

EXSS-DEI

Diversity, Equity and Inclusion Committee for the Exercise and Sport Science Department

Summary Report of Ongoing Activities, May 11, 2021

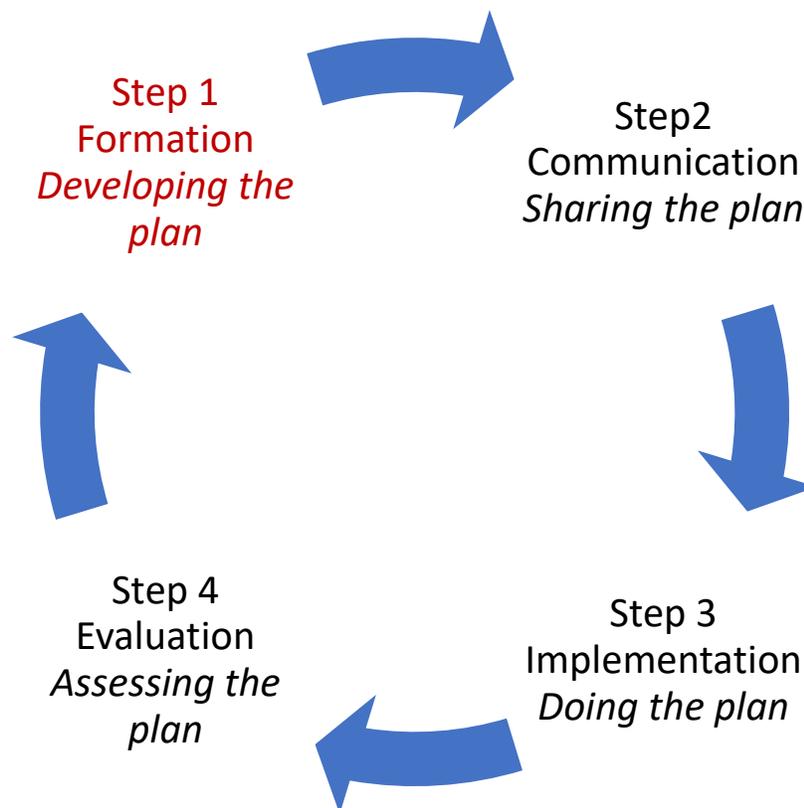
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1. **DEI Strategic Planning Process:** The UNC College of Arts and Sciences will require all departments to create a strategic plan as it relates to DEI. The figure below illustrates the strategic planning process – *we are in Step 1.*



Diversity encompasses the many ways people may differ, including gender, race, nationality, age, education, sexual orientation, style, functional expertise and a wide array of other characteristics and backgrounds that make a person unique.

Equity refers to the principle of fairness, which recognizes factors specific to one's personal conditions should not interfere with the potential of academic success. This includes equality in opportunities and accessibility, but also aims to take extra measures by giving those who are in need more than others who are not.

Inclusion means that all people, regardless of their unique characteristics, are respected and appreciated as valuable members of our community.

