



DIVERSITY, EQUITY, & INCLUSION



SCHOOL OF KINESIOLOGY

UNIVERSITY OF MICHIGAN

DEI HIGHLIGHTS

2014-2021

INTRODUCTION

The U-M School of Kinesiology (a) celebrates and is committed to the ideals of diversity, equity, and inclusion, (b) believes that diversity, equity, and inclusion enrich the learning environment and enhance the school's innovation and overall productivity, and (c) does not think we can maximize the excellence of our teaching, research, and service without considering the implications of diversity, equity, and inclusion.

We have developed a strategic Diversity, Equity, & Inclusion (DEI) plan that uniquely addresses our challenges and opportunities in Kinesiology. The overall essence of our DEI Plan is for us to organically weave, infuse, embed, and integrate a consciousness and sensitivity to elements of diversity, equity, and inclusion into our existing culture – our ways of doing (our policies, practices, and procedures) and our ways of being (our teaching, learning, research, and service).

The strategic thrusts of our plan are to: (a) increase our demographic/compositional diversity, (b) promote inclusive excellence (in teaching, learning, scholarship, and service), and (c) create a fair, positive, and supportive environment for all of our faculty, staff, and students to thrive. Our DEI motto is: **KIN-ALL IN!**

THANK YOU

Dr. Ketra Armstrong, Director of Diversity, Equity, & Inclusion (DEI) for the School of Kinesiology, creates, updates, and implements the school's DEI Plan and prepares the annual DEI summaries. Dr. Armstrong is a professor of Sport Management, a University Diversity & Social Transformation Professor, and director of the Center for Race and Ethnicity in Sport.

MICHIGAN KINESIOLOGY DIVERSITY, EQUITY, & INCLUSION EXECUTIVE SUMMARY

- **Increase the diversity of our students by:**
 - Engaging in intentional and targeted recruitment via print and electronic communications and participating in on and off-campus outreach and engagement activities with entities that serve diverse students.
 - Offering need-based application fee waivers and support for students with financial hardships.
 - Adhering to an inclusive review process for undergraduate and graduate student admissions.
 - Continuing to offer Kinesiology Merit Fellowships.
 - Continuing the Kinesiology Bridge Program to facilitate the transition and academic success for students from communities whose educational or socioeconomic backgrounds are underrepresented at U-M.
- **Increase the diversity of our faculty & staff via inclusive application pools by:**
 - Establishing a protocol document containing principles, practices, and procedures (best practices) for all faculty and staff searches/hires.
 - Requiring STRIDE training for individuals involved in searches for all faculty and staff positions.
 - Requiring Search Committees to report their efforts to obtain diverse applicant pools.
- **Enhance our faculty, staff, and student competence/ability to engage in diversity/inclusion by:**
 - Maintaining an online (e-portal) of resources related to diversity, equity, and/or inclusion.
 - Offering diversity and inclusion related training (via workshops, seminars, programs, activities, etc.).
- **Encourage and support our faculty, staff, and student engagement in diversity and inclusion by:**
 - Offering students grants to support research/scholarly activities related to diversity, equity, or inclusion.
 - Offering faculty grants to support research related to diversity, equity, or inclusion.
 - Offering faculty grants to promote inclusive teaching and learning in Kinesiology courses/curriculum.
 - Offering staff grants to support initiatives that promote diversity, equity, or inclusion in Kinesiology.
- **Increase our faculty, staff, and student accountability for diversity, equity, and inclusion by:**
 - Requiring faculty and staff to document their DEI contributions in their annual reviews/productivity reports.
 - Requiring Kinesiology funded student associations to engage in at least one program a year related to diversity, equity, or inclusion.
- **Promote inclusion throughout our school by:**
 - Offering at least one program per semester that stimulates dialogue on diversity, equity, and inclusion.
 - Increasing student participation in the Kinesiology Diversity and Inclusion Network (KDIN).
 - Establishing an inclusive mentoring and peer advising community/program for students.
 - Ensuring diverse and inclusive images and narratives in all of Kinesiology materials and products.
- **Promote equity and transparency in our school by posting accurate policies, practices, and procedures:**
 - Revising and making accessible Kinesiology 'governing' documents such as the Undergraduate Handbook, Graduate Bulletin, and the Faculty and Staff Handbook.
 - Establishing/revising a conflict resolution process for faculty, staff, and students.
 - Sexual harassment and misconduct prevention training for the Kinesiology community.

Read the full Kinesiology DEI Strategic Plan at kines.umich.edu/DEI

2014-2015 DEI HIGHLIGHTS

The U-M School of Kinesiology celebrates and is committed to the ideals of diversity, equity, and inclusion and believes that they enrich the learning environment and enhance the school's innovation and overall productivity. Through its programs, policies and practices, Kinesiology is dedicated to creating a positive and supportive climate for all individuals. We proudly launched the following diversity initiatives in 2014-15.

