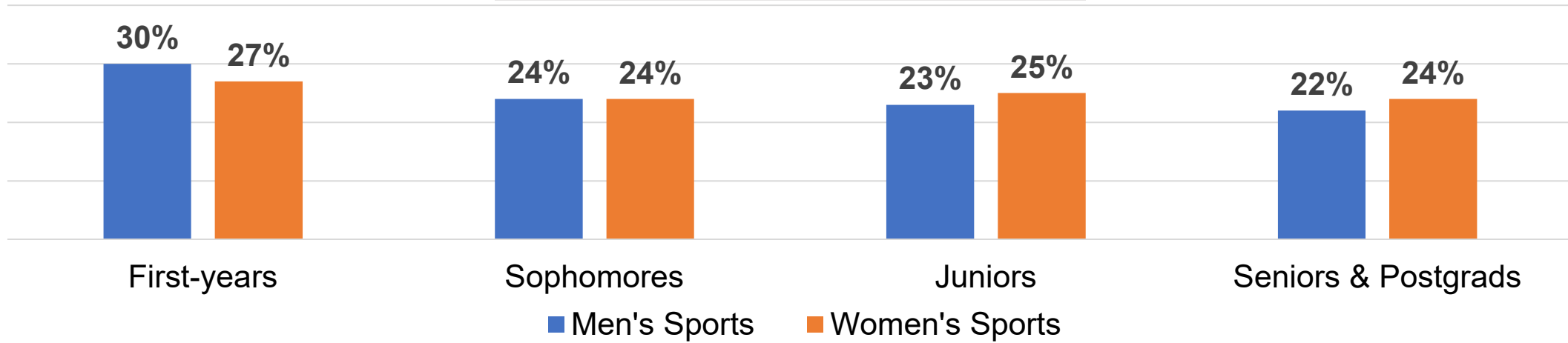
Note: Sport participation percentages derived from N in sample divided by all participating SAs in the sport (2019-20 Participation Report). Athletes from Acrobatics and Tumbling and Women's Wrestling (emerging sports approved in Summer 2020), contributed 52 and 35 responses, respectively, which are included in overall and divisional data. Multisport athletes counted in each sport. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Representativeness of Sample, All Participants

Racial Demographics

	Men's Sports		Women's Sports	
	Fall 2020 Survey	Demographics Data	Fall 2020 Survey	Demographics Data
White	70%	59%	76%	68%
Black	14%	20%	8%	11%
Other	16%	20%	16%	21%

Academic Status



Notes: 8,799 men's sports and 16,100 women's sports participants in the full sample. An additional 75 did not indicate whether they played a men's or women's sport. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020), [NCAA Demographics Database](#) (2020).



Social and Civic Engagement

Civic Engagement

- ▶ Three-quarters of student-athletes surveyed indicated that it was important to them to be an engaged citizen, and over half believed college athletes have a responsibility to volunteer in the community. Black student-athletes were the most likely to indicate a willingness to take a public stance on a social issue (60%) as compared with Latinx student-athletes (49%), other student-athletes of color (49%) and white student-athletes (41%). A majority believed that their coaches, teammates and athletics department would support them for taking a stance publicly.
- ▶ More than 80% of student-athletes reported discussing politics and performing volunteer work in the last year, and over a third reported having demonstrated for a cause. Black student-athletes were significantly more likely to have communicated about a cause (77%) or demonstrated for a cause (53%) than their peers across all other racial groups.
- ▶ Over 80% of survey respondents indicated intention to vote in the 2020 election. Black women had the highest levels of voting intention (86%) among the demographic groups examined. Additionally, 11% of student-athletes volunteered or intended to volunteer for the 2020 election (e.g., canvassing, registering voters or working at the polls). This was highest among Black student-athletes (19%).

Participation in Social and Civic Engagement Activities in the Last Year

(Percent of Participants Who Endorsed “Agree” or “Strongly Agree”)

	Men's Sports	Women's Sports
It is important to me to be an active and engaged citizen	72%	78%
Student-athletes have a responsibility to participate in volunteer activities within the local community	57%	69%
I keep up with current political and social issues	54%	50%
I would be comfortable taking a public stance on a social issue	44%	43%

Note: Top 2 points on a 6-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Participation in Social and Civic Engagement Activities in the Last Year

(Percent of Participants Who Endorsed “Agree” or “Strongly Agree” by Racial Group)

	Black	Latinx	Other	White
It is important to me to be an active and engaged citizen	73%	74%	76%	77%
Student-athletes have a responsibility to participate in volunteer activities within the local community	65%	67%	65%	65%
I would be comfortable taking a public stance on a social issue	60%	49%	49%	41%
I keep up with current political and social issues	54%	48%	53%	51%

Note: Top 2 points on a 6-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. “Other” includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Participation in Social and Civic Engagement Activities in the Last Year

(Percent of Men's Sports Participants Who Endorsed "Agree" or "Strongly Agree" by Racial Group)

	Black	Latinx	Other	White
It is important to me to be an active and engaged citizen	69%	72%	73%	73%
Student-athletes have a responsibility to participate in volunteer activities within the local community	60%	62%	56%	57%
I would be comfortable taking a public stance on a social issue	59%	47%	48%	41%
I keep up with current political and social issues	51%	45%	51%	55%

Note: Top 2 points on a 6-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. "Other" includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Participation in Social and Civic Engagement Activities in the Last Year

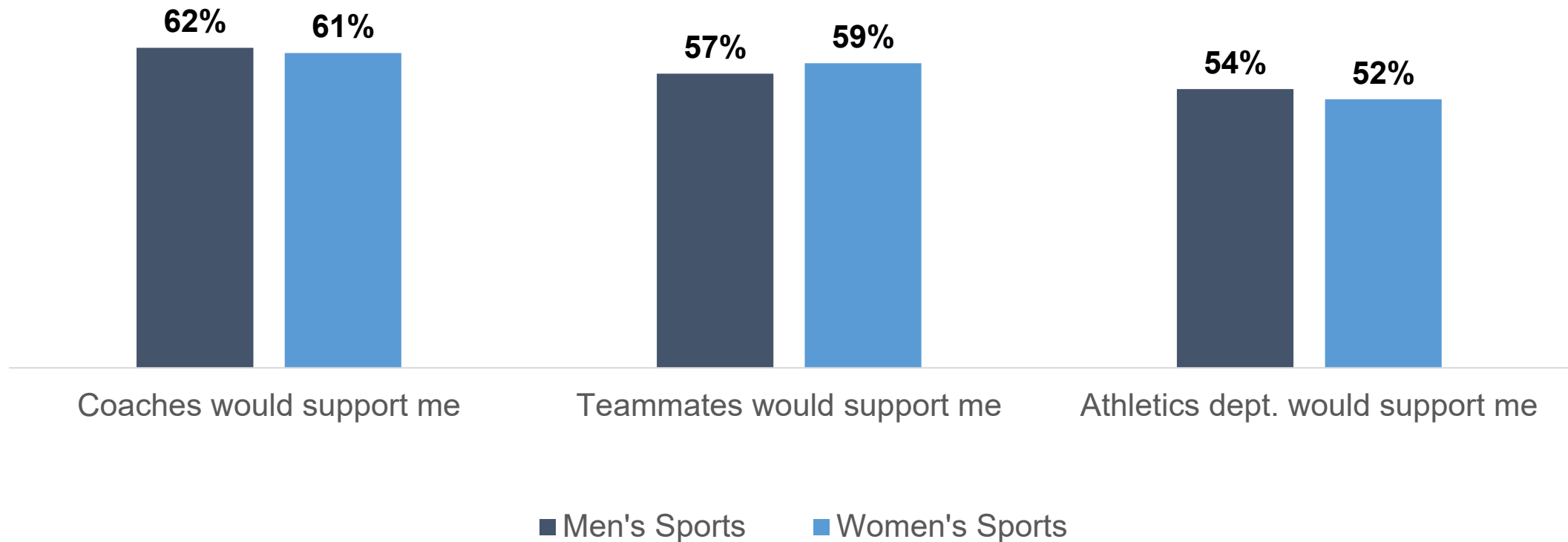
(Percent of Women's Sports Participants Who Endorsed "Agree" or "Strongly Agree" by Racial Group)

	Black	Latinx	Other	White
It is important to me to be an active and engaged citizen	76%	75%	78%	79%
Student-athletes have a responsibility to participate in volunteer activities within the local community	69%	71%	69%	69%
I would be comfortable taking a public stance on a social issue	60%	50%	49%	41%
I keep up with current political and social issues	56%	49%	54%	49%

Note: Top 2 points on a 6-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. "Other" includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Participants' Perceptions of External Support for Taking a Public Stance on a Social Issue

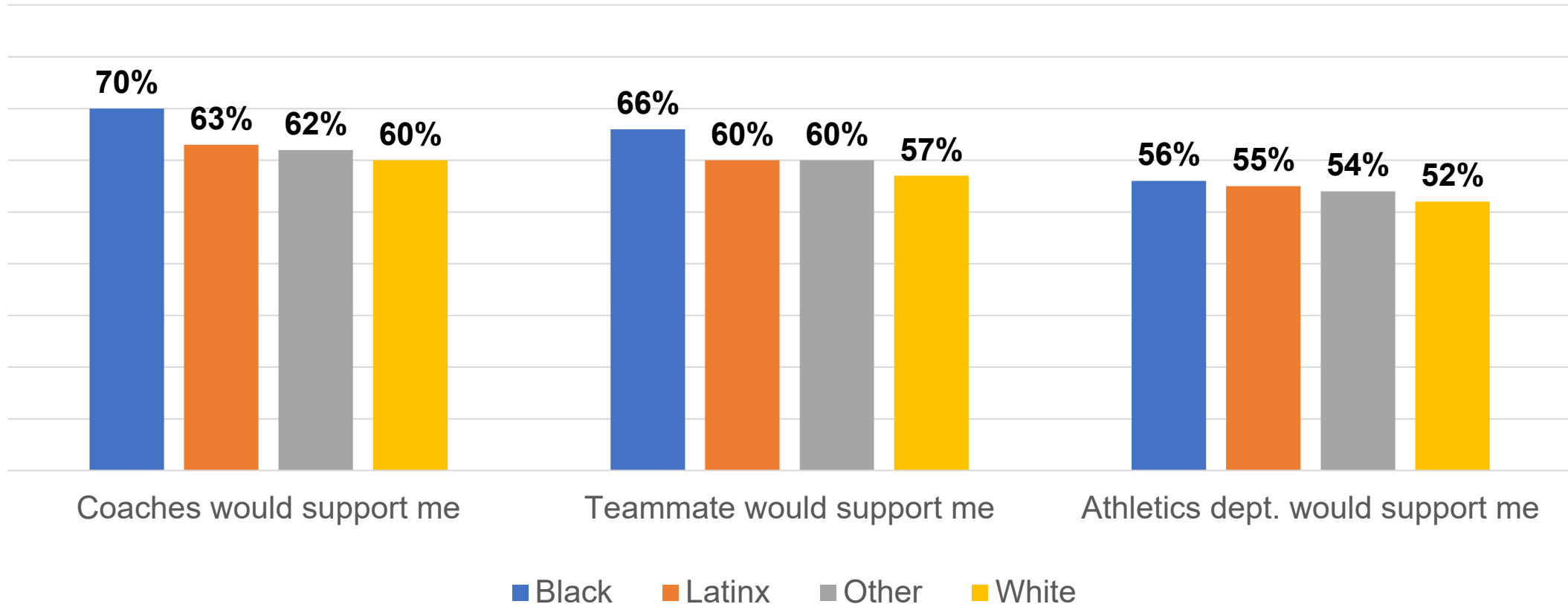
(Percent of Participants Who Endorsed "Agree" or "Strongly Agree")



Note: Top 2 points on a 6-point scale. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Participants' Perceptions of External Support for Taking a Public Stance on a Social Issue

(Percent of Participants Who Endorsed "Agree" or "Strongly Agree" by Racial Group)



Note: Top 2 points on a 6-point scale. "Other" includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Participation in Social and Civic Engagement Activities in the Last Year

(Percent of Participants Who Endorsed “Occasionally” or “Frequently”)

	Men's Sports	Women's Sports
Discussed politics	84%	84%
Performed volunteer work	78%	83%
Publicly communicated my opinion about a cause (e.g., social media post, email, petition)	53%	65%
Donated to or raised money for a cause or campaign	41%	53%
Demonstrated for a cause (e.g., boycott, rally, protest)	29%	37%

Note: Top two points on a 3-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Participation in Social and Civic Engagement Activities in the Last Year

(Percent of Participants Who Endorsed “Occasionally” or “Frequently” by Racial Group)

	Black	Latinx	Other	White
Discussed politics	79%	74%	82%	86%
Performed volunteer work	78%	77%	79%	82%
Publicly communicated my opinion about a cause (e.g., social media post, email, petition)	77%	64%	69%	57%
Donated to or raised money for a cause or campaign	55%	52%	52%	48%
Demonstrated for a cause (e.g., boycott, rally, protest)	53%	39%	44%	30%

Note: Top two points on a 3-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. “Other” includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities.

Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Participation in Social and Civic Engagement Activities in the Last Year

(Percent Men's Sports Participants Who Endorsed "Occasionally" or "Frequently" by Racial Group)

	Black	Latinx	Other	White
Discussed politics	76%	72%	82%	87%
Performed volunteer work	77%	74%	74%	79%
Publicly communicated my opinion about a cause (e.g., social media post, email, petition)	72%	55%	59%	49%
Donated to or raised money for a cause or campaign	53%	48%	43%	38%
Demonstrated for a cause (e.g., boycott, rally, protest)	53%	34%	37%	23%

Note: Top two points on a 3-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. "Other" includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities.

Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Participation in Social and Civic Engagement Activities in the Last Year (Percent Women's Sports Participants Who Endorsed "Occasionally" or "Frequently" by Racial Group)

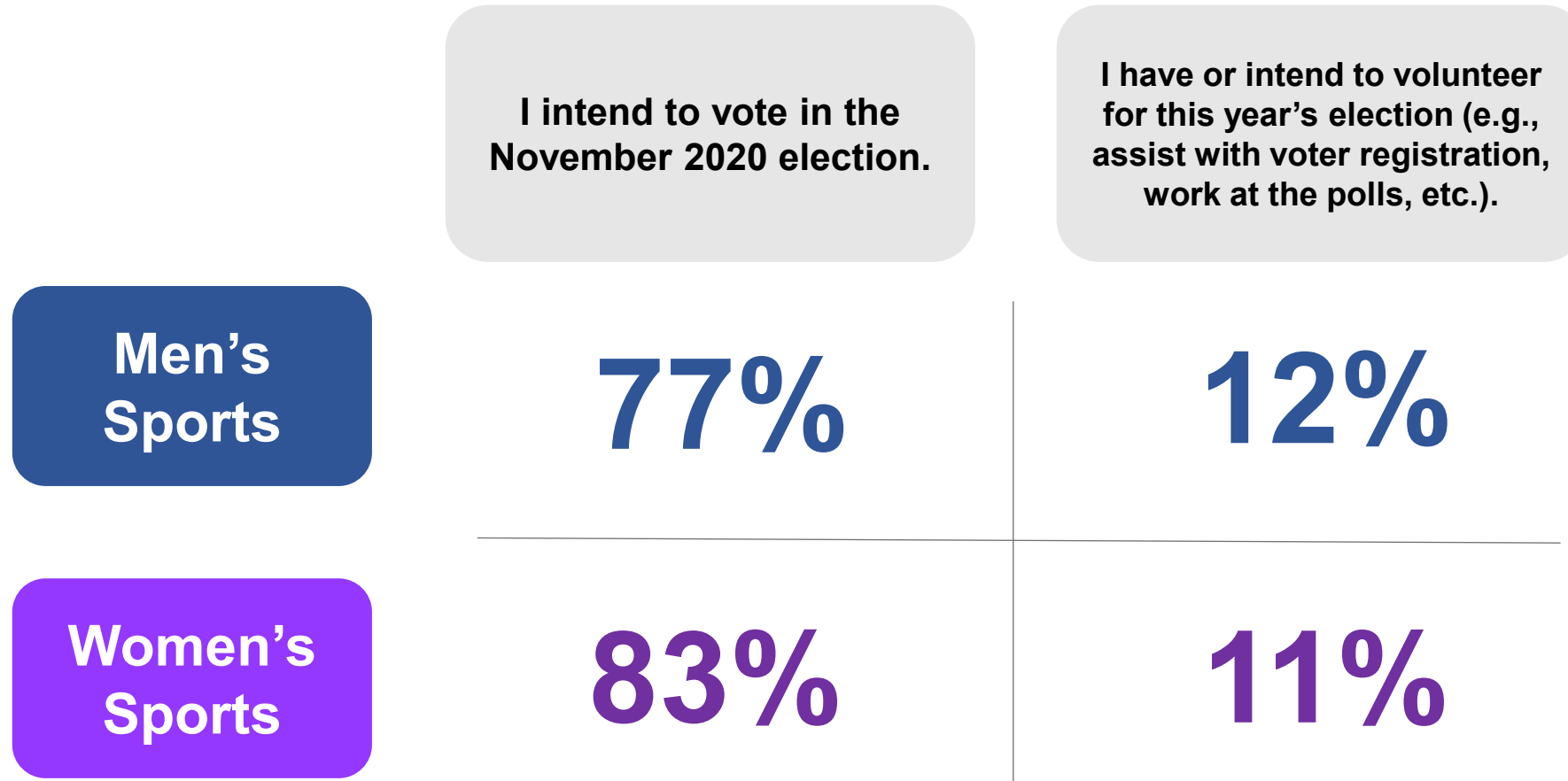
	Black	Latinx	Other	White
Discussed politics	81%	76%	83%	85%
Performed volunteer work	79%	79%	81%	84%
Publicly communicated my opinion about a cause (e.g., social media post, email, petition)	82%	72%	73%	62%
Donated to or raised money for a cause or campaign	57%	56%	57%	52%
Demonstrated for a cause (e.g., boycott, rally, protest)	54%	43%	48%	33%

Note: Top two points on a 3-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. "Other" includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities.

Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

2020 Election Participation

(Percent of Participants Who Endorsed “Agree” or “Strongly Agree”)



Note: Top 2 points on a 6-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

2020 Election Participation

(Percent of Participants Who Endorsed “Agree” or “Strongly Agree” by Racial Group)

	I intend to vote in the November 2020 election.	I have or intend to volunteer for this year’s election (e.g., assist with voter registration, work at the polls, etc.).
Black	82%	19%
Latinx	66%	15%
Other	79%	12%
White	82%	10%

Note: Top 2 points on a 6-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. “Other” includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

2020 Election Participation

(Percent of Men's Sports Participants Who Endorsed "Agree" or "Strongly Agree" by Racial Group)

	I intend to vote in the November 2020 election.	I have or intend to volunteer for this year's election (e.g., assist with voter registration, work at the polls, etc.).
Black	77%	21%
Latinx	60%	16%
Other	72%	12%
White	79%	10%

Note: Top 2 points on a 6-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. "Other" includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

2020 Election Participation

(Percent of Women's Sports Participants Who Endorsed "Agree" or "Strongly Agree" by Racial Group)

	I intend to vote in the November 2020 election.	I have or intend to volunteer for this year's election (e.g., assist with voter registration, work at the polls, etc.).
Black	86%	18%
Latinx	70%	14%
Other	83%	13%
White	84%	10%

Note: Top 2 points on a 6-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. "Other" includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).



Photo courtesy of UCLA Athletics

Racial Justice Engagement

Racial Justice Engagement Within the Last 6 Months

- ▶ Nearly 90% of student-athletes surveyed indicated that they had conversations focused on race or racial justice with family or friends within the prior six months. Approximately 80% indicated that they had made an effort to learn more about race and racial justice on their own. Overall, just over half of all participants indicated having conversations with their coaches about race and racial justice. Among Black student-athletes that rate was 67%.
- ▶ Many student-athletes also publicly participated in the racial justice movement within the prior six months. Over half posted content about race or racial justice on social media and over one-quarter participated in a protest or rally about racial justice. Black student-athletes reported the highest levels of racial justice engagement across all items.

Racial Justice Engagement in the Last 6 Months

(Percent of Participants Who Endorsed “Occasionally” or “Frequently”)

	Men's Sports	Women's Sports
Had conversations with family or friends focused on race or racial justice	86%	90%
Made an effort to learn more about race or racial justice on my own	76%	84%
Had conversations with coaches focused on race or racial justice	52%	53%
Posted or shared content on social networking sites about race or racial justice	46%	62%
Contributed money to an organization focused on racial justice	24%	34%
Attended a protest or rally about racial justice	25%	29%
Contacted a public official to express opinion about racial justice	15%	19%

Note: Top two points on a 3-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Racial Justice Engagement in the Last 6 Months by Race

(Percent of Participants Who Endorsed “Occasionally” or “Frequently” by Racial Group)

	Black	Latinx	Other	White
Had conversations with family or friends focused on race or racial justice	94%	87%	91%	88%
Made an effort to learn more about race or racial justice on my own	89%	83%	86%	80%
Posted or shared content on social networking sites about race or racial justice	83%	67%	68%	51%
Had conversations with coaches focused on race or racial justice	67%	49%	56%	51%
Attended a protest or rally about racial justice	49%	29%	36%	23%
Contributed money to an organization focused on racial justice	43%	33%	39%	28%
Contacted a public official to express opinion about racial justice	27%	19%	22%	16%

Note: Top two points on a 3-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. “Other” includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities.

Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Racial Justice Engagement in the Last 6 Months by Race

(Percent of Men's Sports Participants Who Endorsed "Occasionally" or "Frequently" by Racial Group)

	Black	Latinx	Other	White
Had conversations with family or friends focused on race or racial justice	92%	83%	87%	84%
Made an effort to learn more about race or racial justice on my own	86%	76%	79%	73%
Posted or shared content on social networking sites about race or racial justice	80%	54%	56%	38%
Had conversations with coaches focused on race or racial justice	67%	47%	56%	50%
Attended a protest or rally about racial justice	50%	26%	30%	19%
Contributed money to an organization focused on racial justice	41%	28%	30%	20%
Contacted a public official to express opinion about racial justice	27%	18%	17%	12%

Note: Top two points on a 3-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. "Other" includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities.

Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Racial Justice Engagement in the Last 6 Months by Race

(Percent of Women's Sports Participants Who Endorsed "Occasionally" or "Frequently" by Racial Group)

	Black	Latinx	Other	White
Had conversations with family or friends focused on race or racial justice	95%	90%	92%	90%
Made an effort to learn more about race or racial justice on my own	91%	88%	90%	83%
Posted or shared content on social networking sites about race or racial justice	87%	76%	73%	57%
Had conversations with coaches focused on race or racial justice	67%	51%	57%	52%
Attended a protest or rally about racial justice	49%	31%	39%	25%
Contributed money to an organization focused on racial justice	44%	36%	42%	32%
Contacted a public official to express opinion about racial justice	27%	20%	25%	18%

Note: Top two points on a 3-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. "Other" includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities.

Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).



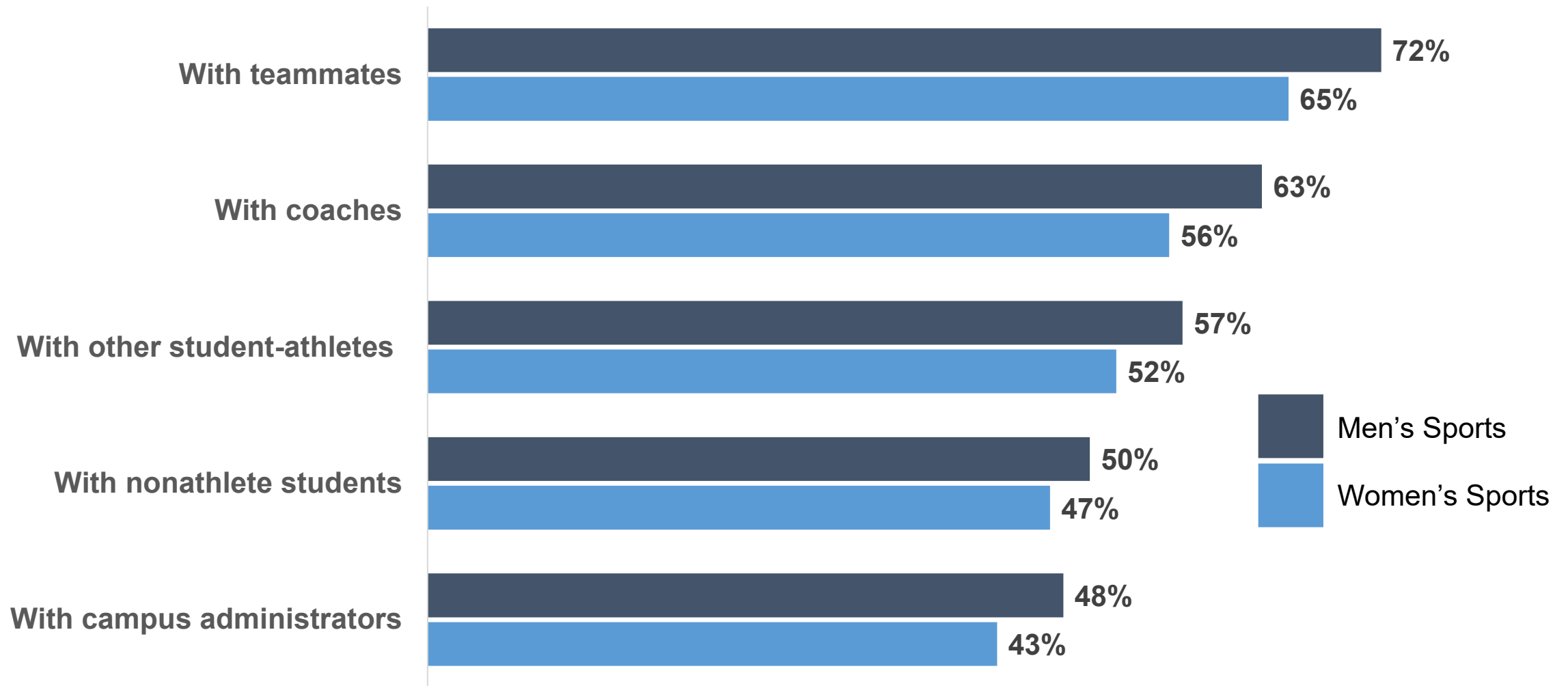
I pledge these things because
WE ARE STRONGER TOGETHER.

Team and Campus Support for Racial Justice

- ▶ Student-athletes indicated being most comfortable discussing issues of race on campus within their own teams. The highest level of comfort was among teammates (67%), while a majority also reported being comfortable discussing these issues with their coaches (58%).
- ▶ Most participants reported feeling that the student-athlete voice was being taken into account when making efforts to advance racial equity at the campus, conference and national level.

Participants' Level of Comfort Discussing Issues of Race on Campus

(Percent of Participants Who Responded "Mostly Comfortable" or "Extremely Comfortable")



Note: Top two points on a 3-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Participants' Level of Comfort Discussing Issues of Race on Campus

(Percent of Participants Who Responded “Mostly Comfortable” or “Extremely Comfortable” by Racial Group)

	Black	Latinx	Other	White
With teammates	76%	69%	70%	65%
With coaches	67%	61%	59%	57%
With other student-athletes	65%	59%	55%	52%
With nonathlete students	55%	52%	50%	47%
With campus administrators	50%	49%	44%	44%

Note: Top 2 points on a 6-point scale. “Other” includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Participants' Level of Comfort Discussing Issues of Race on Campus

(Percent of Men's Sports Participants Who Responded "Mostly Comfortable" or "Extremely Comfortable" by Racial Group)

	Black	Latinx	Other	White
With teammates	78%	72%	73%	70%
With coaches	67%	64%	63%	62%
With other student-athletes	65%	63%	59%	55%
With nonathlete students	54%	55%	53%	48%
With campus administrators	50%	53%	48%	47%

Note: Top 2 points on a 6-point scale. "Other" includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Participants' Level of Comfort Discussing Issues of Race on Campus

(Percent of Women's Sports Participants Who Responded "Mostly Comfortable" or "Extremely Comfortable" by Racial Group)

	Black	Latinx	Other	White
With teammates	75%	66%	68%	63%
With coaches	67%	58%	56%	55%
With other student-athletes	65%	56%	54%	50%
With nonathlete students	56%	49%	49%	46%
With campus administrators	50%	46%	43%	42%

Note: Top 2 points on a 6-point scale. "Other" includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Take Student-Athlete Voice Into Account in Racial Equity Efforts

(Percent of Participants Who “Agree” or “Strongly Agree”)



Note: Top two points on a 3-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Take Student-Athlete Voice Into Account in Racial Equity Efforts

(Percent of Participants Who “Agree” or “Strongly Agree” by Racial Group)

	Black	Latinx	Other	White
My coach	69%	69%	68%	67%
My athletics department	60%	66%	62%	64%
My institution	57%	66%	60%	64%
My athletics conference	54%	63%	57%	59%
The NCAA	53%	64%	57%	61%

Note: Top 2 points on a 6-point scale. “Other” includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Take Student-Athlete Voice Into Account in Racial Equity Efforts

(Percent of Men's Sports Participants Who "Agree" or "Strongly Agree" by Racial Group)

	Black	Latinx	Other	White
My coach	71%	67%	68%	66%
My athletics department	64%	65%	60%	63%
My institution	58%	63%	60%	63%
My athletics conference	56%	61%	55%	58%
The NCAA	53%	61%	51%	56%

Note: Top 2 points on a 6-point scale. "Other" includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Take Student-Athlete Voice Into Account in Racial Equity Efforts

(Percent of Women's Sports Participants Who "Agree" or "Strongly Agree" by Racial Group)

	Black	Latinx	Other	White
My coach	68%	70%	68%	67%
My athletics department	58%	67%	64%	64%
My institution	56%	67%	61%	64%
My athletics conference	52%	65%	57%	60%
The NCAA	53%	66%	60%	63%

Note: Top 2 points on a 6-point scale. "Other" includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Student-Athlete Suggestions for Advancing Racial Justice

- ▶ In an open-ended question, participants were asked what more they would like to see their athletics department (staff and coaches) do to address racial justice. Key themes included:
 - ▶ Listen to student-athlete voices.
 - ▶ Demonstrate support for student-athletes.
 - ▶ Take action through:
 - Hosting education sessions and honest conversations.
 - Recruiting and hiring more BIPOC athletes and athletics staff.
 - Taking a public stance via statements, departmentwide actions, or social media content that promotes civic engagement and racial justice.
- ▶ While most comments, within all racial groups, provided suggestions for furthering racial justice engagement, there was a subset of predominantly white survey participants who commented that athletics departments should not play a role in addressing racial justice. Some felt that such engagement could be divisive and silence a group of student-athletes, while others felt such engagement was outside the mission of the athletics department.

What More Athletics Departments Can Do to Address Racial Justice

▶ Listen to student-athlete voices.

- ▶ “Listen and be open to new ideas.” –White-identifying Division III football
- ▶ “Make a stand. Let their voices be heard. Show the minority that they actually hear and see us. That we are loved by them.” –Multiracial-identifying Division II football
- ▶ “Actually talk to more people of color rather than just one specific race. Also, actually get to learn the backgrounds of different people rather than doing it to post for likes and retweets.” – Multiracial-identifying Division II women’s softball
- ▶ “Listen to minorities about what they believe would be the most effective course of action.” – Multiracial-identifying Division I women’s volleyball

What More Athletics Departments Can Do to Address Racial Justice

► **Demonstrate support for student-athletes.**

- ▶ “Stand with the student athletes instead of ignoring the elephant in the room.”—Multiracial-identifying Division II men’s basketball
- ▶ “I would like them to come out and openly support the racial justice movements. Not to us, but on social media, to their coworkers and our school administrators, and to the nonathlete student body.” —Black-identifying Division I women’s basketball
- ▶ “Being that a good percentage of my school's student athletes are people of color, I would like to see staff/coaches put their political ideas to the side and at least understand the civic engagement and racial injustice. To stand with us in solidarity.” —Multiracial-identifying Division III softball

What More Athletics Departments Can Do to Address Racial Justice

▶ Take action through:

- ▶ ***Hosting education sessions and honest conversations across athletics and within teams.***
 - ▶ “TALK MORE! We just need to have open and honest conversations so that people become more comfortable with the discussion. Maybe coaches need to be trained in this type of discussion to make sure people are comfortable.” –White-identifying Division III softball
 - ▶ “Have coaches have those uncomfortable conversations with their respective teams.” –Asian-identifying Division I men’s track and field
 - ▶ “Create events, talks, discussions, and sport-related projects that focus on today's social climate and contribute to starting the conversations “ –Black-identifying Division II women’s track and field
 - ▶ “Host meetings that are open to all students, athletes or not, to civilly speak upon issues or have conversations relating to racial justice and civic engagement.” –White-identifying Division III men’s volleyball

What More Athletics Departments Can Do to Address Racial Justice

► Take action through:

► *Recruiting and hiring more BIPOC athletes and athletics staff.*

- “Hire more people of color at the administration level to give better representation and a more diverse group of opinions and experiences.” –White-identifying Division III women’s lacrosse
- “Hire Black people for positions besides ‘diversity officer.’” –White-identifying Division I women’s volleyball
- “I would like to see more of a commitment to recruiting a diverse incoming freshman class each year. The majority of the incoming class each year is typically white (if not all white). We need to have a more diverse swim and dive team because I know we can do better.” –White-identifying Division III women’s swimming
- “There is very little ethnic diversity in our administration and coaching staff -- I think more effort and intentionality should go into hiring diverse candidates.” –White-identifying Division II women’s volleyball

What More Athletics Departments Can Do to Address Racial Justice

► Take action through:

- ***Taking a public stance via statements, department-wide actions, or social media content that promotes civic engagement and racial justice.***
 - “Make statements showing support for the blacklivesmatter movement and condemn all racism. Take into account the students’ suggestions and actually implement them. [...] Do not leave it up to the students most affect to take care of everyone and themselves.” –Black-identifying Division I football
 - “Do more actions than words.” –White-identifying Division III men’s lacrosse
 - “Take public stances against systemic racism, do not brush the microaggressions and overt racism that happens ON THEIR TEAMS under the rug.” –White-identifying Division III softball
 - “I wish they would speak out against injustice more often. It’s a continuous issue, not just a summer trend on social media. There are serious issues in our country. It should be everyone’s job to address them and call it out when it’s seen.” –White-identifying Division II women’s swimming
 - “More talk explicitly condemning racist behavior, clearly addressing the issues, no-tolerance policies.” –White-identifying Division III women’s track and field
 - “Be more vocal about it. Emails aren’t enough.” White-identifying Division I men’s track and field

What More Athletics Departments Can Do to Address Racial Justice

► Athletics departments should not address racial justice.