2. Created Mission and Vision Statements that align with Department and Campus Recreation Missions



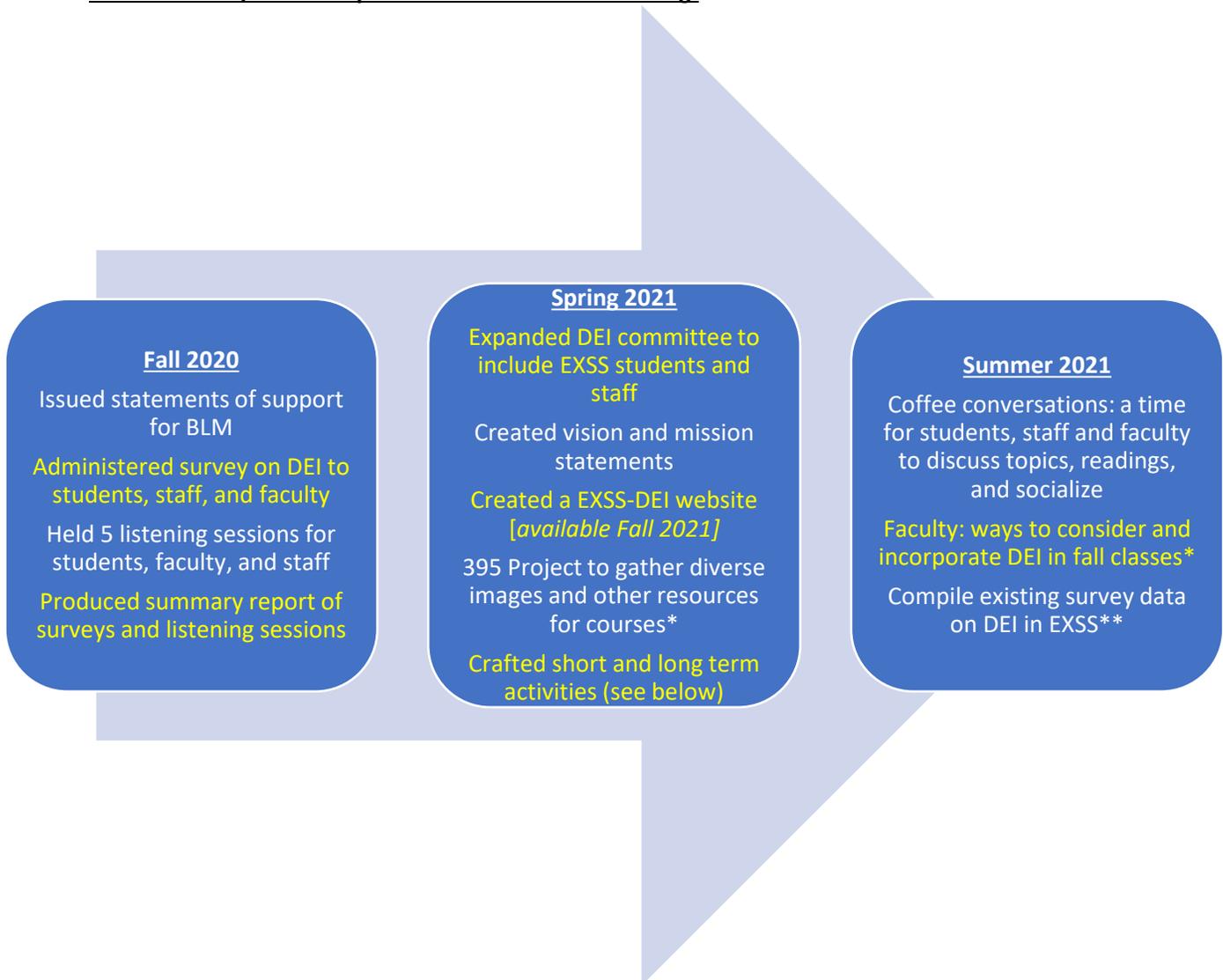
EXSS-DEI Vision: To foster a safe welcoming environment that promotes and upholds diversity, equity and inclusion (*what*) for our EXSS community (*population*) to learn, work, thrive, and influence our surrounding community (*why*).

EXSS-DEI Mission: We work to achieve this through self-assessment, education and action (*how*).

Departmental Mission Statement: Discover, create, and promote knowledge of human movement to improve the quality of life in individuals and society.

Campus Recreation Mission Statement: Campus Recreation provides a diverse and intentional recreational program in a safe, inclusive, and accessible environment which enhances the social, mental and physical well-being of the entire University community.

3. EXSS-DEI 2020/21 Accomplishments & Summer Planning:



*See following online resources for incorporating DEI in courses:

- Center for Faculty Excellence Equity Institute <https://cfe.unc.edu/eqt-institute/>
- My Course Analytics Dashboard <https://cfe.unc.edu/mcad/>
- 395 Project (Wickstrom) to gather images, videos, and original research on DEI for use in courses. Will be ready for faculty to use Fall 2021 *[link forthcoming]*

**Compile existing survey results on DEI including EXSS senior exit surveys, EXSS course evaluations, and campus recreation audit. Campus Recreation staff participated in the Student Affairs Racial Equity Audit in the spring 2021 semester. Student Affairs disseminated the survey and shared raw data particular to Campus Recreation for analysis. Campus Recreation is compiling the results now and summarizing the information to share with staff in early June and create some action items. At this time, it is not clear if data is comparative with all of Student Affairs.

4. **DEI Short and Long-Term Activities:** As part of the strategic planning process the EXSS-DEI committee has compiled the following short and long-term activities. Work on these activities will begin Fall 2021.



- Strategic planning including SWOT analysis
- Connect with DEI Fellows Program student assigned to EXSS
- Investigate available trainings through UNC DEI office for faculty, staff and students
- Improve student involvement in DEI
- Hold graduate student-led undergraduate student listening sessions
- Focus groups to assess experiences of black students with inclusion/exclusion
- Exit survey for graduating student on DEI in EXSS
- Short seminars for faculty and staff meetings on DEI topics
- Coffee conversations: a time for students, staff and faculty to discuss topics, readings, and socialize
- Resources to consider and incorporate DEI in faculty classes
- Internal review to determine policies that reinforce inequities
- Assess current students, faculty, and staff perceptions of EXSS related to values of diversity, equity, and inclusion
- Bystander intervention DEI training sessions
- Create diverse undergraduate club: point of access for our undergrads to faculty, graduate students, and tools needed to succeed following graduation
- Work on the “pipeline” for students: UG students-->grad student-->faculty
- Create DEI journal club to deepen connections with students by providing DEI readings and discussion groups for students to participate throughout the academic year
- Review faculty hiring process and rubrics to consider diversity
- Review graduate student process and rubrics to consider diversity