HBCU Alliance

Four faculty from Historically Black Colleges and Universities (HBCU) were invited to participate in a U-M Kinesiology Diversity Alliance. To kick off the Alliance, Kinesiology hosted a Diversity in Kinesiology Symposium focused on the ways in which race, ethnicity, and culture impacts Kinesiology research, teaching, and service. The endeavor concluded with a reception followed by a working dinner between Kinesiology and HBCU faculty, where they discussed research and teaching collaborations. *Kinesiology Dialogue on Diversity initiative sponsored by a Rackham Enhancing Diversity in Graduate Education Grant.*

Latinas, Sport, and the Media

ESPN Deportes, ESPNNews, and Telemundo reporter Michele LaFountain discussed her career as a sports reporter, the challenges of being a Latina in sport media, and the intersection of race/ethnicity and gender. *Kinesiology Dialogue on Diversity initiative co-sponsored by U-M LSA.*

Diversity Student Recruitment Fairs

Kinesiology faculty and staff participated in various recruitment fairs/events, including several featuring students of color, talking with them about opportunities for undergraduate and graduate study at our school.

HBCU Students Visitation

Kinesiology hosted four students from the HBCU Alliance universities.

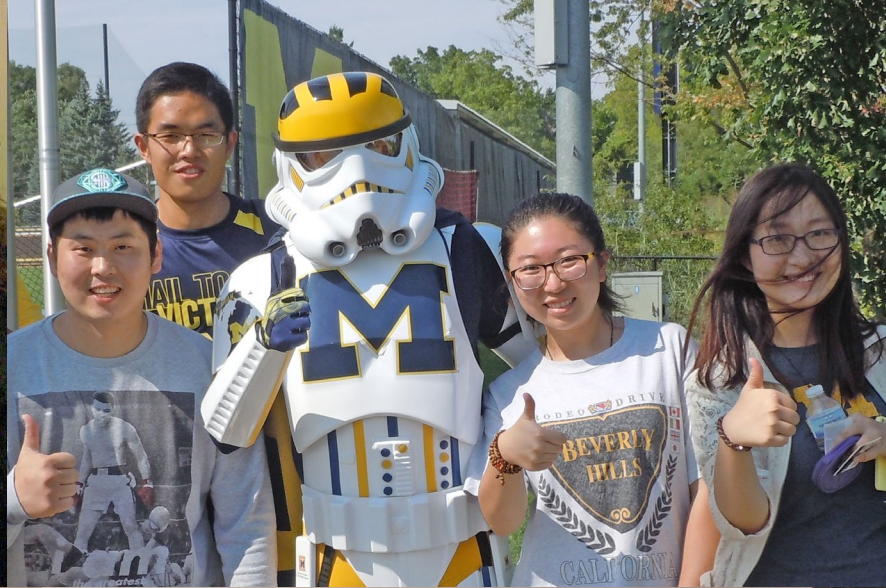
Kinesiology Diversity Council

To engage and empower students to be champions of diversity and inclusion, Kinesiology launched a Student Diversity Council.

Inclusive Teaching Seminar

Kinesiology faculty participated in an inclusive teaching seminar, offered in partnership with the Center for Research on Learning and Teaching, in winter 2014.

Below, top to bottom: HBCU students and Dr. Rebecca Hasson at the Graduate Student Research Showcase; Charlene Ruloff and Dr. Ketra Armstrong at a recruitment fair; ESPN Desportes reporter Michele LaFountain with a Kinesiology student; graduate students kick off the semester with a U-M soccer game; HBCU Alliance guests Drs. Cavil, Williams, Hall, and Bond.



SCHOOL OF KINESIOLOGY
UNIVERSITY OF MICHIGAN

Diversity in Kinesiology Symposium

Friday, October 17, 2014, Noon-2:00pm
Bickner Auditorium, Room 3735 CCRB
Reception following in 3548 CCRB

Faculty from Historically Black Colleges and Universities will discuss matters of race, ethnicity, and culture, and highlight their impact on Kinesiology scholarship, teaching, and service.

All Faculty, Staff, and Students are invited!

Symposium Presenters:
Dr. Chevelle Hall, Hampton University
Dr. Vernon Bond, Jr., Howard University
Dr. Renae Williams, Johnson C. Smith University
Dr. J. Kenyatta Cavil, Texas Southern University

2015-2016 DEI HIGHLIGHTS

The U-M School of Kinesiology celebrates and is committed to the ideals of diversity, equity, and inclusion. We believe they enrich the learning environment and enhance our school's innovation and overall productivity. Through our programs, policies, and practices, we are dedicated to creating a positive and supportive climate for all individuals to thrive. In the spirit of team, our motto is KIN – ALL IN!