- ▶ “Coaches and staff should not be advocates for or against social justice. Their job is to coach. Coaches do have the responsibility to ensure that their athletes are comfortable and if there are any race-related problems on their teams or related to their athletes, then such things are absolutely in their purview to address. [...] Pushing coaches and staff to talk more about politics is only likely to further ignorance (not because of political viewpoints, but because of quality of information). This holds for both right-wing and left-wing staff members.” –White-identifying Division III baseball
- ▶ “I wish they would talk about it less and I wish they would stick to talking about my sport. I’m here to play soccer, not fix the world.” –White-identifying Division II women’s soccer
- ▶ “I strongly believe that sports institutions have no responsibility to have a political stance. [...] Keep politics out of sports. Though I do believe it’s good for individual people to speak out on issues they believe in, but this issue does not need to be institutionalized.” –White-identifying Division II softball
- ▶ “I wish people would stop talking about it. I am tired of being asked to describe my experiences to others. [...] I simply just want to be judged on the content of character.” –Latinx-identifying Division I men’s volleyball

RESULTS BY DIVISION



DIVISION I


Participant Demographics

Division I

Number of Responses by Division I Conference

Conference	N	%
Horizon	632	21.5%
NEC	837	16.0%
Atlantic 10	702	11.7%
C-USA	542	10.5%
Big East	338	9.3%
MAC	455	9.1%
SWAC	283	8.9%
WAC	252	8.7%
CAA	357	8.3%
Southland	363	7.8%
MAAC	333	7.7%
ASUN	218	6.8%
MVC	225	6.5%
Summit League	193	6.2%
OVC	231	6.1%
Patriot	327	5.4%

Conference	N	%
SEC	342	5.1%
America East	184	4.9%
Ivy League	281	4.6%
Big South	160	4.5%
MEAC	136	4.4%
SoCon	159	4.3%
Sun Belt	187	4.3%
AAC	210	4.1%
Big Sky	135	3.6%
WCC	119	3.5%
Big 12	161	3.4%
Big West	121	3.2%
MWC	153	3.0%
Big Ten	256	2.7%
Pac-12	130	1.9%
ACC	101	1.2%

Note: Conference participation percentages derived from N in sample divided by all participating NCAA Championship student-athletes in conference ([2019-20 NCAA Sports Sponsorship and Participation Rates Report](#)); cross country and indoor track removed to avoid double-counting. 611 Division I student-athletes did not list their conference. Source: NCAA  Research Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Number of Responses by Sport Participation

(Division I Student-Athletes)

Men's Sports	N	%
Baseball	448	4.1%
Basketball	126	2.3%
Cross Country	285	5.7%
Football	697	2.4%
Golf	139	4.8%
Ice Hockey	38	2.2%
Lacrosse	169	4.7%
Soccer	295	4.9%
Swim and Dive	188	5.0%
Tennis	122	4.9%
Track and Field	527	4.6%
Wrestling	87	3.4%

Women's Sports	N	%
Basketball	517	10.2%
Bowling	60	18.6%
Cross Country	456	7.8%
Field Hockey	209	11.5%
Golf	269	12.4%
Gymnastics	103	9.3%
Ice Hockey	114	13.1%
Lacrosse	380	9.7%
Rowing	361	6.5%
Soccer	989	10.2%
Softball	786	12.1%
Swim and Dive	523	9.1%
Tennis	277	9.8%
Track and Field	992	7.3%
Volleyball	676	12.1%

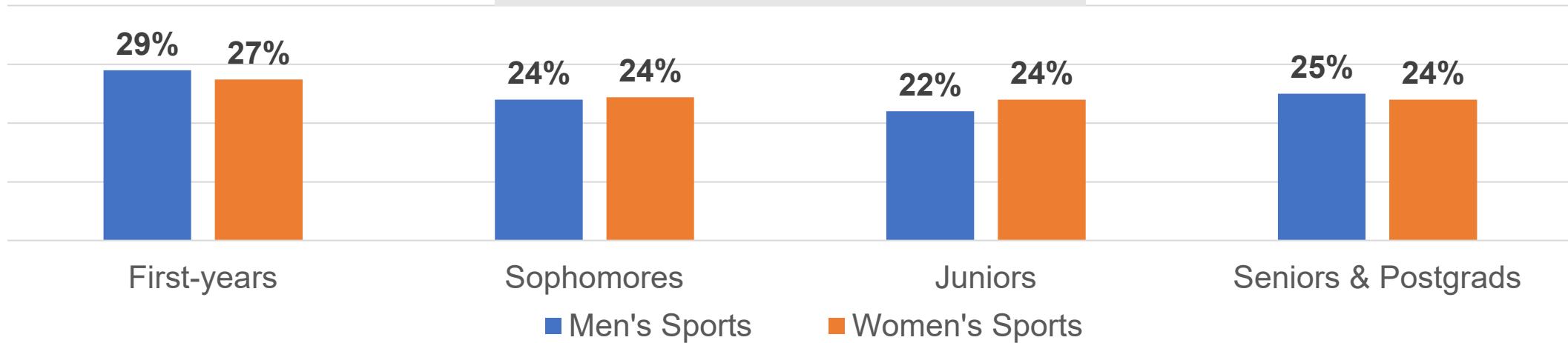
Note: Sport participation percentages derived from N in sample divided by all participating Division I SAs in the sport ([2019-20 NCAA Sports Sponsorship and Participation Rates Report](#)). Multisport athletes counted in each sport. Co-ed and emerging sports not included in table due to low participation Ns at the divisional-level. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Representativeness of Sample, Division I Participants

Racial Demographics

	Men's Sports		Women's Sports	
	Fall 2020 Survey	Demographics Data	Fall 2020 Survey	Demographics Data
White	68%	51%	72%	61%
Black	17%	26%	10%	14%
Other	15%	22%	18%	25%

Academic Status



Notes: 2,965 men's sports and 6,569 women's sports participants in the Division I sample. An additional 38 did not indicate whether they played a men's or women's sport. Sources: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020), [NCAA Demographics Database](#) (2020).



Social and Civic Engagement (Division I)

Participation in Social and Civic Engagement Activities in the Last Year (Percent of Division I Participants Who Endorsed “Agree” or “Strongly Agree” by Racial Group)

	Men's Sports	Women's Sports
It is important to me to be an active and engaged citizen	73%	80%
Student-athletes have a responsibility to participate in volunteer activities within the local community	60%	73%
I keep up with current political and social issues	56%	54%
I would be comfortable taking a public stance on a social issue	43%	46%

Note: Top 2 points on a 6-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Participation in Social and Civic Engagement Activities in the Last Year (Percent of Division I Participants Who Endorsed “Agree” or “Strongly Agree” by Racial Group)

	Black	Latinx	Other	White
It is important to me to be an active and engaged citizen	76%	75%	79%	78%
Student-athletes have a responsibility to participate in volunteer activities within the local community	67%	72%	70%	70%
I would be comfortable taking a public stance on a social issue	63%	49%	51%	41%
I keep up with current political and social issues	58%	46%	55%	55%

Note: Top 2 points on a 6-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. “Other” includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Participation in Social and Civic Engagement Activities in the Last Year

(Percent of Division I Men's Sports Participants Who Endorsed "Agree" or "Strongly Agree" by Racial Group)

	Black	Latinx	Other	White
It is important to me to be an active and engaged citizen	72%	72%	75%	73%
Student-athletes have a responsibility to participate in volunteer activities within the local community	61%	70%	60%	59%
I would be comfortable taking a public stance on a social issue	60%	49%	46%	39%
I keep up with current political and social issues	54%	45%	55%	57%

Note: Top 2 points on a 6-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. "Other" includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Participation in Social and Civic Engagement Activities in the Last Year

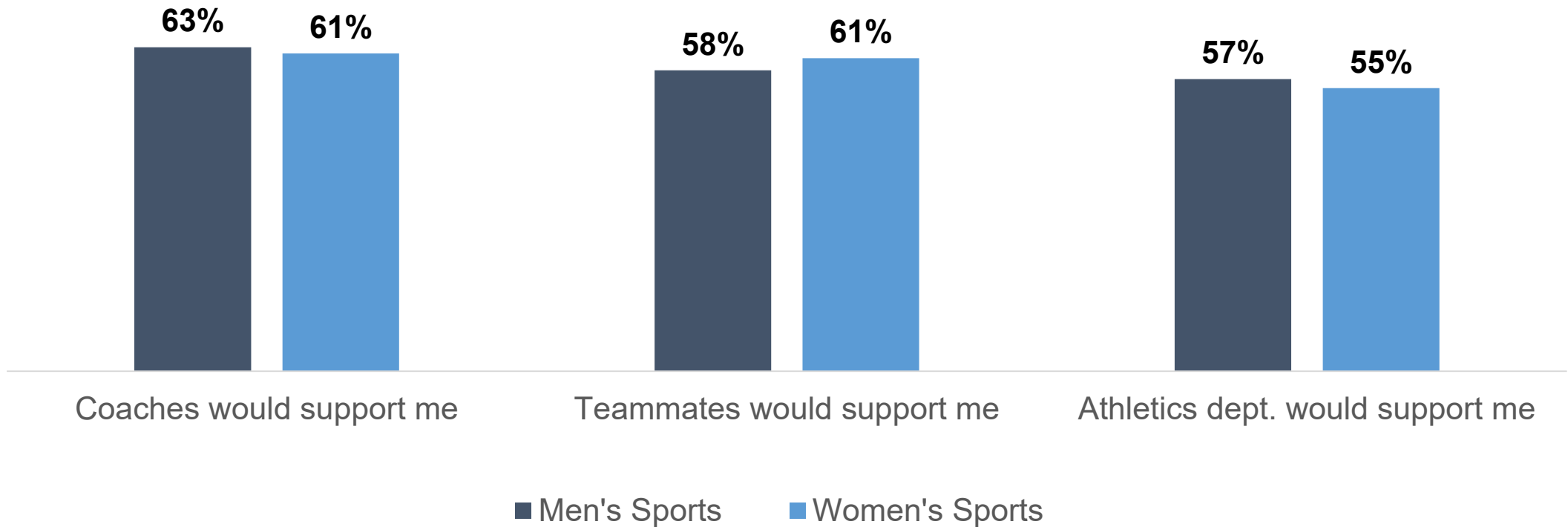
(Percent of Division I Women's Sports Participants Who Endorsed "Agree" or "Strongly Agree" by Racial Group)

	Black	Latinx	Other	White
It is important to me to be an active and engaged citizen	79%	76%	80%	80%
Student-athletes have a responsibility to participate in volunteer activities within the local community	71%	74%	73%	74%
I would be comfortable taking a public stance on a social issue	66%	49%	52%	42%
I keep up with current political and social issues	60%	47%	55%	54%

Note: Top 2 points on a 6-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. "Other" includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Participants' Perceptions of External Support for Taking a Public Stance on a Social Issue

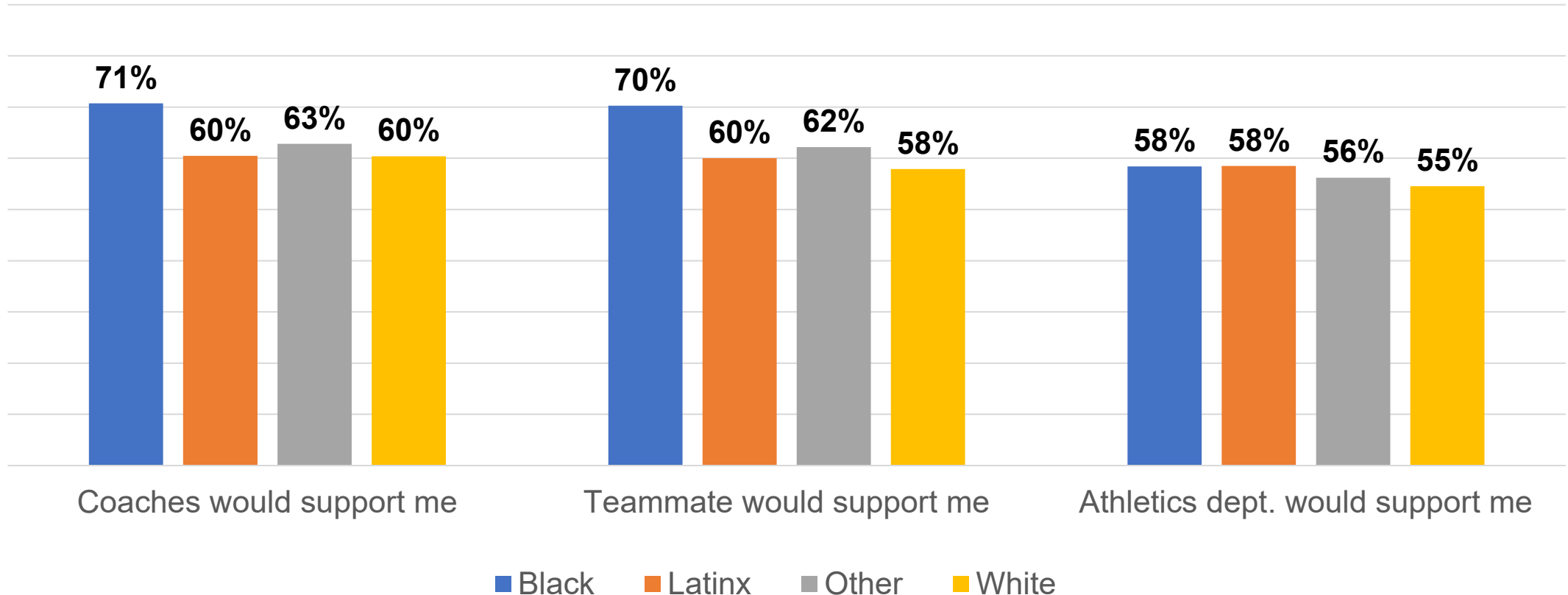
(Percent of Division I Participants Who Endorsed "Agree" or "Strongly Agree")



Note: Top 2 points on a 6-point scale. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Participants' Perceptions of External Support for Taking a Public Stance on a Social Issue

(Percent of Division I Participants Who Endorsed “Agree” or “Strongly Agree” by Racial Group)



Note: Top 2 points on a 6-point scale. “Other” includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Participation in Social and Civic Engagement Activities in the Last Year

(Percent of Division I Participants Who Endorsed “Occasionally” or “Frequently”)

	Men's Sports	Women's Sports
Discussed politics	86%	86%
Performed volunteer work	79%	84%
Publicly communicated my opinion about a cause (e.g., social media post, email, petition)	54%	68%
Donated to or raised money for a cause or campaign	42%	55%
Demonstrated for a cause (e.g., boycott, rally, protest)	33%	40%

Note: Top two points on a 3-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Participation in Social and Civic Engagement Activities in the Last Year

(Percent of Division I Participants Who Endorsed “Occasionally” or “Frequently”)

	Black	Latinx	Other	White
Discussed politics	84%	75%	84%	87%
Performed volunteer work	80%	80%	78%	84%
Publicly communicated my opinion about a cause (e.g., social media post, email, petition)	82%	67%	71%	59%
Donated to or raised money for a cause or campaign	57%	50%	55%	50%
Demonstrated for a cause (e.g., boycott, rally, protest)	57%	41%	48%	33%

Note: Top two points on a 3-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. “Other” includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities.

Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Participation in Social and Civic Engagement Activities in the Last Year

(Percent Division I Men's Sports Participants Who Endorsed "Occasionally" or "Frequently" by Racial Group)

	Black	Latinx	Other	White
Discussed politics	81%	73%	87%	88%
Performed volunteer work	79%	77%	74%	80%
Publicly communicated my opinion about a cause (e.g., social media post, email, petition)	75%	59%	61%	48%
Donated to or raised money for a cause or campaign	56%	48%	46%	38%
Demonstrated for a cause (e.g., boycott, rally, protest)	59%	38%	42%	26%

Note: Top two points on a 3-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. "Other" includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities.

Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Participation in Social and Civic Engagement Activities in the Last Year

(Percent Division I Women's Sports Participants Who Endorsed "Occasionally" or "Frequently" by Racial Group)

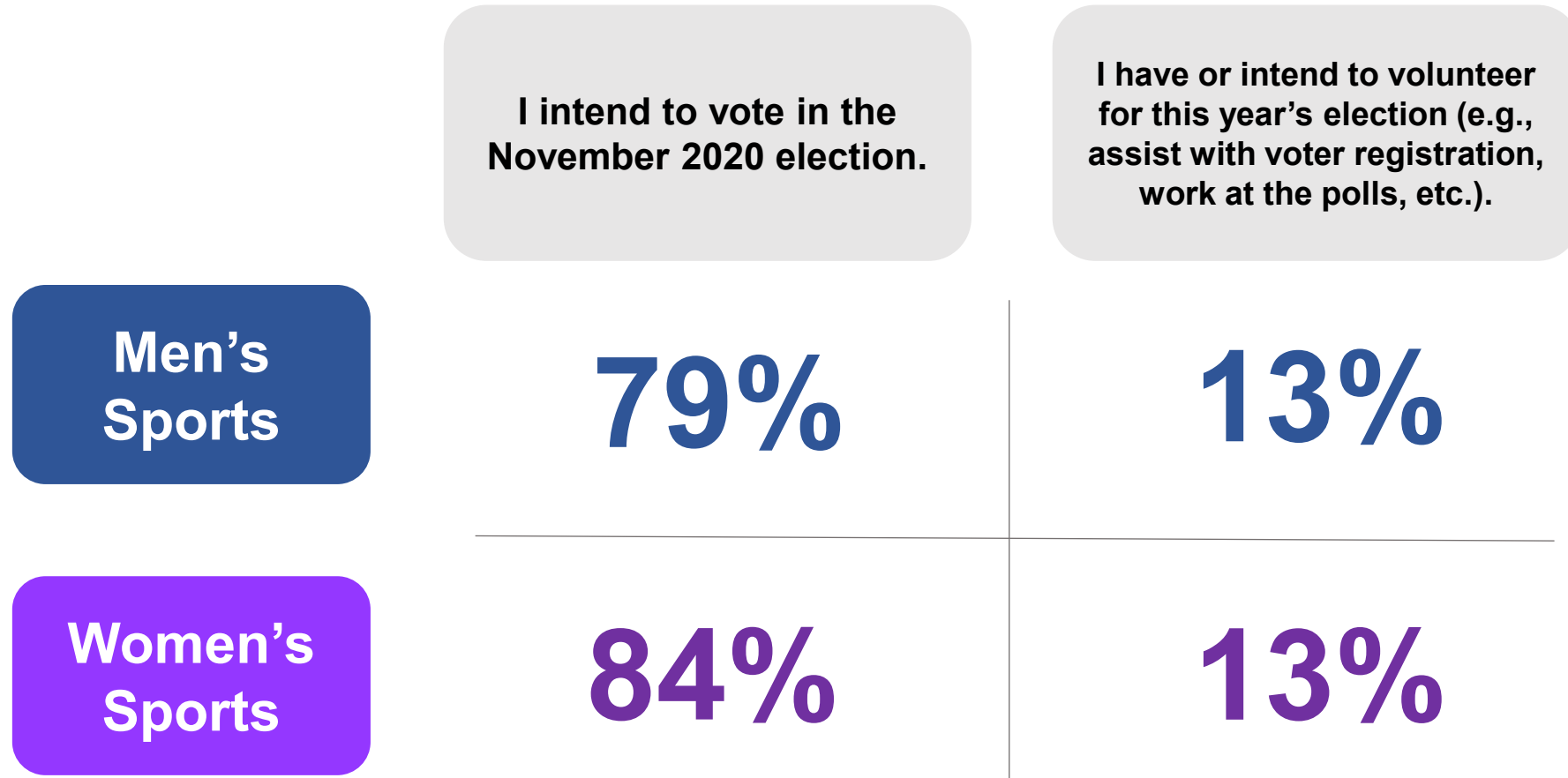
	Black	Latinx	Other	White
Discussed politics	86%	76%	83%	87%
Performed volunteer work	81%	82%	79%	85%
Publicly communicated my opinion about a cause (e.g., social media post, email, petition)	88%	71%	74%	64%
Donated to or raised money for a cause or campaign	58%	51%	58%	54%
Demonstrated for a cause (e.g., boycott, rally, protest)	56%	42%	50%	36%

Note: Top two points on a 3-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. "Other" includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities.

Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

2020 Election Participation

(Percent of Division I Participants Who Endorsed “Agree” or “Strongly Agree”)



Note: Top 2 points on a 6-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

2020 Election Participation

(Percent of Division I Participants Who Endorsed “Agree” or “Strongly Agree” by Racial Group)

	I intend to vote in the November 2020 election.	I have or intend to volunteer for this year’s election (e.g., assist with voter registration, work at the polls, etc.).
Black	84%	19%
Latinx	67%	13%
Other	80%	13%
White	84%	12%

Note: Top 2 points on a 6-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. “Other” includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

2020 Election Participation

(Percent of Division I Men's Sports Participants Who Endorsed "Agree" or "Strongly Agree" by Racial Group)

	I intend to vote in the November 2020 election.	I have or intend to volunteer for this year's election (e.g., assist with voter registration, work at the polls, etc.).
Black	79%	20%
Latinx	71%	14%
Other	74%	12%
White	81%	11%

Note: Top 2 points on a 6-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. "Other" includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

2020 Election Participation

(Percent of Division I Women's Sports Participants Who Endorsed "Agree" or "Strongly Agree" by Racial Group)

	I intend to vote in the November 2020 election.	I have or intend to volunteer for this year's election (e.g., assist with voter registration, work at the polls, etc.).
Black	87%	17%
Latinx	65%	13%
Other	82%	13%
White	85%	12%

Note: Top 2 points on a 6-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. "Other" includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).



Photo courtesy of UCLA Athletics

Racial Justice Engagement

(Division I)

Racial Justice Engagement in the Last 6 Months

(Percent of Division I Participants Who Endorsed “Occasionally” or “Frequently”)

	Men's Sports	Women's Sports
Had conversations with family or friends focused on race or racial justice	88%	92%
Made an effort to learn more about race or racial justice on my own	80%	88%
Had conversations with coaches focused on race or racial justice	65%	66%
Posted or shared content on social networking sites about race or racial justice	50%	66%
Contributed money to an organization focused on racial justice	27%	38%
Attended a protest or rally about racial justice	28%	32%
Contacted a public official to express opinion about racial justice	16%	21%

Note: Top two points on a 3-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Racial Justice Engagement in the Last 6 Months by Race

(Percent of Division I Participants Who Endorsed “Occasionally” or “Frequently” by Racial Group)

	Black	Latinx	Other	White
Had conversations with family or friends focused on race or racial justice	95%	86%	92%	90%
Made an effort to learn more about race or racial justice on my own	91%	85%	90%	84%
Posted or shared content on social networking sites about race or racial justice	87%	68%	72%	55%
Had conversations with coaches focused on race or racial justice	76%	60%	68%	64%
Attended a protest or rally about racial justice	52%	30%	40%	26%
Contributed money to an organization focused on racial justice	46%	34%	42%	31%
Contacted a public official to express opinion about racial justice	30%	18%	23%	17%

Note: Top two points on a 3-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. “Other” includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities.

Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Racial Justice Engagement in the Last 6 Months by Race

(Percent of Division I Men's Sports Participants Who Endorsed "Occasionally" or "Frequently" by Racial Group)

	Black	Latinx	Other	White
Had conversations with family or friends focused on race or racial justice	94%	81%	90%	87%
Made an effort to learn more about race or racial justice on my own	87%	79%	85%	77%
Posted or shared content on social networking sites about race or racial justice	83%	57%	65%	39%
Had conversations with coaches focused on race or racial justice	76%	58%	65%	62%
Attended a protest or rally about racial justice	53%	29%	34%	22%
Contributed money to an organization focused on racial justice	43%	32%	36%	21%
Contacted a public official to express opinion about racial justice	29%	18%	16%	13%

Note: Top two points on a 3-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. "Other" includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities.

Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Racial Justice Engagement in the Last 6 Months by Race

(Percent of Division I Women's Sports Participants Who Endorsed "Occasionally" or "Frequently"
by Racial Group)

	Black	Latinx	Other	White
Had conversations with family or friends focused on race or racial justice	96%	88%	93%	92%
Made an effort to learn more about race or racial justice on my own	93%	88%	92%	86%
Posted or shared content on social networking sites about race or racial justice	90%	74%	75%	61%
Had conversations with coaches focused on race or racial justice	76%	61%	69%	65%
Attended a protest or rally about racial justice	51%	31%	41%	28%
Contributed money to an organization focused on racial justice	47%	35%	45%	35%
Contacted a public official to express opinion about racial justice	29%	19%	25%	19%

Note: Top two points on a 3-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. "Other" includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities.

Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).



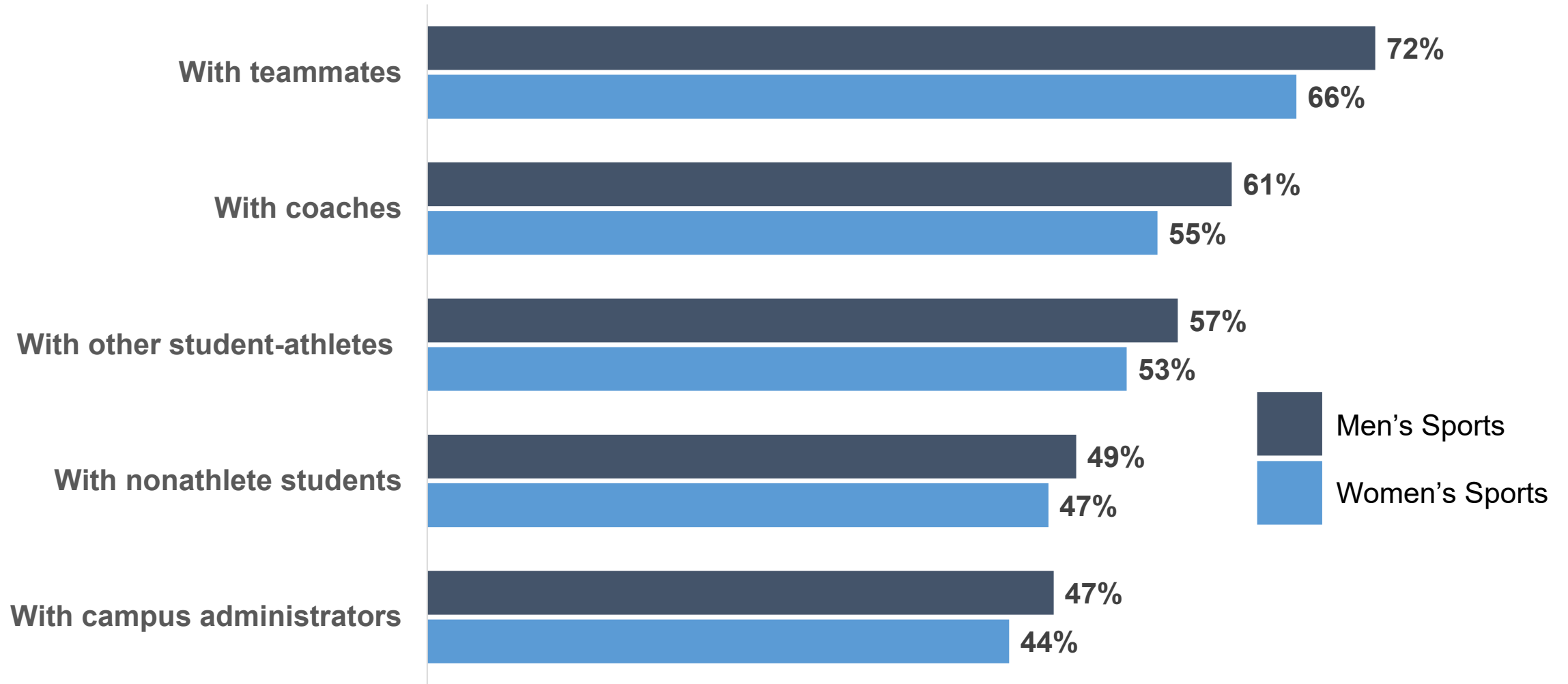
Team and Campus Support (Division I)

Photo courtesy of Gonzaga Athletics



Participants' Level of Comfort Discussing Issues of Race on Campus

(Percent of Division I Participants Who Responded “Mostly Comfortable” or “Extremely Comfortable”)



Note: Top two points on a 3-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Participants' Level of Comfort Discussing Issues of Race on Campus

(Percent of Division I Participants Who Responded “Mostly Comfortable” or “Extremely Comfortable” by Racial Group)

	Black	Latinx	Other	White
With teammates	79%	69%	70%	65%
With coaches	69%	60%	57%	55%
With other student-athletes	70%	60%	56%	51%
With nonathlete students	53%	48%	44%	44%
With campus administrators	57%	46%	49%	46%

Note: Top 2 points on a 6-point scale. “Other” includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Participants' Level of Comfort Discussing Issues of Race on Campus

(Percent of Division I Men's Sports Participants Who Responded "Mostly Comfortable" or "Extremely Comfortable" by Racial Group)

	Black	Latinx	Other	White
With teammates	80%	76%	76%	69%
With coaches	69%	65%	61%	58%
With other student-athletes	70%	67%	61%	52%
With nonathlete students	54%	48%	54%	47%
With campus administrators	53%	54%	48%	45%

Note: Top 2 points on a 6-point scale. "Other" includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Participants' Level of Comfort Discussing Issues of Race on Campus

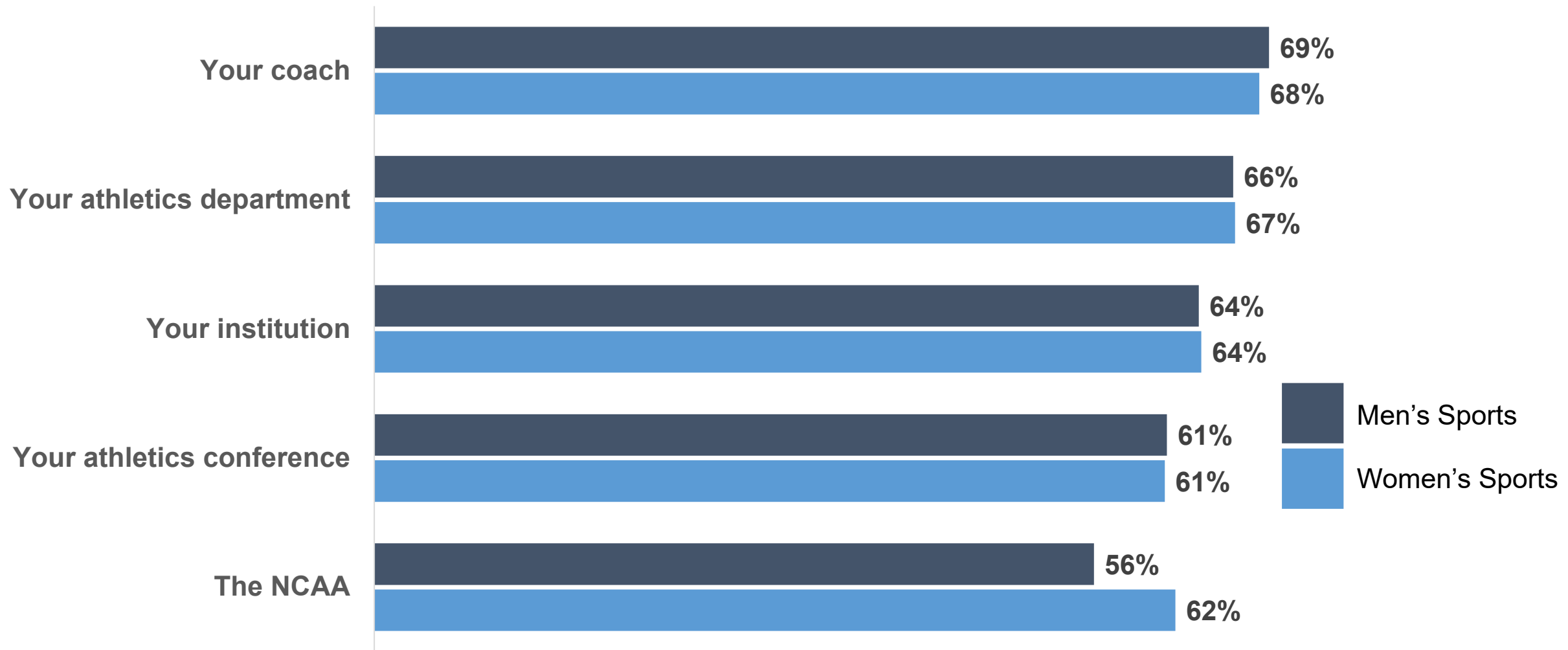
(Percent of Division I Women's Sports Participants Who Responded "Mostly Comfortable" or "Extremely Comfortable" by Racial Group)

	Black	Latinx	Other	White
With teammates	79%	66%	68%	64%
With coaches	68%	58%	55%	53%
With other student-athletes	69%	57%	54%	50%
With nonathlete students	59%	44%	47%	46%
With campus administrators	53%	45%	42%	43%

Note: Top 2 points on a 6-point scale. "Other" includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Take Student-Athlete Voice Into Account in Racial Equity Efforts

(Percent of Division I Participants Who “Agree” or “Strongly Agree”)



Note: Top two points on a 3-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Take Student-Athlete Voice Into Account in Racial Equity Efforts

(Percent of Division I Participants Who “Agree” or “Strongly Agree” by Racial Group)

	Black	Latinx	Other	White
My coach	71%	72%	68%	68%
My athletics department	64%	69%	65%	67%
My institution	58%	68%	61%	65%
My athletics conference	56%	66%	59%	62%
The NCAA	51%	63%	57%	62%

Note: Top 2 points on a 6-point scale. “Other” includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Take Student-Athlete Voice Into Account in Racial Equity Efforts

(Percent of Division I Men's Sports Participants who "Agree" or "Strongly Agree" by Racial Group)

	Black	Latinx	Other	White
My coach	73%	74%	71%	68%
My athletics department	68%	75%	63%	66%
My institution	59%	72%	61%	65%
My athletics conference	59%	75%	61%	61%
The NCAA	50%	68%	49%	57%

Note: Top 2 points on a 6-point scale. "Other" includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Take Student-Athlete Voice Into Account in Racial Equity Efforts

(Percent of Division I Women's Sports Participants Who "Agree" or "Strongly Agree" by Racial Group)

	Black	Latinx	Other	White
My coach	69%	71%	67%	69%
My athletics department	61%	65%	66%	68%
My institution	57%	66%	61%	65%
My athletics conference	54%	61%	58%	63%
The NCAA	52%	60%	59%	64%

Note: Top 2 points on a 6-point scale. "Other" includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

What More Athletics Departments Can Do to Address Racial Justice (Division I)

▶ Listen to student-athlete voices.

- ▶ “Listen to what your minority athletes have to say and what they’ve experienced.”
–Black-identifying Division I men’s track and field
- ▶ “Listen to minorities about what they believe would be the most effective course of action.”
–Multiracial-identifying Division I women’s volleyball

▶ Demonstrate support for student-athletes.

- ▶ “I would like them to come out and openly support the racial justice movements. Not to us, but on social media, to their coworkers and our school administrators, and to the nonathlete student body.” –Black-identifying Division I women’s basketball
- ▶ “More support for our minority student athletes publicly. This is the time to take the side of our diverse student athlete population who work hard for our department instead of catering to fans and donors.” – White-identifying Division I men’s golf
- ▶ “I believe that our administration and staff/coaches should open up to us about their views and how they can support us. I am always supported by my teammates and we share ideas constantly. However, I cannot say the same for the people running the program.” –White-identifying Division I women’s softball

What More Athletics Departments Can Do to Address Racial Justice (Division I)

► Take action through:

► *Hosting education sessions and honest conversations across athletics and within teams.*

- ▶ “Care. Give a f-ck. Stop pretending like it isn’t real.” –Black-identifying Division I football
- ▶ “Currently, we have been bringing various speakers onto campus (via Zoom) to help educate us, I think facilitating more conversations as an entire department would be great as well.”
–White-identifying Division I women’s lacrosse
- ▶ “Be willing to learn and be wrong instead of staying stuck in their ways. [...] Actually have the tough conversations instead of beating around the bush and acting like everything is all good when it’s not.” –Black-identifying Division I women’s swimming
- ▶ “Have coaches have those uncomfortable conversations with their respective teams.”
–Asian-identifying Division I men’s track and field

What More Athletics Departments Can Do to Address Racial Justice

(Division I)

► Take action through:

► *Recruiting and hiring more BIPOC athletes and athletics staff.*

- “Advocate and recruit from more diverse areas leading to a more diverse student-athlete population.” –White-identifying Division I women’s rowing
- “I think my athletics department would benefit by hiring more diverse head coaching staff. [...] How is my athletic department supposed to promote racial justice when they rarely hire any females, let alone minority females as head coaches? [...] If they support racial justice, why don't they hire minorities in higher positions of power in the athletic department rather than just creating a completely separate entity such as a 'council on racial justice' that reports to the people who remain unaffected by racial injustice?” –Multiracial-identifying Division I women’s track and field
- “Hire Black people for positions besides ‘diversity officer.’” –White-identifying Division I women’s volleyball

What More Athletics Departments Can Do to Address Racial Justice

(Division I)

► Take action through:

- ***Taking a public stance via statements, department-wide actions, or social media content that promotes civic engagement and racial justice.***
 - “Make statements showing support for the blacklivesmatter movement and condemn all racism. Take into account the students’ suggestions and actually implement them. [...] Do not leave it up to the students most affected to take care of everyone and themselves.” –Black-identifying Division I football
 - “Be more vocal about it. Emails aren’t enough.” White-identifying Division I men’s track and field
 - “They need to be more vocal, use their social media platforms to show that they stand with everyone because the truth is they have a variety of athletes from all walks of life and some of us see a lot but we don’t say anything because we’re already a minority and don’t want to risk our scholarship just because of our emotions.” –Black-identifying Division I women’s track and field
 - “I would love it if my athletics department made t-shirts or jerseys that would reflect that of the current movements such as Black Lives Matter or Indigenous Lives Matter. To bring about more a whole institutional support statement that can be shown when practicing or playing in competition.” –Multiracial-identifying Division I women’s volleyball

What More Athletics Departments Can Do to Address Racial Justice (Division I)

- ▶ **Athletics departments should not address racial justice.**
 - ▶ “I'd rather not bring this into my sport. I play basketball to take my mind off the bad things.”
–White-identifying Division I women's basketball
 - ▶ “I strongly believe athletics should remain separate from this issue as sports are meant to bring everyone together and be peaceful. Divisive subjects involving any political meaning should be left out of sports especially if those discussing and enforcing beliefs are uneducated on what they are teaching.” –White-identifying Division I softball
 - ▶ “I wish people would stop talking about it. I am tired of being asked to describe my experiences to others. [...] I simply just want to be judged on the content of character.” –Latinx-identifying Division I men's volleyball



