Diversity and Inclusion Plan 2015-2016
Saint Rose Golden Knights Athletics

Sub-committee members: Will Aloia, Brittany Russ, Kyle Wilkins, Karen Haag   Revised kh 7/1/15

Action Item: Show “You Can Play” Video at all team initial eligibility meetings
Timetable: August, 2015.
Resources: SAAC Produced film from 2014-15, meeting room, AV equipment.

Action Item: Add transgender policy to athletics manual, advised at NCAA D & I Forum 4/15
Timetable: Prior to distribution of manual to staff and student-athletes, 2015-16.
Resources: NCAA Policy (see link below)

Action Item: Include diversity and inclusion topic at all SAAC meetings for discussion.
Timetable: Fall, 2015
Resources: Office of Intercultural Leadership, NCAA, YouTube, Internet Sources, diversity web-sites.

Action Item: Provide all coaches (head and assistants) with NCAA diversity publications, electronically or hard copy if possible.
Timetable: Summer, 2015
Resources: “Champions of Respect, Inclusion of LGBTQ Student Athletes and Staff in NCAA Programs” and, “Inclusion’s Best Practices, Building on a Rich History of Athletic Struggle”

Action Item: UPDATE DEPARTMENT MANUALS to reflect current best practices. Add text to coach’s manual for: dating relationships among teammates; and creating inclusive teams.
Timetable: Summer, 2015
Resources: “Champions of Respect” pp. 32-34, 14
Add text to student-athlete manual regarding for: creating inclusive teams.
Resources: “Champions of Respect” P. 15

Action Item: Provide all athletics staff with diversity “tip of the …” electronically
Timetable: Fall, 2015
Resources: NCAA Publications, YouTube, Current Events, Diversity Publications
<table>
<thead>
<tr>
<th>Action Item</th>
<th>Partner with office of Intercultural Leadership and encourage SA’s and Athletics staff to participate in ALLY / Safe Zone Training.</th>
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<tbody>
<tr>
<td>Timetable</td>
<td>Fall, 2015</td>
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<td>Resources</td>
<td>Office of Intercultural Leadership</td>
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<thead>
<tr>
<th>Action Item</th>
<th>Encourage and assist coaches in recruiting a more diverse population:</th>
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<tr>
<td>Timetable</td>
<td>ASAP, then Ongoing.</td>
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<tr>
<td>Resources</td>
<td>Office of Admissions, Office of Intercultural Leadership. Improve communication and sharing of College’s recruiting plans and goals. Provide information and presentations on geographic areas to be targeted, international ties that exist, etc. HOW DO WE MORE EFFECTIVELY PARTNER IN THIS GOAL?</td>
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<tr>
<th>Action Item</th>
<th>Provide in-service / professional training to athletics staff to deal with issues of diversity and inclusion. Send one staff member to NCAA Diversity and Inclusion form each year</th>
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<tbody>
<tr>
<td>Timetable</td>
<td>2016-17, then annually.</td>
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<tr>
<td>Resources</td>
<td>Office of Intercultural Leadership, Office of Student Affairs, Residence Life, Counseling Center, local colleges and universities, NE-10 Office / Grants, NCAA Office (Jill Willson and Josh Looney) / Grants / College</td>
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<tr>
<th>Action Item</th>
<th>Encourage further diversification of SAAC considering ethnicity, international status, LGBTQ status, geographic region, etc.</th>
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<tbody>
<tr>
<td>Timetable</td>
<td>2016-2017</td>
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<td>Resources</td>
<td>None.</td>
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<th>Action Item</th>
<th>Further diversify Athletics staff as positions turn over including the ratio of female head coaches coaching women’s sports at Saint Rose. (Currently 30% of w sports are coached by female HC, 1 minority HC)</th>
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<tr>
<td>Timetable</td>
<td>Ongoing</td>
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<td>Resources</td>
<td>Human Resources, NCAA Market, Coaching Associations</td>
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Diversity and Inclusion Video Resources:

**Micro aggression**

- Comments That Sting, New York Times
  “I Too, Am Harvard”

- “What Kind of Asian Are You”
  [https://www.youtube.com/watch?v=DWynJkN5HbQ](https://www.youtube.com/watch?v=DWynJkN5HbQ)

- “If Latinos Said the things White people Say”
  [https://www.youtube.com/watch?v=XnFUDx3wC-Y](https://www.youtube.com/watch?v=XnFUDx3wC-Y)

- Micro Aggressions / Racial (to India Arie)
  [https://www.youtube.com/watch?v=aWVU3BCXcYk](https://www.youtube.com/watch?v=aWVU3BCXcYk)

- Micro Aggressions, The Little Things People Say (student project)
  [https://www.youtube.com/watch?v=ScOAtsi-Y](https://www.youtube.com/watch?v=ScOAtsi-Y)

**LGBTQ, Disability, Age, Race, Religion (stereotypes, awareness)**

- “Love Has No Labels” Skeletons Dancing
  [https://www.youtube.com/watch?v=gu0eKSkn0Mi](https://www.youtube.com/watch?v=gu0eKSkn0Mi)

