Best Practices to Ensure Inclusive Campus Cultures

Moderator: Jennifer Fraser, NCAA
We Are One Team (WA1T)

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Founder & President,
We Are One Team (WA1T)
Bowling Green State University
We Are One Team (WA1T): Overview

- Student-led university-wide umbrella initiative for multiple projects that promote social justice through sport at Bowling Green State University (BGSU)
  - Gender Equality
  - Sexism & Racism
  - Religion & Nationality
  - LGBTQ Issues
  - Body Image
  - Stereotypes
We Are One Team (WA1T): Core Goals

• Use sport to **create a dialogue** on social justice issues by **highlighting marginalized voices** and by creating **awareness of social injustice** in our community

• Use sport to **promote friendship** between stereotyped groups on campus
We Are One Team (WA1T): Core Goals

• Use sport to **facilitate an environment** that values inclusion, diversity, and acceptance

• Use sport to create a **strong network of partners, collaborators, and supporters** to collaboratively create positive social change at BGSU and beyond
# We Are One Team (WA1T): Partners

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<th>Women’s Center</th>
<th>International Programs &amp; Partnerships</th>
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<td>School of Human Movement, Sport, and Leisure Studies</td>
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<td>Not In Our Town</td>
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Inclusion Forum

#NCAAIInclusion
We Are One Team (WA1T): Projects

- Photo Campaign
- WA1T: Our Voices
- WA1T Sporting Days
- WA1T Team Run/Walk
- WA1T Team Player Program
We Are One Team (WA1T): Plans for the Future

• 2017 NCAA Award for Diversity and Inclusion
Best Practices to Ensure Inclusive Campus Cultures

Earl Edwards, University of California, San Diego
LGBT Inclusion and the America East Conference

Amy Huchthausen
Commissioner, America East Conference
Summary

• Background
• Successes
• Future goals and challenges
• Key takeaways
Background

• Values
• Commitment
  – Conference initiatives balanced with institutional initiatives
• Goals and objectives
  – Increase awareness and education
• Partnerships
  – You Can Play Project (December 2012)
  – LGBT SportSafe (August 2016)
Awareness

- First conference to partner with both organizations
- Awareness tools
- Media coverage
- Feedback → Impact
Awareness Tools

- PSAs
- YCP Nights
  - Shooting shirts in basketball
- In-venue: signage, graphics for videoboards
- Social media: graphics, hashtags, Snapchat filters
  - #YCPinAE / #SpreadRespect
- Patches: YCP logo, AE rainbow wordmark
- Championship participation gifts
Inclusion Forum

#NCAAINclusion
Media Coverage

• Highlights
  – *USA Today* article by Nicole Auerbach in February, 2016 as a college basketball story
  – Maine MBB team’s decision to wear YCP shooting shirts before game at Duke in December, 2016
  – Nearly 250 ESPN3 broadcasts with at least one PSA
  – Social media impressions (over 1m in 2015-16)
Feedback → Impact

• Contacted by student-athletes at non-AE institutions
• Requests from numerous staff, coaches for patches to demonstrate visible support as an ally
• Non-AE sports sponsored by our members also hosted YCP Nights (e.g., ice hockey, gymnastics)
• Requests to purchase YCP shooting shirts
Future Goals & Challenges

• Deepen educational programming and training
Key Takeaways

• Student-athlete leadership
• Bandwith of conference, institutions
• Conference-wide commitment to values, goals, objectives and intention to act
“See mom, it’s okay to be me.”
Strategically Planning for Inclusive Excellence

Sean Huddleston
Chief Officer for Diversity, Inclusion, and Community Engagement
Framingham State University
Framingham State University Model: INCLUSIVE EXCELLENCE

- Introduced by the Association of American Colleges & Universities (AAC&U) in 2005 as a customizable model for campuses to link inclusion and institutional excellence.
Collective Impact is an approach for creating sustainable change that goes beyond the concept of simple collaboration. It involves many people, layers and functions.
Framingham State University Model:
INCLUSIVE EXCELLENCE and ATHLETICS

**Access & Equity**
- Recruiting
- Intentional diversity & equity in coaches/assistants and staff.
- Title IX compliance

**Diversity in Curriculum/Co-Curriculum**
- Teach-Ins
- Faculty/Staff Inclusive Excellence Institute
- Smithsonian National Museum of American History – Latinos in Baseball Community Collecting Event

**Climate**
- First Minute Response Forums
- Bias Incident Reporting
- Student Affinity Groups

**Intercultural Learning & Development**
- Center for Inclusive Excellence
- Student/Faculty/Staff Collaboration
- Council on Diversity & Inclusion Funding
- Brave Space Training

**Community Engagement/Social Justice**
- Service Learning
- CLEO – Civic Learning, Engagement & Outreach
- Community Partnerships – Special Olympics, Local school and little league athletics
Thank You!

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