DIVISION II

Participant Demographics

Division II

Number of Responses by Division II Conference

Conference	N	%
Sunshine State	720	17.8%
GAC	637	14.7%
GLIAC	599	13.2%
NE10	792	13.1%
ECC	270	12.6%
SAC	641	11.2%
Great Northwest	273	10.9%
PSAC	797	10.9%
CACC	296	8.8%
MIAA	374	7.5%
CIAA	166	6.6%
GLVC	429	6.4%

Conference	N	%
Peach Belt	164	6.0%
NSIC	359	5.9%
PacWest	173	5.9%
MEC	279	5.8%
RMAC	327	5.6%
SIAC	167	5.5%
G-MAC	276	5.4%
Conference Carolinas	265	5.1%
Lone Star	257	4.9%
Gulf South	189	4.4%
CCAA	116	3.3%
Independent	27	2.6%

Note: Conference participation percentages derived from N in sample divided by all participating NCAA Championship student-athletes in conference ([2019-20 NCAA Sports Sponsorship and Participation Rates Report](#)); cross country and indoor track removed to avoid double-counting. 469 Division II student-athletes did not list their conference. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Number of Responses by Sport Participation

(Division II Participants)

Men's Sports	N	%
Baseball	628	5.7%
Basketball	271	5.0%
Cross Country	259	6.8%
Football	675	3.6%
Golf	175	7.8%
Lacrosse	284	9.6%
Soccer	368	5.3%
Swim and Dive	132	8.1%
Tennis	92	5.9%
Track and Field	475	6.1%
Wrestling	124	6.2%

Women's Sports	N	%
Basketball	687	14.4%
Bowling	60	18.9%
Cross Country	393	10.3%
Field Hockey	221	26.4%
Golf	198	12.7%
Gymnastics	57	48.3%
Lacrosse	436	15.6%
Rowing	61	12.8%
Soccer	909	12.0%
Softball	893	14.4%
Swim and Dive	311	14.3%
Tennis	223	11.5%
Track and Field	761	9.9%
Volleyball	731	14.4%

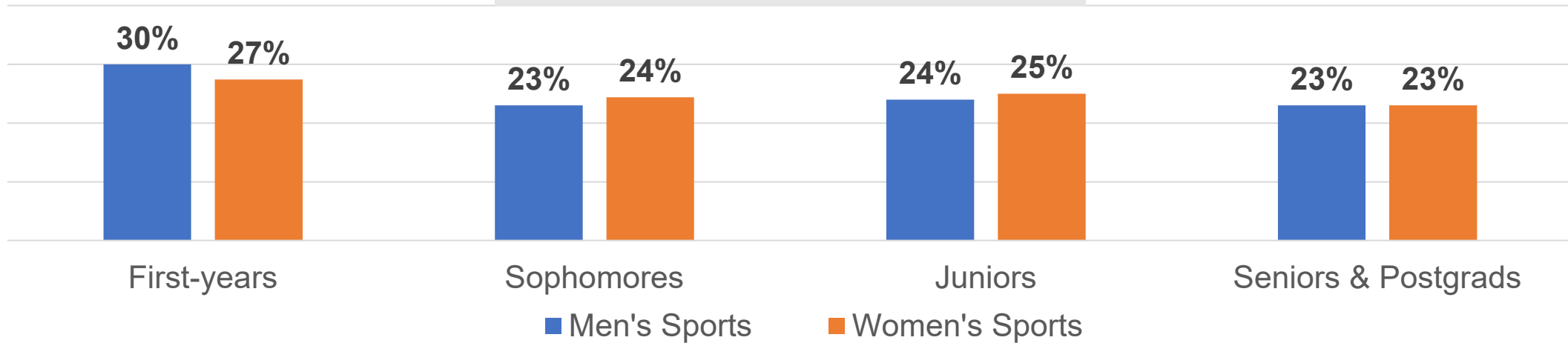
Note: Sport participation percentages derived from N in sample divided by all participating Division II SAs in the sport ([2019-20 NCAA Sports Sponsorship and Participation Rates Report](#)). Multisport athletes counted in each sport. Co-ed and emerging sports not included in table due to low participation Ns at the divisional-level. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Representativeness of Sample, Division II Participants

Racial Demographics

	Men's Sports		Women's Sports	
	Fall 2020 Survey	Demographics Data	Fall 2020 Survey	Demographics Data
White	67%	53%	76%	64%
Black	15%	24%	8%	13%
Other	18%	23%	16%	23%

Academic Status



Notes: 3,274 men's sports and 5,695 women's sports participants in the Division II sample. An additional 21 did not indicate whether they played a men's or women's sport. Sources: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020), [NCAA Demographics Database](#) (2020).



Social and Civic Engagement (Division II)

Participation in Social and Civic Engagement Activities in the Last Year (Percent of Division II Participants Who Endorsed “Agree” or “Strongly Agree” by Racial Group)

	Men's Sports	Women's Sports
It is important to me to be an active and engaged citizen	70%	76%
Student-athletes have a responsibility to participate in volunteer activities within the local community	55%	67%
I keep up with current political and social issues	51%	46%
I would be comfortable taking a public stance on a social issue	44%	40%

Note: Top 2 points on a 6-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Participation in Social and Civic Engagement Activities in the Last Year

(Percent of Division II Participants Who Endorsed “Agree” or “Strongly Agree” by Racial Group)

	Black	Latinx	Other	White
It is important to me to be an active and engaged citizen	70%	75%	74%	75%
Student-athletes have a responsibility to participate in volunteer activities within the local community	63%	65%	61%	63%
I would be comfortable taking a public stance on a social issue	56%	50%	45%	38%
I keep up with current political and social issues	49%	50%	49%	47%

Note: Top 2 points on a 6-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. “Other” includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Participation in Social and Civic Engagement Activities in the Last Year

(Percent of Division II Men's Sports Participants Who Endorsed "Agree" or "Strongly Agree" by Racial Group)

	Black	Latinx	Other	White
It is important to me to be an active and engaged citizen	66%	74%	72%	71%
Student-athletes have a responsibility to participate in volunteer activities within the local community	61%	60%	53%	54%
I would be comfortable taking a public stance on a social issue	58%	47%	49%	40%
I keep up with current political and social issues	49%	47%	50%	52%

Note: Top 2 points on a 6-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. "Other" includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Participation in Social and Civic Engagement Activities in the Last Year

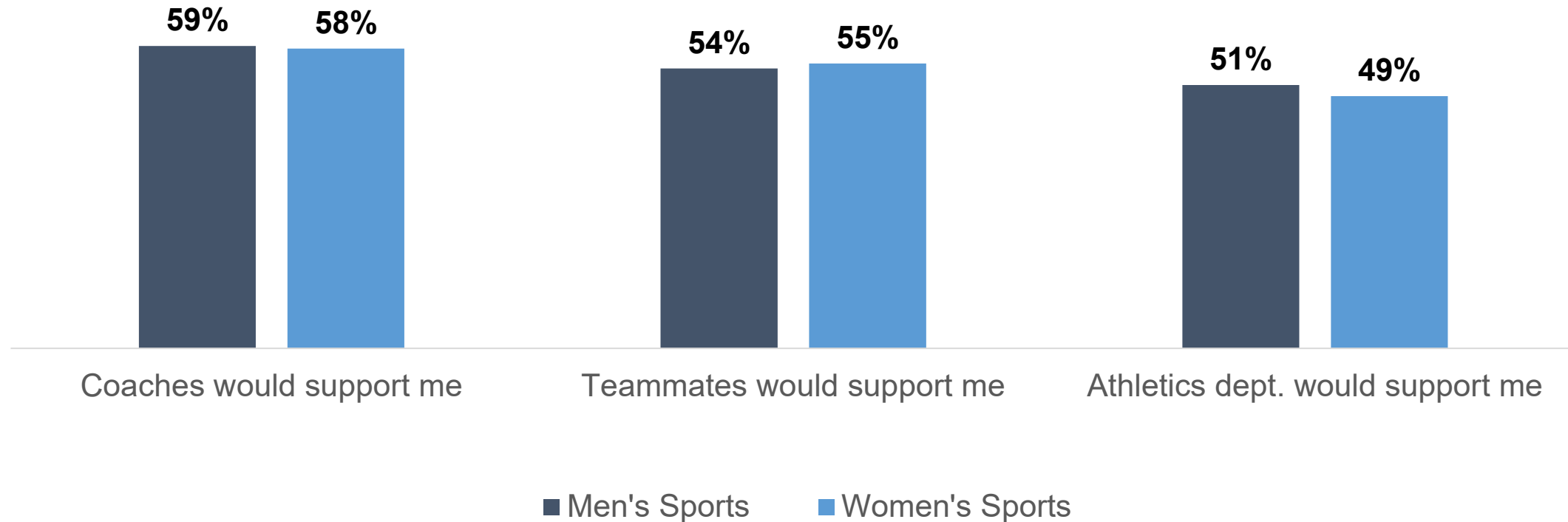
(Percent of Division II Women's Sports Participants Who Endorsed "Agree" or "Strongly Agree" by Racial Group)

	Black	Latinx	Other	White
It is important to me to be an active and engaged citizen	74%	76%	75%	77%
Student-athletes have a responsibility to participate in volunteer activities within the local community	65%	71%	66%	67%
I would be comfortable taking a public stance on a social issue	54%	52%	42%	37%
I keep up with current political and social issues	50%	53%	49%	45%

Note: Top 2 points on a 6-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. "Other" includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Participants' Perceptions of External Support for Taking a Public Stance on a Social Issue

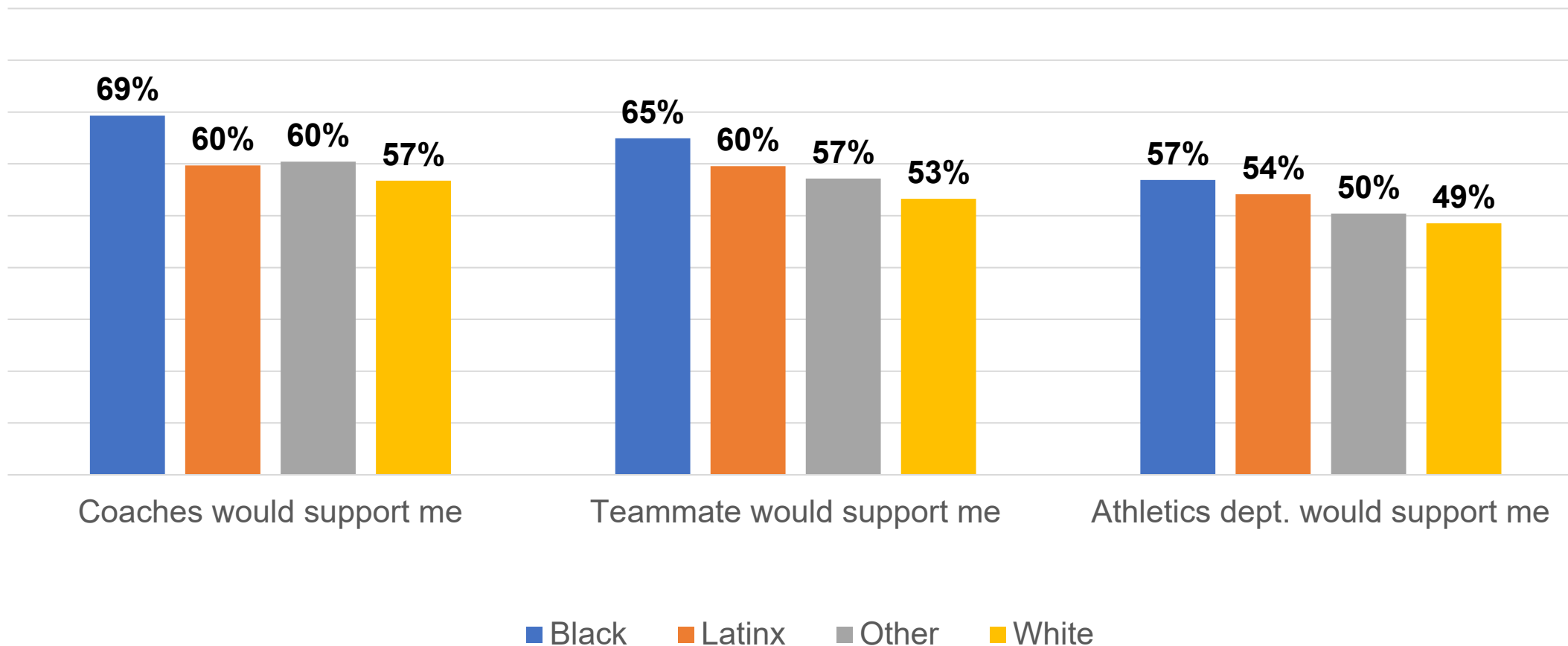
(Percent of Division II Participants Who Endorsed "Agree" or "Strongly Agree")



Note: Top 2 points on a 6-point scale. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Participants' Perceptions of External Support for Taking a Public Stance on a Social Issue

(Percent of Division II Participants Who Endorsed "Agree" or "Strongly Agree" by Racial Group)



Note: Top 2 points on a 6-point scale. "Other" includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Participation in Social and Civic Engagement Activities in the Last Year

(Percent of Division II Participants Who Endorsed “Occasionally” or “Frequently”)

	Men's Sports	Women's Sports
Discussed politics	81%	82%
Performed volunteer work	77%	83%
Publicly communicated my opinion about a cause (e.g., social media post, email, petition)	52%	61%
Donated to or raised money for a cause or campaign	38%	49%
Demonstrated for a cause (e.g., boycott, rally, protest)	26%	32%

Note: Top two points on a 3-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Participation in Social and Civic Engagement Activities in the Last Year

(Percent of Division II Participants Who Endorsed “Occasionally” or “Frequently”)

	Black	Latinx	Other	White
Discussed politics	73%	74%	79%	84%
Performed volunteer work	76%	76%	81%	82%
Publicly communicated my opinion about a cause (e.g., social media post, email, petition)	71%	63%	66%	54%
Donated to or raised money for a cause or campaign	52%	49%	45%	44%
Demonstrated for a cause (e.g., boycott, rally, protest)	49%	36%	39%	25%

Note: Top two points on a 3-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. “Other” includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities.

Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Participation in Social and Civic Engagement Activities in the Last Year

(Percent Division II Men's Sports Participants Who Endorsed "Occasionally" or "Frequently" by Racial Group)

	Black	Latinx	Other	White
Discussed politics	73%	71%	78%	84%
Performed volunteer work	76%	75%	75%	78%
Publicly communicated my opinion about a cause (e.g., social media post, email, petition)	69%	54%	56%	47%
Donated to or raised money for a cause or campaign	50%	44%	35%	35%
Demonstrated for a cause (e.g., boycott, rally, protest)	49%	30%	30%	20%

Note: Top two points on a 3-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. "Other" includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities.

Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Participation in Social and Civic Engagement Activities in the Last Year

(Percent Division II Women's Sports Participants Who Endorsed "Occasionally" or "Frequently" by Racial Group)

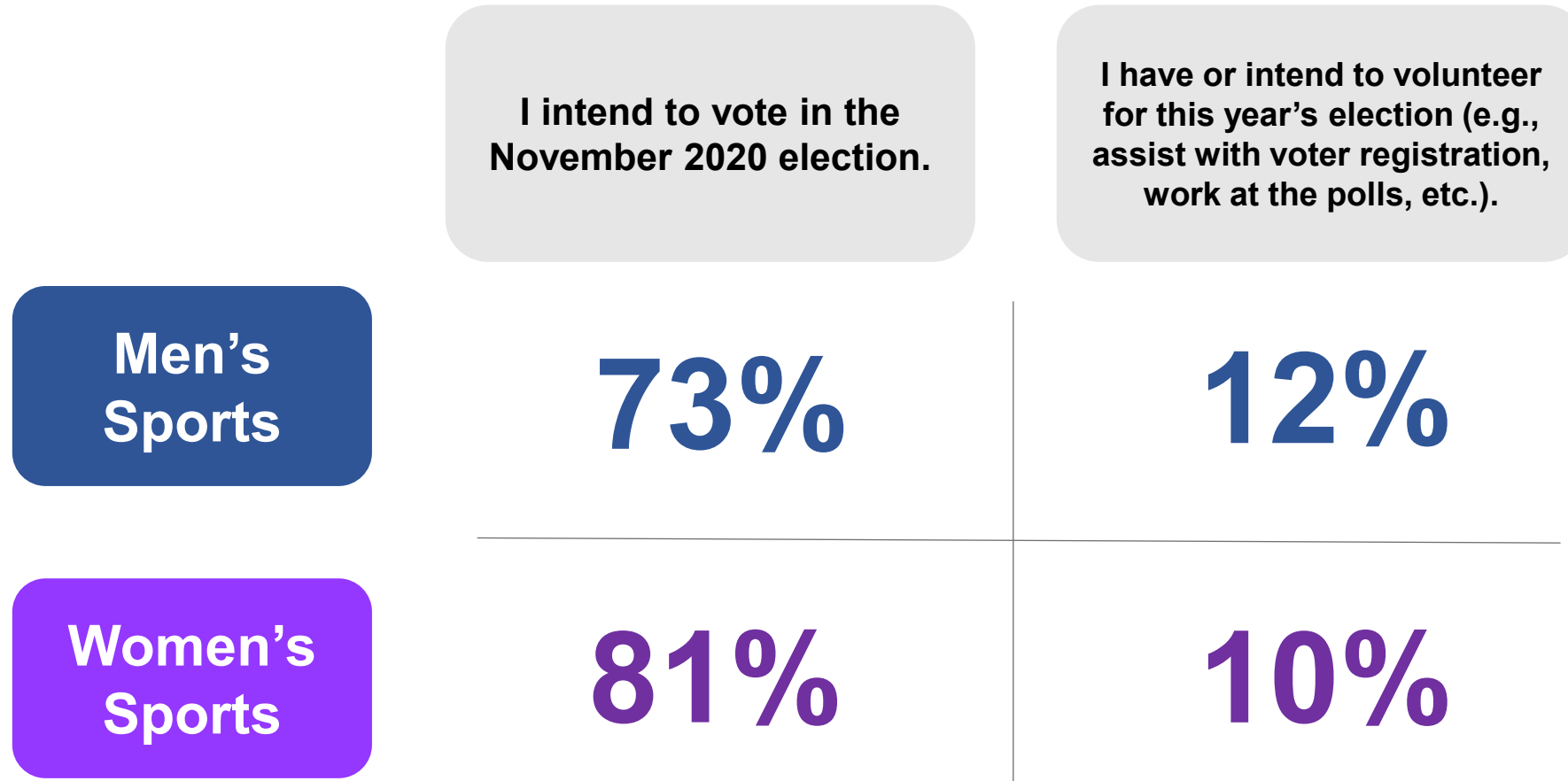
	Black	Latinx	Other	White
Discussed politics	73%	77%	79%	83%
Performed volunteer work	75%	77%	84%	84%
Publicly communicated my opinion about a cause (e.g., social media post, email, petition)	73%	71%	71%	58%
Donated to or raised money for a cause or campaign	55%	54%	51%	47%
Demonstrated for a cause (e.g., boycott, rally, protest)	49%	42%	43%	28%

Note: Top two points on a 3-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. "Other" includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities.

Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

2020 Election Participation

(Percent of Division II Participants Who Endorsed “Agree” or “Strongly Agree”)



Note: Top 2 points on a 6-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

2020 Election Participation

(Percent of Division II Participants Who Endorsed “Agree” or “Strongly Agree” by Racial Group)

	I intend to vote in the November 2020 election.	I have or intend to volunteer for this year’s election (e.g., assist with voter registration, work at the polls, etc.).
Black	80%	20%
Latinx	63%	15%
Other	76%	11%
White	79%	9%

Note: Top 2 points on a 6-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. “Other” includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

2020 Election Participation

(Percent of Division II Men's Sports Participants Who Endorsed "Agree" or "Strongly Agree" by Racial Group)

	I intend to vote in the November 2020 election.	I have or intend to volunteer for this year's election (e.g., assist with voter registration, work at the polls, etc.).
Black	76%	23%
Latinx	54%	15%
Other	70%	12%
White	75%	9%

Note: Top 2 points on a 6-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. "Other" includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

2020 Election Participation

(Percent of Division II Women's Sports Participants Who Endorsed "Agree" or "Strongly Agree" by Racial Group)

	I intend to vote in the November 2020 election.	I have or intend to volunteer for this year's election (e.g., assist with voter registration, work at the polls, etc.).
Black	84%	17%
Latinx	71%	16%
Other	79%	10%
White	81%	9%

Note: Top 2 points on a 6-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. "Other" includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).



Photo courtesy of UCLA Athletics

Racial Justice Engagement

(Division II)

Racial Justice Engagement in the Last 6 Months

(Percent of Division II Participants Who Endorsed “Occasionally” or “Frequently”)

	Men's Sports	Women's Sports
Had conversations with family or friends focused on race or racial justice	85%	89%
Made an effort to learn more about race or racial justice on my own	73%	81%
Had conversations with coaches focused on race or racial justice	46%	44%
Posted or shared content on social networking sites about race or racial justice	43%	58%
Contributed money to an organization focused on racial justice	21%	28%
Attended a protest or rally about racial justice	22%	24%
Contacted a public official to express opinion about racial justice	14%	16%

Note: Top two points on a 3-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Racial Justice Engagement in the Last 6 Months by Race

(Percent of Division II Participants Who Endorsed “Occasionally” or “Frequently” by Racial Group)

	Black	Latinx	Other	White
Had conversations with family or friends focused on race or racial justice	92%	88%	89%	86%
Made an effort to learn more about race or racial justice on my own	86%	79%	82%	77%
Posted or shared content on social networking sites about race or racial justice	80%	64%	64%	47%
Had conversations with coaches focused on race or racial justice	58%	45%	47%	42%
Attended a protest or rally about racial justice	46%	27%	32%	19%
Contributed money to an organization focused on racial justice	39%	30%	30%	23%
Contacted a public official to express opinion about racial justice	24%	22%	18%	13%

Note: Top two points on a 3-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. “Other” includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities.

Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Racial Justice Engagement in the Last 6 Months by Race

(Percent of Division II Men's Sports Participants Who Endorsed "Occasionally" or "Frequently" by Racial Group)

	Black	Latinx	Other	White
Had conversations with family or friends focused on race or racial justice	90%	86%	86%	83%
Made an effort to learn more about race or racial justice on my own	85%	71%	75%	70%
Posted or shared content on social networking sites about race or racial justice	77%	51%	49%	35%
Had conversations with coaches focused on race or racial justice	60%	44%	50%	42%
Attended a protest or rally about racial justice	47%	24%	26%	17%
Contributed money to an organization focused on racial justice	39%	24%	22%	17%
Contacted a public official to express opinion about racial justice	25%	20%	15%	11%

Note: Top two points on a 3-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. "Other" includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities.

Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Racial Justice Engagement in the Last 6 Months by Race

(Percent of Division II Women's Sports Participants Who Endorsed "Occasionally" or "Frequently" by Racial Group)

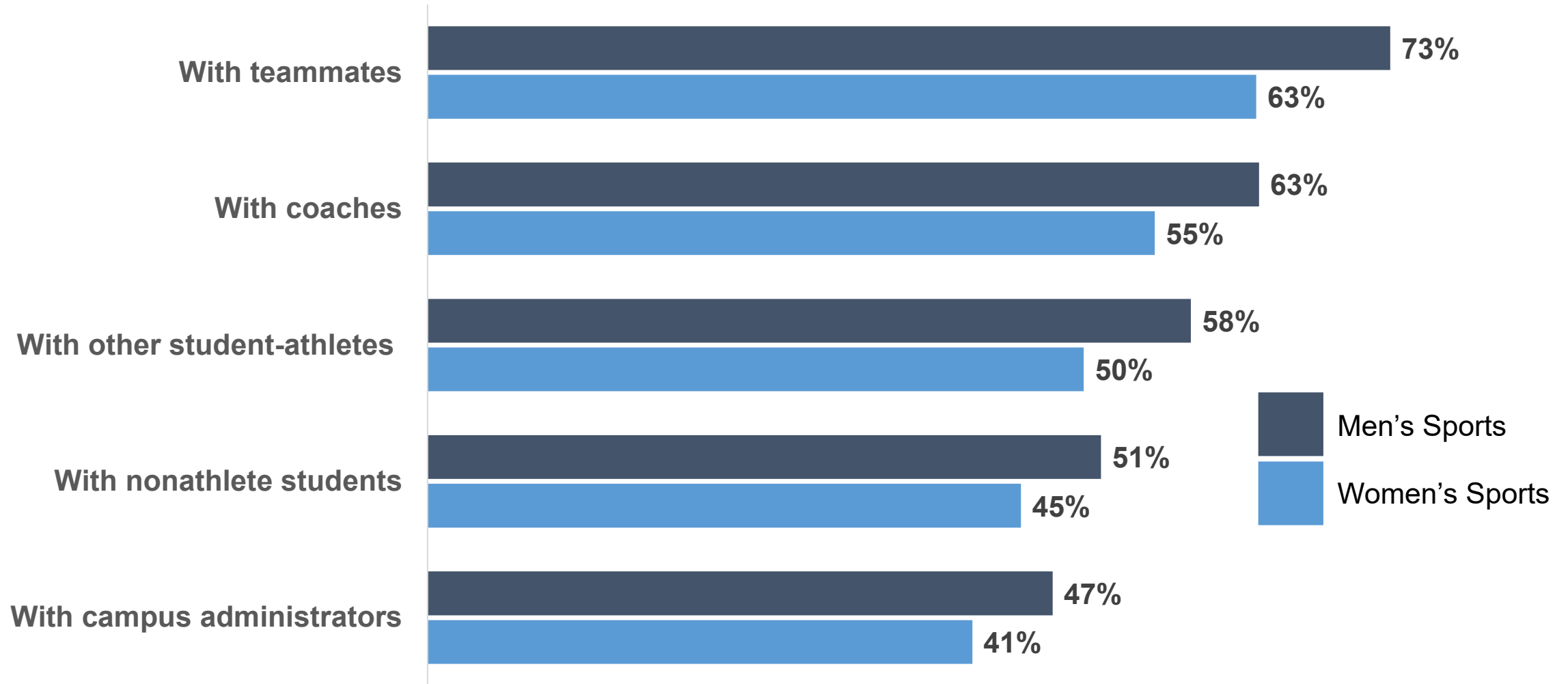
	Black	Latinx	Other	White
Had conversations with family or friends focused on race or racial justice	94%	91%	91%	88%
Made an effort to learn more about race or racial justice on my own	88%	87%	86%	80%
Posted or shared content on social networking sites about race or racial justice	82%	77%	71%	52%
Had conversations with coaches focused on race or racial justice	56%	45%	46%	42%
Attended a protest or rally about racial justice	45%	29%	35%	21%
Contributed money to an organization focused on racial justice	39%	36%	35%	26%
Contacted a public official to express opinion about racial justice	23%	25%	20%	14%

Note: Top two points on a 3-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. "Other" includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities.

Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Participants' Level of Comfort Discussing Issues of Race on Campus

(Percent of Division II Participants Who Responded "Mostly Comfortable" or "Extremely Comfortable")



Note: Top two points on a 3-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Participants' Level of Comfort Discussing Issues of Race on Campus

(Percent of Division II Participants Who Responded “Mostly Comfortable” or “Extremely Comfortable” by Racial Group)

	Black	Latinx	Other	White
With teammates	75%	71%	69%	64%
With coaches	66%	60%	60%	56%
With other student-athletes	62%	59%	54%	51%
With nonathlete students	48%	48%	44%	42%
With campus administrators	54%	54%	49%	45%

Note: Top 2 points on a 6-point scale. “Other” includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Participants' Level of Comfort Discussing Issues of Race on Campus

(Percent of Division II Men's Sports Participants Who Responded "Mostly Comfortable" or "Extremely Comfortable" by Racial Group)

	Black	Latinx	Other	White
With teammates	80%	72%	74%	71%
With coaches	66%	62%	65%	62%
With other student-athletes	63%	60%	60%	56%
With nonathlete students	55%	57%	53%	49%
With campus administrators	50%	49%	49%	46%

Note: Top 2 points on a 6-point scale. "Other" includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Participants' Level of Comfort Discussing Issues of Race on Campus

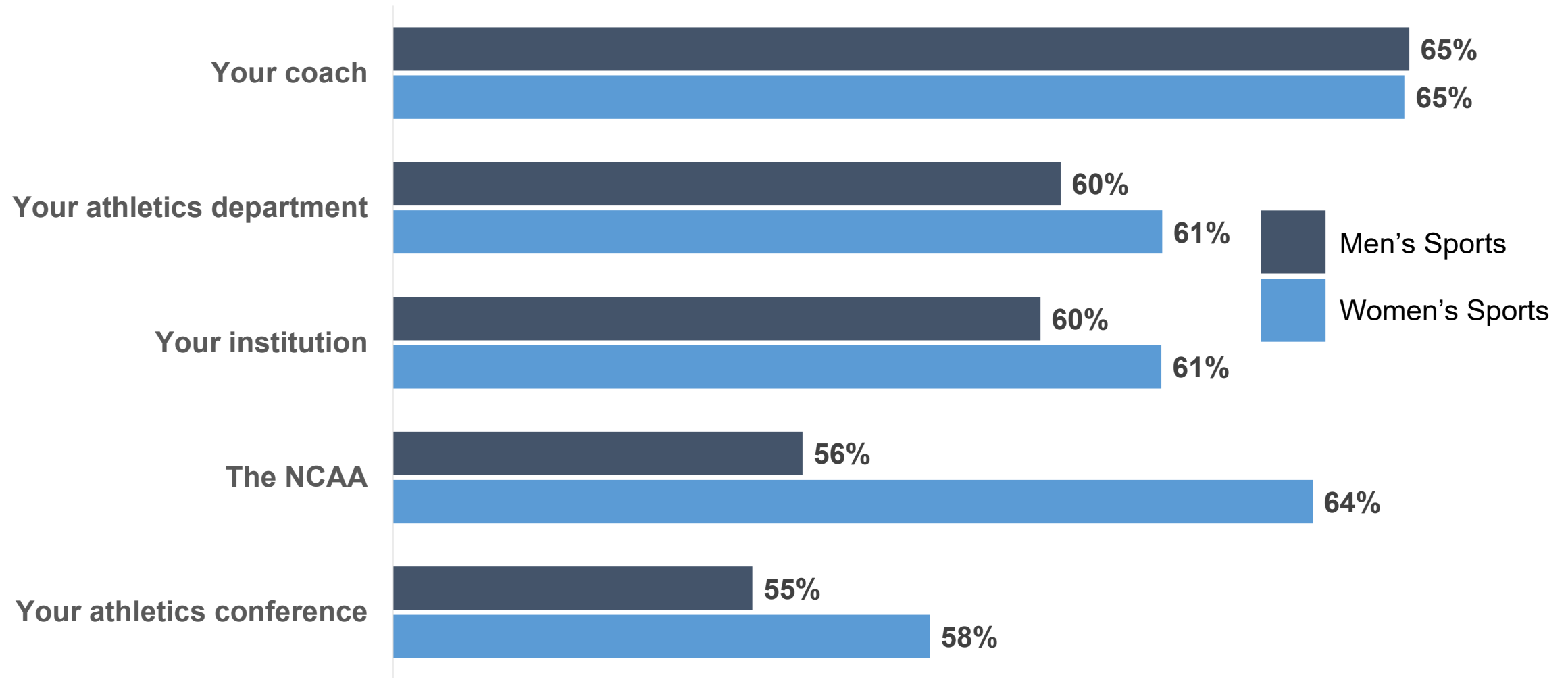
(Percent of Division II Women's Sports Participants Who Responded "Mostly Comfortable" or "Extremely Comfortable" by Racial Group)

	Black	Latinx	Other	White
With teammates	71%	69%	67%	61%
With coaches	65%	59%	57%	53%
With other student-athletes	61%	58%	51%	48%
With nonathlete students	53%	51%	47%	43%
With campus administrators	45%	48%	41%	40%

Note: Top 2 points on a 6-point scale. "Other" includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Take Student-Athlete Voice Into Account in Racial Equity Efforts

(Percent of Division II Participants Who “Agree” or “Strongly Agree”)



Note: Top two points on a 3-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Take Student-Athlete Voice Into Account in Racial Equity Efforts

(Percent of Division II Participants Who “Agree” or “Strongly Agree” by Racial Group)

	Black	Latinx	Other	White
My coach	69%	68%	68%	64%
My athletics department	58%	66%	61%	61%
My institution	56%	67%	59%	61%
My athletics conference	52%	64%	56%	57%
The NCAA	56%	66%	61%	61%

Note: Top 2 points on a 6-point scale. “Other” includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Take Student-Athlete Voice Into Account in Racial Equity Efforts

(Percent of Division II Men's Sports Participants who "Agree" or "Strongly Agree" by Racial Group)

	Black	Latinx	Other	White
My coach	68%	65%	67%	64%
My athletics department	59%	63%	57%	60%
My institution	55%	64%	56%	61%
My athletics conference	54%	58%	51%	56%
The NCAA	55%	59%	52%	57%

Note: Top 2 points on a 6-point scale. "Other" includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Take Student-Athlete Voice Into Account in Racial Equity Efforts

(Percent of Division II Women's Sports Participants Who "Agree" or "Strongly Agree" by Racial Group)

	Black	Latinx	Other	White
My coach	70%	70%	68%	64%
My athletics department	57%	68%	63%	61%
My institution	57%	70%	61%	62%
My athletics conference	51%	69%	59%	58%
The NCAA	56%	72%	65%	64%

Note: Top 2 points on a 6-point scale. "Other" includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

What More Athletics Departments Can Do to Address Racial Justice

(Division II)

► Listen to student-athlete voices.

- ▶ “Have more conversations with team so everyone can speak freely about what is going on in our society today. Allow members to express why they have concerns and what offends them, so it brings awareness to everyone so we all can understand one another better. Also, if members want to attend a rally- discuss appropriate guidelines and go as a group to support one another if for equality for all.” –Black-identifying Division II football
- ▶ “Make a stand. Let their voices be heard. Show the minority that they actually hear and see us. That we are loved by them.” –Multiracial-identifying Division II football
- ▶ “Allow conversations to happen, not to shut down or close down when posed with real questions and real situations that we want to gain knowledge about.” –White-identifying Division II women’s soccer
- ▶ “Actually talk to more people of color rather than just one specific race. Also, actually get to learn the backgrounds of different people rather than doing it to post for likes and retweets.” –Multiracial-identifying Division II women’s softball

What More Athletics Departments Can Do to Address Racial Justice

(Division II)

► **Demonstrate support for student-athletes.**

- ▶ “Stand with the student athletes instead of ignoring the elephant in the room.”—Multiracial-identifying Division II men’s basketball
- ▶ “Continue the conversation when things are fading and it isn’t just because other people are doing it.” —White-identifying Division II women’s basketball
- ▶ “I would like coaches to support us more when we want to be vocal about our thoughts and opinion. Support us when it comes to wanting to protesting and taking a stance on the issues at hand.” —Latinx-identifying DII women’s softball
- ▶ “Support different causes that their athletes take part in. Maybe letting teams donate toward a cause as a whole.” —Latinx-identifying Division II men’s track and field

What More Athletics Departments Can Do to Address Racial Justice (Division II)

▶ Take action through:

▶ ***Hosting education sessions and honest conversations across athletics and within teams.***

- ▶ “I think instead of just posting about it, being active on campus and creating events and education (classes, etc.) on civic engagement and racial justice would help the cause.”
–White-identifying Division II men’s lacrosse
- ▶ “Anti racist training, training on mental health, LGBTQA+ inclusion, sexual assault training, seminars of diversity and inclusion.” –White-identifying Division II softball
- ▶ “Create events, talks, discussions, and sport-related projects that focus on today's social climate and contribute to starting the conversations “ –Black-identifying Division II women’s track and field
- ▶ “Not pretend that it will blow over. Have an honest and real conversation with the entire team..”
–Multiracial-identifying Division II women’s track and field

▶ ***Recruiting and hiring more BIPOC athletes and athletics staff.***

- ▶ “Work to employ and recruit a diversity of races” –White-identifying Division II women’s track and field
- ▶ “There is very little ethnic diversity in our administration and coaching staff -- I think more effort and intentionality should go into hiring diverse candidates.” –White-identifying Division II women’s volleyball

What More Athletics Departments Can Do to Address Racial Justice (Division II)

▶ Take action through:

- ▶ ***Taking a public stance via statements, department-wide actions, or social media content that promotes civic engagement and racial justice.***
 - ▶ “Take more of a public stance individually, I feel it would mean more if my head coach and assistants came out with a stance alongside the athletic department.” –Black-identifying Division II men’s basketball
 - ▶ “Continuing to fight for it, months ago they were very big on it and the fight seems to be fading away. They have pride flags on campus and a BLM one would be so good.” Multiracial-identifying Division II field hockey
 - ▶ “Actually learn the facts of the case instead of posting black squares to virtue signal to the public. [...] I want people to care more about the actual issues rather than looking like they care..” –White-identifying Division II rowing
 - ▶ “I wish they would speak out against injustice more often. It’s a continuous issue, not just a summer trend on social media. There are serious issues in our country. It should be everyone’s job to address them and call it out when it’s seen.–White-identifying Division II women’s swimming

What More Athletics Departments Can Do to Address Racial Justice

(Division II)

► Athletics departments should not address racial justice.