- “If Men Were Women”
  [https://www.youtube.com/watch?v=MgVvswGSZPo](https://www.youtube.com/watch?v=MgVvswGSZPo)

- “If Black People Said the things White People Say”
  [https://www.youtube.com/watch?v=A1zLzWtULig](https://www.youtube.com/watch?v=A1zLzWtULig)

- “Hatch Kids Discuss Caitlyn Jenner”
  [https://www.youtube.com/watch?v=eWCZIZwiCkY](https://www.youtube.com/watch?v=eWCZIZwiCkY)

- Stereotypes from “The Office”
  [https://www.youtube.com/watch?v=9aVUoy9r0CM&list=PLx3YQhxDd_XbOdvFS6kJMUoHm_taDOegD](https://www.youtube.com/watch?v=9aVUoy9r0CM&list=PLx3YQhxDd_XbOdvFS6kJMUoHm_taDOegD)

- “You Don’t Sound Gay” (NY Times)
- Girl Scouts turn down $100,000 Donation
  
  [Link](http://www.upworthy.com/a-donor-gave-100000-to-the-girl-scouts-to-exclude-1-group-of-girls-they-gave-it-right-back?c=upw1&u=1bcf396af82a31250b2c1d847c12699890e9934e)

- Jason Collins comes out at first NBA gay player
  
  [Link](https://www.youtube.com/watch?v=bP39V26gSEM)

- ESPN 9 for IX Stories of Female Athletes

- Think B4 You Speak (NBA / Hillary Duff)
  
  [Link](http://www.bing.com/videos/search?q=Gay+B4+You+Speak+Think&Form=VQFRVP#view=detail&mid=C449829ED37F3BE85A7CC449829ED37F3BE85A7C)

  [Link](http://www.bing.com/videos/search?q=think+b4+you+speak&FORM=HDRSC3#view=detail&mid=A6A04C8A1476A2F60C01A6A04C8A1476A2F60C01)

- Rachel Dolezal
  
  [Link](https://www.youtube.com/watch?v=VHEN251kTL4)

- White Privilege
  
  [Link](https://www.youtube.com/watch?v=aQK8H0z-irM)

- Misty Copeland (first African American principal ballet dancer)
  
  [Link](http://www.cbsnews.com/live/video/misty-copeland-makes-history-becomes-principal-ballerina/)

  [Link](https://www.youtube.com/watch?v=ZY0cdXr_1MA)

- Dear Mr. Trump
  
  [Link](http://www.upworthy.com/donald-trump-said-nasty-things-about-mexicans-so-she-said-meet-my-dad?c=upw1&u=1bcf396af82a31250b2c1d847c12699890e9934e)

  [Link](http://www.upworthy.com/donald-trump-said-nasty-things-about-mexicans-so-she-said-meet-my-dad?c=upw1&u=1bcf396af82a31250b2c1d847c12699890e9934e)

- Words Hurt
  
  [Link](http://www.upworthy.com/when-a-man-asks-people-to-translate-a-hate-message-hes-received-their-response-is-unforgettable?c=reccon2)

- Valedictorian barred from speaking at HS Graduation because he was planning on coming out as gay
  
  [Link](http://www.upworthy.com/his-school-canceled-his-speech-after-learning-that-hes-gay-what-resulted-was-actually-awesome?c=reccon1)
• Disability Awareness, Austin YMCA
  http://www.bing.com/videos/search?q=diversity+and+inclusion+disabled+athletes&FORM=HDRSC3#view=detail&mid=091A338D91FE266C43C4091A338D91FE266C43C4

• Serena Williams, body image, sexism / racism (PRINT RESOURCE)


• Teaching Tolerance
  http://www.usatoday.com/longform/sports/2015/08/18/coaches-power--stop-homophobia-open-closet-gay-athlete/31886659/

• Disability
  https://www.youtube.com/watch?v=OlOjYHn_yIg

• Four Weeks in Fergusen E 60
  https://www.youtube.com/watch?v=KuY9MXIOQYY

• Disability: Catching Kayla E 60 (13 min)
  https://www.youtube.com/watch?v=kpA-FsKLA6A

• Princeton Football Player Comes Out

Web Pages, Misc. Resources
• Love Has No Labels. com Racial Bias Quiz
• Br{ache the Silence (BTS) campaign. www.Mycoachescorner.org
• “Race: The Power of an Illusion” (PBS www.pbs.org/race)
• www.lovehasnolabels.com
• Cultural Competency, James Banks
• Counseling and the Culturally Diverse Theory & Practice Dr. Sue
• “The Invisible War” (film)
• Champion Women (Nancy Hogshead-Makar) www.swimswam.com
• Women’s Sports Foundation
• Article on locker room language and Oneonta LAX
  http://www.usatoday.com/longform/sports/2015/08/18/coaches-power--stop-homophobia-open-closet-gay-athlete/31886659/