



THE NCAA'S COMMITMENT TO

DIVERSITY & INCLUSION

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An Overview

NCAA Core Values Surrounding Diversity and Inclusion

The National Collegiate Athletic Association has established a department and committees designated specifically to enhancing diversity and inclusion in all NCAA sanctioned athletic programs. The NCAA has extended their definition of 'diversity' to include understanding that each member of a sports organization is unique whether that be due to their skin color, race, origin, and heritage or their personality and beliefs. All are equally important when providing inclusive opportunities to athletes, administrators, coaches, and all other staff and personnel involved with intercollegiate athletics (Diversity and Inclusion).

The Major Tenets of Diversity Training for NCAA Members

The NCAA has multiple strategies and tools of deploying tactics for equality on multiple sectors of intercollegiate sports. The best practices that seem to best generalize the major tenants of diversity training include the following:

1. Provide programming for incoming student-athletes in collaboration with campus orientation.
2. Conduct ongoing diversity seminars, programming and workshops for student-athletes and staff.
3. Host diversity forums.
4. Create a designated campus facility such as a diversity center to promote diversity issues and provide support for underrepresented students and student-athletes.



5. Incorporate student-athletes and athletics staff into programming with regard to diversity.
6. Foster collaboration between the department of athletics and the institution's multicultural office on programming, education and events.
7. Create a diversity council within the department of athletics.
8. Apply for grants and use funds to provide diversity education.
9. Encourage ethnic minority participation on the Student-Athlete Advisory Committee (SAAC).
10. Encourage ethnic minority student-athletes to pursue leadership opportunities on and off the field (NCAA Best Practices).

Opportunities for NCAA Members to Participate in Diversity and Inclusion Training

The NCAA has created multiple resources and programs to assist in diversity and inclusion training.

Some of these opportunities include: diversity education workshops, NCAA Internship programs, NCAA Fellowship Leadership Development program, and NCAA Leadership Institutes for Ethnic Males and Females. Per the NCAA diversity website, Jayson Santos of Southeast Missouri State says, "I would definitely say that my experience as an intern while at the national office was great. I learned a great deal about myself and what I like to call "professional etiquette," or in other words, how to handle myself in a professional environment...I wouldn't have the job that I have now if not for my experiences and relationships at the national office" (Diversity and Inclusion).

Effectiveness and Recommendations of Diversity Training Implementation

The NCAA has striven to increase their accountability when it comes to being a global leader in diversity and inclusion initiatives. It is evident that they take the mission and goals of their diversity statement seriously. However, while there is an abundance of diversity in many sports programs across the country as far as players go, we are still lacking in representation of women's sports representation, women coaches, women athletic leaders, minority athletic coaches and leaders, LGBTQ athletes, coaches, and administrators, and representation for those with disabilities. In order to truly achieve diversity, the NCAA needs to start modeling the initiatives in their trainings through their hiring practices and appointments of leadership roles.

References:

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