- ▶ “I am a white male and made to feel like I am the issue when all I want to do is be a good person and live a good life. I don't see color or race, I see my teammates.” –White-identifying Division II men's lacrosse
- ▶ “I wish they would talk about it less and I wish they would stick to talking about my sport. I'm here to play soccer, not fix the world.” –White-identifying Division II women's soccer
- ▶ “I strongly believe that sports institutions have no responsibility to have a political stance. [...] Keep politics out of sports. Though I do believe it's good for individual people to speak out on issues they believe in, but this issue does not need to be institutionalized.” –White-identifying Division II softball



DIVISION III

Participant Demographics

Division III

Number of Responses by Division III Conference

Conference	N	%
Atlantic East	246	11.3%
Empire 8	355	10.8%
American Rivers	413	9.3%
Middle Atlantic	693	9.0%
CSAC	147	8.6%
NEAC	217	8.1%
NWC	284	7.8%
UAA	270	7.3%
MIAA	313	7.3%
North Atlantic	133	7.0%
NESCAC	430	6.6%
UMAC	166	6.5%
USA South	291	5.6%
Little East	171	4.6%
NJAC	162	4.5%

Conference	N	%
WIAC	141	3.7%
AMCC	85	3.4%
SCIAC	130	3.2%
PAC	113	3.0%
Skyline	92	3.0%
ODAC	147	2.7%
Great Northeast	105	2.7%
ASC	102	2.5%
SUNYAC	100	2.5%
Liberty League	89	1.8%
SCAC	49	1.7%
MASCAC	45	1.7%
NEWMAC	71	1.6%
MIAC	87	1.5%
NECC	22	1.4%

Conference	N	%
Landmark	44	1.2%
HCAC	41	1.1%
SAA	36	1.0%
CAC	11	0.4%
NACC	17	0.4%
NCAC	18	0.4%
MWC	10	0.3%
CCIW	12	0.2%
CUNYAC	3	0.2%
CCC	5	0.1%
Centennial	6	0.1%
OAC	3	0.1%
SLIAC	1	0.0%

Note: Conference participation percentages derived from N in sample divided by all participating NCAA Championship student-athletes in conference ([2019-20 NCAA Sports Sponsorship and Participation Rates Report](#)); cross country and indoor track removed to avoid double-counting. 485 Division III student-athletes did not list their conference. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Number of Responses by Sport Participation

(Division III Participants)

Men's Sports	N	%
Baseball	523	3.6%
Basketball	196	2.5%
Cross Country	205	3.6%
Football	411	1.6%
Golf	73	2.4%
Ice Hockey	60	2.5%
Lacrosse	249	2.9%
Soccer	371	2.9%
Swim and Dive	127	2.9%
Tennis	82	2.4%
Track and Field	338	3.2%
Wrestling	104	3.3%

Women's Sports	N	%
Basketball	438	6.6%
Cross Country	267	4.7%
Field Hockey	285	7.9%
Golf	67	3.9%
Gymnastics	14	4.7%
Ice Hockey	82	5.2%
Lacrosse	388	6.2%
Rowing	66	4.9%
Soccer	684	6.0%
Softball	539	6.6%
Swim and Dive	245	4.6%
Tennis	173	4.6%
Track and Field	454	4.8%
Volleyball	483	6.8%

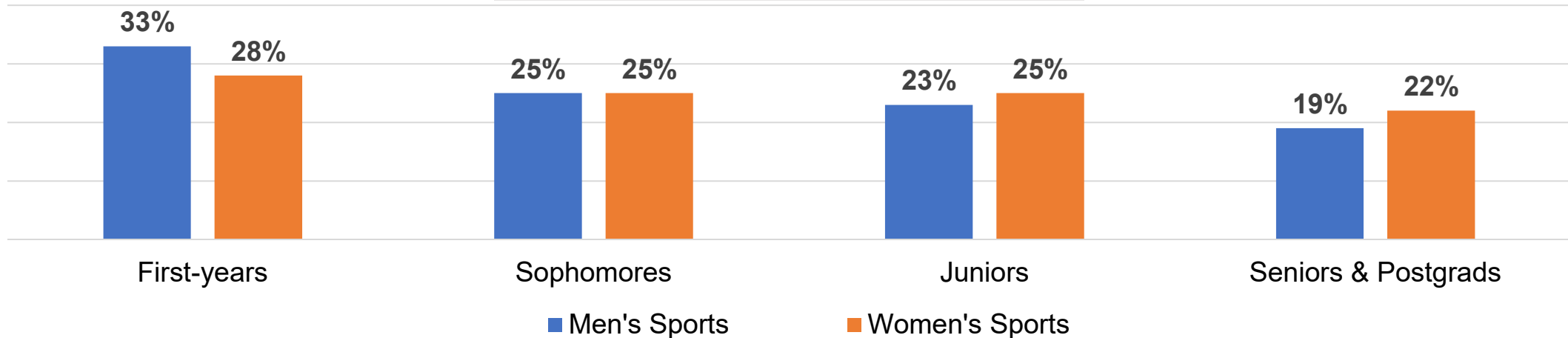
Note: Sport participation percentages derived from N in sample divided by all participating Division III SAs in the sport ([2019-20 NCAA Sports Sponsorship and Participation Rates Report](#)). Multisport athletes counted in each sport. Co-ed and emerging sports not included in table due to low participation Ns at the divisional-level. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Representativeness of Sample, Division III Participants

Racial Demographics

	Men's Sports		Women's Sports	
	Fall 2020 Survey	Demographics Data	Fall 2020 Survey	Demographics Data
White	75%	70%	83%	78%
Black	8%	12%	3%	6%
Other	17%	17%	14%	16%

Academic Status



Notes: 2,527 men's sports and 3,759 women's sports participants in the Division III sample. An additional 16 did not indicate whether they played a men's or women's sport. Sources: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020), [NCAA Demographics Database](#) (2020).



Social and Civic Engagement (Division III)

Participation in Social and Civic Engagement Activities in the Last Year (Percent of Division III Participants Who Endorsed “Agree” or “Strongly Agree” by Racial Group)

	Men's Sports	Women's Sports
It is important to me to be an active and engaged citizen	75%	79%
Student-athletes have a responsibility to participate in volunteer activities within the local community	57%	67%
I keep up with current political and social issues	54%	49%
I would be comfortable taking a public stance on a social issue	46%	45%

Note: Top 2 points on a 6-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Participation in Social and Civic Engagement Activities in the Last Year (Percent of Division III Participants Who Endorsed “Agree” or “Strongly Agree” by Racial Group)

	Black	Latinx	Other	White
It is important to me to be an active and engaged citizen	69%	70%	76%	78%
Student-athletes have a responsibility to participate in volunteer activities within the local community	62%	60%	62%	63%
I would be comfortable taking a public stance on a social issue	58%	48%	52%	43%
I keep up with current political and social issues	53%	45%	55%	51%

Note: Top 2 points on a 6-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. “Other” includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Participation in Social and Civic Engagement Activities in the Last Year

(Percent of Division III Men's Sports Participants Who Endorsed "Agree" or "Strongly Agree" by Racial Group)

	Black	Latinx	Other	White
It is important to me to be an active and engaged citizen	68%	69%	72%	76%
Student-athletes have a responsibility to participate in volunteer activities within the local community	58%	54%	56%	57%
I would be comfortable taking a public stance on a social issue	60%	45%	50%	44%
I keep up with current political and social issues	50%	41%	50%	56%

Note: Top 2 points on a 6-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. "Other" includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Participation in Social and Civic Engagement Activities in the Last Year

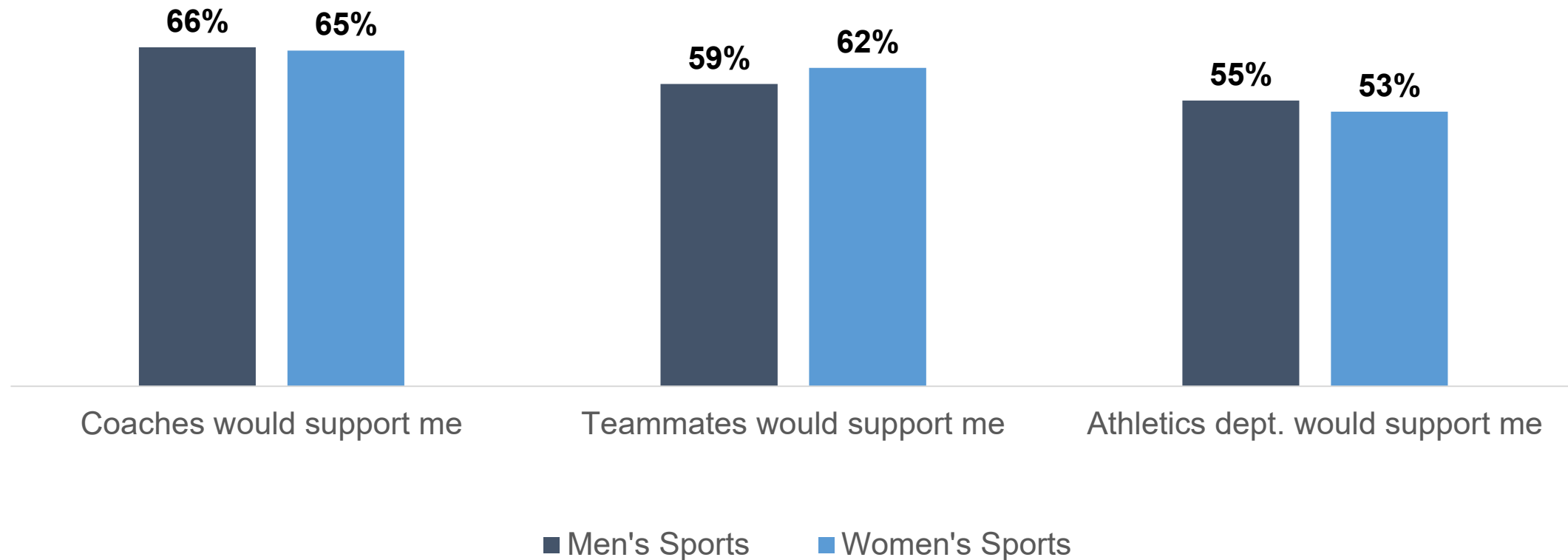
(Percent of Division III Women's Sports Participants Who Endorsed "Agree" or "Strongly Agree" by Racial Group)

	Black	Latinx	Other	White
It is important to me to be an active and engaged citizen	71%	71%	79%	79%
Student-athletes have a responsibility to participate in volunteer activities within the local community	69%	65%	67%	67%
I keep up with current political and social issues	58%	48%	59%	48%
I would be comfortable taking a public stance on a social issue	54%	50%	53%	43%

Note: Top 2 points on a 6-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. "Other" includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Participants' Perceptions of External Support for Taking a Public Stance on a Social Issue

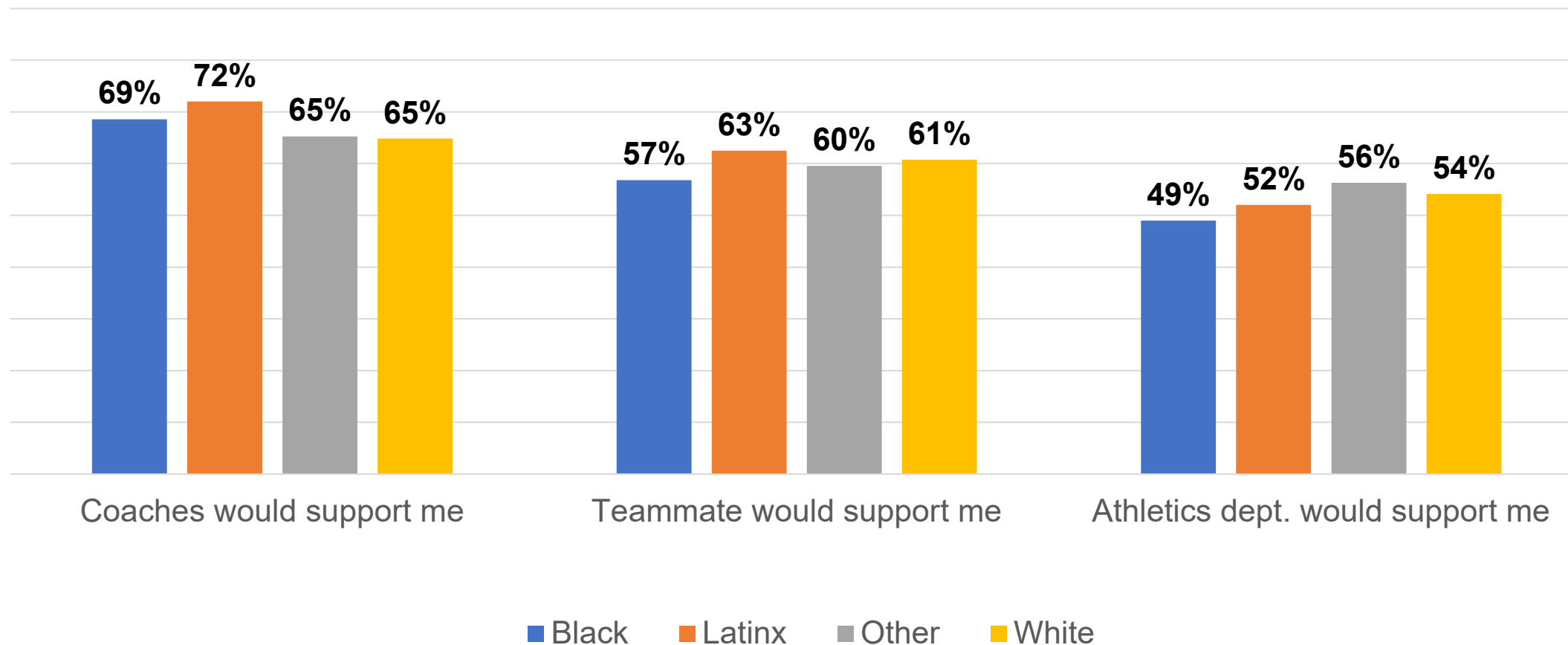
(Percent of Division III Participants Who Endorsed "Agree" or "Strongly Agree")



Note: Top 2 points on a 6-point scale. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Participants' Perceptions of External Support for Taking a Public Stance on a Social Issue

(Percent of Division III Participants Who Endorsed “Agree” or “Strongly Agree” by Racial Group)



Note: Top 2 points on a 6-point scale. “Other” includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Participation in Social and Civic Engagement Activities in the Last Year

(Percent of Division III Participants Who Endorsed “Occasionally” or “Frequently”)

	Men's Sports	Women's Sports
Discussed politics	85%	85%
Performed volunteer work	77%	83%
Publicly communicated my opinion about a cause (e.g., social media post, email, petition)	54%	66%
Donated to or raised money for a cause or campaign	43%	58%
Demonstrated for a cause (e.g., boycott, rally, protest)	29%	38%

Note: Top two points on a 3-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Participation in Social and Civic Engagement Activities in the Last Year

(Percent of Division III Participants Who Endorsed “Occasionally” or “Frequently”)

	Black	Latinx	Other	White
Discussed politics	76%	75%	85%	86%
Performed volunteer work	77%	74%	78%	82%
Publicly communicated my opinion about a cause (e.g., social media post, email, petition)	74%	62%	70%	59%
Donated to or raised money for a cause or campaign	56%	63%	59%	50%
Demonstrated for a cause (e.g., boycott, rally, protest)	51%	44%	47%	31%

Note: Top two points on a 3-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. “Other” includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities.

Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Participation in Social and Civic Engagement Activities in the Last Year

(Percent Division III Men's Sports Participants Who Endorsed "Occasionally" or "Frequently" by Racial Group)

	Black	Latinx	Other	White
Discussed politics	73%	72%	81%	88%
Performed volunteer work	73%	71%	71%	79%
Publicly communicated my opinion about a cause (e.g., social media post, email, petition)	70%	50%	62%	51%
Donated to or raised money for a cause or campaign	53%	56%	48%	40%
Demonstrated for a cause (e.g., boycott, rally, protest)	48%	38%	39%	25%

Note: Top two points on a 3-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. "Other" includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities.

Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Participation in Social and Civic Engagement Activities in the Last Year

(Percent Division III Women's Sports Participants Who Endorsed "Occasionally" or "Frequently" by Racial Group)

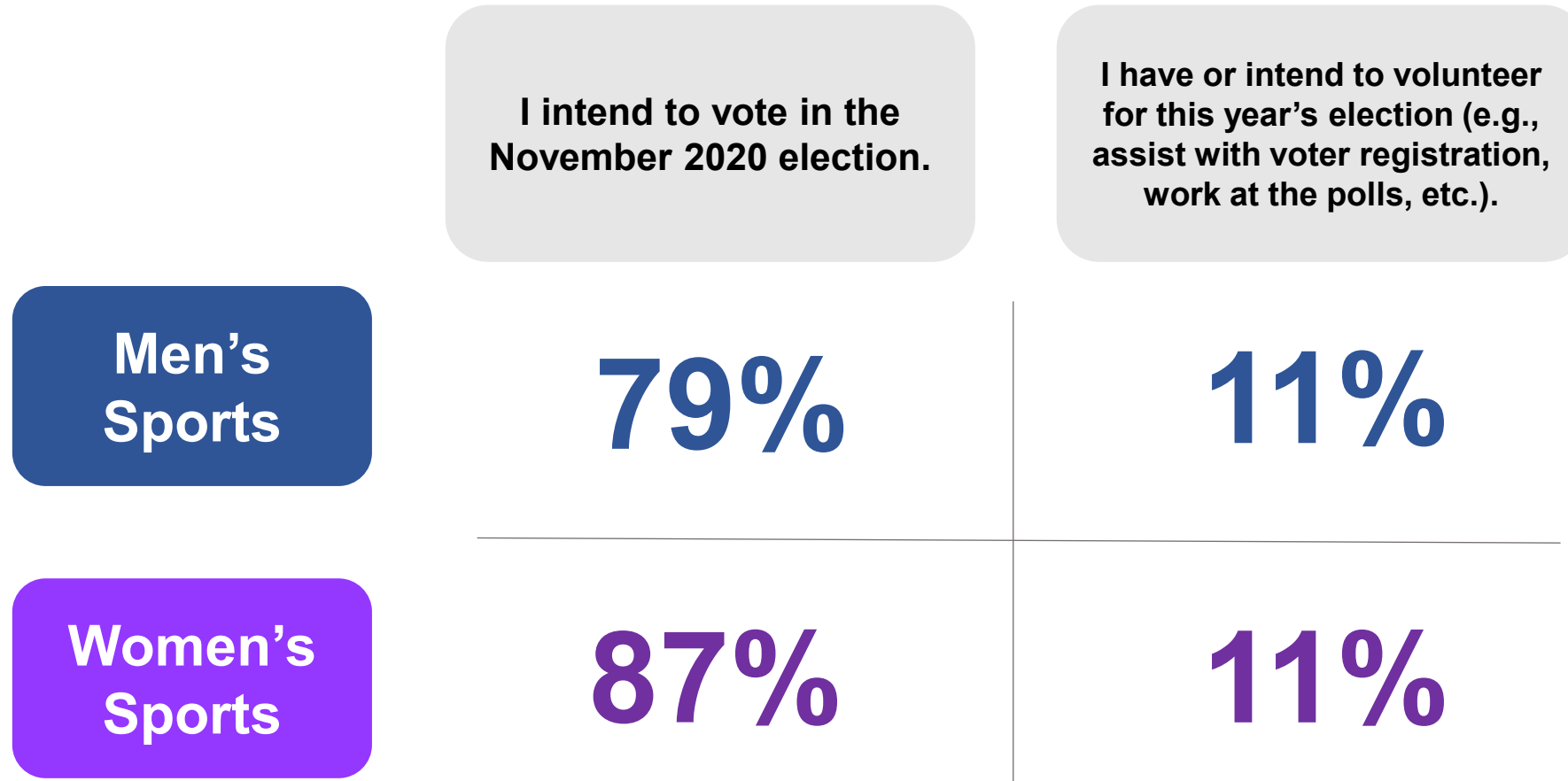
	Black	Latinx	Other	White
Discussed politics	80%	76%	88%	85%
Performed volunteer work	84%	75%	82%	83%
Publicly communicated my opinion about a cause (e.g., social media post, email, petition)	80%	73%	75%	64%
Donated to or raised money for a cause or campaign	60%	69%	67%	56%
Demonstrated for a cause (e.g., boycott, rally, protest)	55%	48%	52%	35%

Note: Top two points on a 3-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. "Other" includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities.

Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

2020 Election Participation

(Percent of Division III Participants Who Endorsed “Agree” or “Strongly Agree”)



Note: Top 2 points on a 6-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

2020 Election Participation

(Percent of Division III Participants Who Endorsed “Agree” or “Strongly Agree” by Racial Group)

	I intend to vote in the November 2020 election.	I have or intend to volunteer for this year’s election (e.g., assist with voter registration, work at the polls, etc.).
Black	79%	19%
Latinx	70%	16%
Other	84%	15%
White	85%	10%

Note: Top 2 points on a 6-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. “Other” includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

2020 Election Participation

(Percent of Division III Men's Sports Participants Who Endorsed "Agree" or "Strongly Agree" by Racial Group)

	I intend to vote in the November 2020 election.	I have or intend to volunteer for this year's election (e.g., assist with voter registration, work at the polls, etc.).
Black	76%	18%
Latinx	60%	18%
Other	75%	11%
White	82%	10%

Note: Top 2 points on a 6-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. "Other" includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

2020 Election Participation

(Percent of Division III Women's Sports Participants Who Endorsed "Agree" or "Strongly Agree" by Racial Group)

	I intend to vote in the November 2020 election.	I have or intend to volunteer for this year's election (e.g., assist with voter registration, work at the polls, etc.).
Black	84%	21%
Latinx	79%	13%
Other	90%	17%
White	87%	9%

Note: Top 2 points on a 6-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. "Other" includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).



Photo courtesy of UCLA Athletics

Racial Justice Engagement

(Division III)

Racial Justice Engagement in the Last 6 Months

(Percent of Division III Participants Who Endorsed “Occasionally” or “Frequently”)

	Men's Sports	Women's Sports
Had conversations with family or friends focused on race or racial justice	84%	90%
Made an effort to learn more about race or racial justice on my own	76%	83%
Had conversations with coaches focused on race or racial justice	47%	46%
Posted or shared content on social networking sites about race or racial justice	44%	61%
Contributed money to an organization focused on racial justice	25%	37%
Attended a protest or rally about racial justice	23%	29%
Contacted a public official to express opinion about racial justice	14%	21%

Note: Top two points on a 3-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Racial Justice Engagement in the Last 6 Months by Race

(Percent of Division III Participants Who Endorsed “Occasionally” or “Frequently” by Racial Group)

	Black	Latinx	Other	White
Had conversations with family or friends focused on race or racial justice	94%	86%	90%	87%
Made an effort to learn more about race or racial justice on my own	88%	85%	86%	79%
Posted or shared content on social networking sites about race or racial justice	81%	68%	65%	51%
Had conversations with coaches focused on race or racial justice	61%	42%	50%	45%
Attended a protest or rally about racial justice	50%	31%	36%	24%
Contributed money to an organization focused on racial justice	44%	37%	45%	30%
Contacted a public official to express opinion about racial justice	27%	16%	27%	17%

Note: Top two points on a 3-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. “Other” includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities.

Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Racial Justice Engagement in the Last 6 Months by Race

(Percent of Division III Men's Sports Participants Who Endorsed "Occasionally" or "Frequently" by Racial Group)

	Black	Latinx	Other	White
Had conversations with family or friends focused on race or racial justice	95%	80%	86%	83%
Made an effort to learn more about race or racial justice on my own	86%	81%	78%	74%
Posted or shared content on social networking sites about race or racial justice	77%	54%	54%	39%
Had conversations with coaches focused on race or racial justice	62%	39%	52%	45%
Attended a protest or rally about racial justice	50%	26%	31%	19%
Contributed money to an organization focused on racial justice	41%	32%	35%	22%
Contacted a public official to express opinion about racial justice	26%	15%	20%	12%

Note: Top two points on a 3-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. "Other" includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities.

Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Racial Justice Engagement in the Last 6 Months by Race

(Percent of Division III Women's Sports Participants Who Endorsed "Occasionally" or "Frequently"
by Racial Group)

	Black	Latinx	Other	White
Had conversations with family or friends focused on race or racial justice	92%	91%	93%	89%
Made an effort to learn more about race or racial justice on my own	92%	89%	91%	82%
Posted or shared content on social networking sites about race or racial justice	87%	79%	73%	58%
Had conversations with coaches focused on race or racial justice	60%	45%	49%	45%
Attended a protest or rally about racial justice	50%	35%	40%	26%
Contributed money to an organization focused on racial justice	51%	41%	51%	35%
Contacted a public official to express opinion about racial justice	30%	16%	31%	20%

Note: Top two points on a 3-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. "Other" includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities.

Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

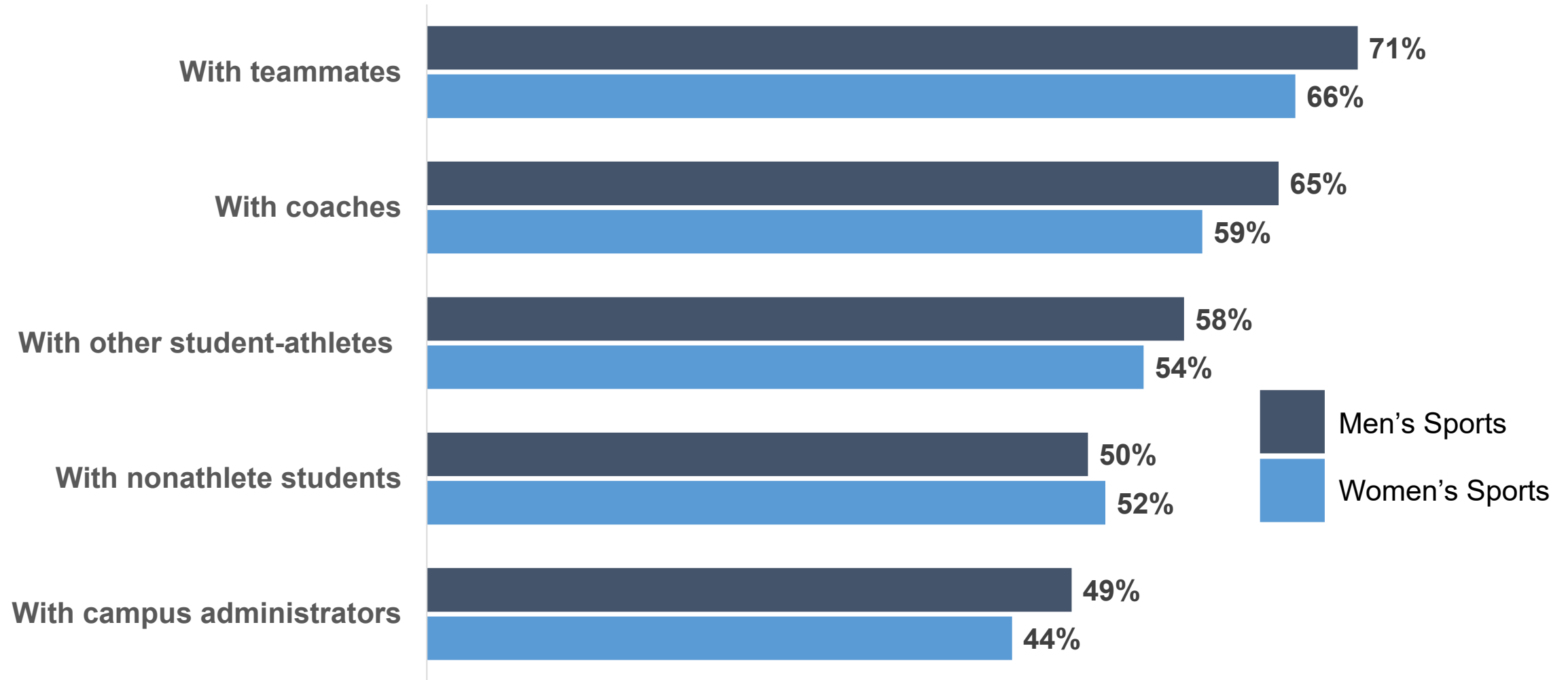


Team and Campus Support (Division III)

Photo courtesy of Gonzaga Athletics

Participants' Level of Comfort Discussing Issues of Race on Campus

(Percent of Division III Participants Who Responded "Mostly Comfortable" or "Extremely Comfortable")



Note: Top two points on a 3-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Participants' Level of Comfort Discussing Issues of Race on Campus

(Percent of Division III Participants Who Responded “Mostly Comfortable” or “Extremely Comfortable” by Racial Group)

	Black	Latinx	Other	White
With teammates	69%	63%	70%	68%
With coaches	66%	64%	60%	61%
With other student-athletes	57%	58%	56%	55%
With nonathlete students	47%	52%	47%	46%
With campus administrators	52%	58%	55%	50%

Note: Top 2 points on a 6-point scale. “Other” includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Participants' Level of Comfort Discussing Issues of Race on Campus

(Percent of Division III Men's Sports Participants Who Responded "Mostly Comfortable" or "Extremely Comfortable" by Racial Group)

	Black	Latinx	Other	White
With teammates	71%	66%	70%	71%
With coaches	66%	67%	64%	65%
With other student-athletes	58%	64%	56%	57%
With nonathlete students	50%	62%	51%	49%
With campus administrators	48%	60%	46%	49%

Note: Top 2 points on a 6-point scale. "Other" includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Participants' Level of Comfort Discussing Issues of Race on Campus

(Percent of Division III Women's Sports Participants Who Responded "Mostly Comfortable" or "Extremely Comfortable" by Racial Group)

	Black	Latinx	Other	White
With teammates	65%	60%	70%	66%
With coaches	66%	60%	57%	59%
With other student-athletes	56%	52%	57%	54%
With nonathlete students	56%	54%	58%	51%
With campus administrators	45%	44%	48%	44%

Note: Top 2 points on a 6-point scale. "Other" includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Take Student-Athlete Voice Into Account in Racial Equity Efforts

(Percent of Division III Participants Who “Agree” or “Strongly Agree”)



Note: Top two points on a 3-point scale. The survey was in the field Oct. 6-Nov. 2, 2020. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Take Student-Athlete Voice Into Account in Racial Equity Efforts

(Percent of Division III Participants Who “Agree” or “Strongly Agree” by Racial Group)

	Black	Latinx	Other	White
My coach	66%	67%	69%	69%
My athletics department	56%	63%	60%	64%
My institution	54%	58%	61%	65%
My athletics conference	47%	58%	53%	57%
The NCAA	50%	60%	53%	58%

Note: Top 2 points on a 6-point scale. “Other” includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Take Student-Athlete Voice Into Account in Racial Equity Efforts

(Percent of Division III Men's Sports Participants who "Agree" or "Strongly Agree" by Racial Group)

	Black	Latinx	Other	White
My coach	72%	64%	66%	68%
My athletics department	63%	59%	60%	64%
My institution	60%	50%	62%	64%
My athletics conference	53%	52%	55%	56%
The NCAA	53%	55%	51%	54%

Note: Top 2 points on a 6-point scale. "Other" includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

Take Student-Athlete Voice Into Account in Racial Equity Efforts

(Percent of Division III Women's Sports Participants Who "Agree" or "Strongly Agree" by Racial Group)

	Black	Latinx	Other	White
My coach	54%	70%	71%	70%
My athletics department	45%	67%	60%	64%
My institution	42%	64%	61%	65%
My athletics conference	38%	62%	52%	58%
The NCAA	44%	64%	54%	60%

Note: Top 2 points on a 6-point scale. "Other" includes those who selected American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, other and multiple racial identities. Source: NCAA Student-Athlete Activism and Racial Justice Engagement Study (Fall 2020).

What More Athletics Departments Can Do to Address Racial Justice (Division III)

► Listen to student-athlete voices.

- ▶ “Listen and be open to new ideas.” –White-identifying Division III football
- ▶ “Recruit more BIPOC and listen to current BIPOCS discomfort at these institutions.” –Multiracial-identifying Division III rowing
- ▶ “Talk to us, listen to us, actually take action. Action speak louder than words. Speak to the black players on the team, say what you are going to support us.” –Black-identifying Division III women’s track

► Demonstrate support for student-athletes.

- ▶ “Being that a good percentage of my school's student athletes are people of color, I would like to see staff/coaches put their political ideas to the side and at least understand the civic engagement and racial injustice. To stand with us in solidarity.” –Multiracial-identifying Division III softball
- ▶ “Literally anything. My athletic department hasn't done anything to support black students during this time. And I'm not a black student, so can't speak for my black fellow student athletes, but I can imagine that they could use support right now, maybe a black only space to talk and feel supported by those with shared experiences. I would like to see my athletic department do something, but something that isn't just performative.” –White-identifying Division III women’s soccer

What More Athletics Departments Can Do to Address Racial Justice (Division III)

► Take action through:

► *Hosting education sessions and honest conversations across athletics and within teams.*

- ▶ “I think creating some kind of anti-racism training that would be required for all student-athletes would also be beneficial.” –Multiracial-identifying Division III women’s basketball
- ▶ “Increase emphasis on student athletes attending campus events on education or conversation around social issues.” –White-identifying Division III men’s soccer
- ▶ “TALK MORE! We just need to have open and honest conversations so that people become more comfortable with the discussion. Maybe coaches need to be trained in this type of discussion to make sure people are comfortable.” –White-identifying Division III softball
- ▶ “Host meetings that are open to all students, athletes or not, to civilly speak upon issues or have conversations relating to racial justice and civic engagement.” –White-identifying Division III men’s volleyball

What More Athletics Departments Can Do to Address Racial Justice (Division III)

▶ Take action through:

▶ *Recruiting and hiring more BIPOC athletes and athletics staff.*

- ▶ “Attempt to recruit more diverse athletes even if it's slow.” –Multiracial-identifying Division III men’s lacrosse
- ▶ “Hire more people of color at the administration level to give better representation and a more diverse group of opinions and experiences.” –White-identifying Division III women’s lacrosse
- ▶ “I would like to see more of a commitment to recruiting a diverse incoming freshman class each year. The majority of the incoming class each year is typically white (if not all white). We need to have a more diverse swim and dive team because I know we can do better.” –White-identifying Division III women’s swimming

What More Athletics Departments Can Do to Address Racial Justice (Division III)

► Take action through:

- ***Taking a public stance via statements, department-wide actions, or social media content that promotes civic engagement and racial justice.***
 - “BLM on the school’s gear.” –Black-identifying Division III men’s basketball
 - “Do more actions than words.” –White-identifying Division III men’s lacrosse
 - “Get involved with protests, rallies, etc. They need to be apart of it as well.” –White-identifying Division III women’s soccer
 - “Take public stances against systemic racism, do not brush the microaggressions and overt racism that happens ON THEIR TEAMS under the rug.” –White-identifying Division III softball
 - “More talk explicitly condemning racist behavior, clearly addressing the issues, no-tolerance policies.” –White-identifying Division III women’s track and field
 - “Take a public stance. Purchase gear that helps local businesses or other fundraisers. Support BLM.” –Latinx-identifying Division III women’s volleyball

What More Athletics Departments Can Do to Address Racial Justice (Division III)

► Athletics departments should not address racial justice.

- ▶ “Coaches and staff should not be advocates for or against social justice. Their job is to coach. Coaches do have the responsibility to ensure that their athletes are comfortable and if there are any race-related problems on their teams or related to their athletes, then such things are absolutely in their purview to address. [...] Pushing coaches and staff to talk more about politics is only likely to further ignorance (not because of political viewpoints, but because of quality of information). This holds for both right-wing and left-wing staff members.” –White-identifying Division III baseball
- ▶ “Keep it separated from sports. What and how students want to spend their time away from the sport is up to them. A handful of students will have different views on this topic and I feel that when it comes to competition and play to focus on the sport and team itself.” –White-identifying Division III women’s soccer
- ▶ “I feel that it is not a coach's job to address anything political at practice. There are many different opinions based on facts or feelings in regard to 'racial justice' and any civic engagement. I know that my political views differ greatly from the majority of my team, along with my school, and if the team started focusing on politics, I would no longer be welcome.” –White-identifying Division III men’s track



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