We're in the process of creating a comprehensive strategic plan for diversity, equity, and inclusion and will share it with you once it is finalized. In the interim, here's a brief overview of some of our efforts and initiatives during 2015-16 academic year to encourage, inspire, and equip our faculty, staff, and students to promote diversity, equity, and inclusion in Kinesiology.

Diversity Student Recruitment

Kinesiology faculty, staff, and students participated in various demographically diverse recruitment events to meet with students and share with them undergraduates and graduate opportunities in our school.

HBCU Alliance

Kinesiology faculty and graduate students participated in two collaborative research, outreach, and engagement activities with faculty and students from two of our Historically Black Colleges and Universities (HBCU) Alliance partners: Hampton University and Johnson C. Smith University. *Co-sponsored by a Rackham Enhancing Diversity in Graduate Education Grant.*

Kinesiology Diversity and Inclusion Network (KDIN)

To engage and empower our students to be advocates and champions of diversity and inclusion, we launched the Kinesiology Diversity and Inclusion Network (KDIN). KDIN is comprised of a demographically diverse group of undergraduate and graduate students from various Kinesiology disciplines.

Kinesiology “Kickback”

Kinesiology hosted an end-of-the semester activity with food, fun, and games to provide our students with an opportunity for dialogue and engagement about diversity, equity, and inclusion.

Research Showcase

To celebrate ideological and disciplinary diversity within Kinesiology, we offered a research showcase featuring the research/scholarly activity of our graduate and undergraduate students.

Inclusive Teaching

In an effort to encourage faculty to infuse diversity into all of Kinesiology's courses, a session on inclusive instruction (i.e., diverse course content and course delivery) was presented at the Kinesiology teaching faculty orientation.

Spectrum Center LGBTQ Ally Development Training

Spearheaded by the Office of Undergraduate Student Affairs, we offered a U-M Spectrum training session to equip our faculty and staff to be allies for individuals identified as lesbian, gay, bisexual, transgender, and queer. The training elicited rich dialogue and discussion. *A Kinesiology Dialogue on Diversity initiative.*

MLK Symposium: WhoWillBeNext: #WhyNotUs Kinesiology as Social Change Agents

Building on the U-M theme, we hosted an MLK Symposium to stimulate dialogue about social justice and how Kinesiology faculty, staff, and students could be social change agents. The KDIN students were the featured speakers, and the event was well attended by various campus and community guests.

Some Men: Feminist Allies and the Movement to End Violence Against Women

Kinesiology co-sponsored (with the Institute for Research on Women and Gender, Women's Studies Department, School of Social Work, and the Sport, Health, and Activity Research and Policy Center) an engaging lecture presentation and discussion event by Dr. Michael Messner, professor of sociology and gender studies at the University of Southern California. *A Kinesiology Dialogue on Diversity initiative.*



Above (L-R): Students from HBCU partner Hampton University; Campus Day in Detroit; Demographically diverse high school recruitment at Lincoln Park High School in Chicago, IL.

Below (L-R): Central Intercollegiate Athletic Association (HBCU) Graduate Recruitment Fair; Members of the Kinesiology Diversity and Inclusion Network (KDIN).

Bottom (L-R): Kinesiology faculty and staff at MLK Reception; Kinesiology 'Kickback'; Kinesiology Research Showcase.



2016-2017 DEI HIGHLIGHTS

The U-M School of Kinesiology continues to celebrate and elevate its commitment to making the ideals of diversity, equity, and inclusion (DEI) a reality. We are steadfast in our belief that diversity enriches the learning environment and enhances the school's innovation and overall productivity. We have developed and are implementing an ambitious and comprehensive DEI strategic plan consisting of various programs, policies, and practices to create a vibrant and supportive environment for all of our faculty, staff, and students to thrive. In the spirit of team, our motto is KIN ALL IN! Following is a summary of some of our DEI initiatives in the 2016-17 academic year.

Diverse Student Recruitment

Kinesiology faculty, staff, and students participated in various demographically diverse recruitment events to meet with students and share opportunities for undergraduate and graduate education in our school.

Alliances with Minority Serving Institutions

Kinesiology continues its successful alliance and engagement with a number of Minority Serving Institutions such as Historically Black Colleges and Universities and Hispanic Serving Institutions. We are exploring ways of enhancing the alliances by developing more mutually beneficial faculty and student initiatives.



Kinesiology Diversity and Inclusion Network (KDIN)

To engage and empower our students to be advocates and champions of diversity and inclusion, we continue to support the Kinesiology Diversity and Inclusion Network. KDIN is comprised of a demographically diverse group of undergraduate and graduate students from various Kinesiology disciplines.

Kinesiology “Kickback”

Kinesiology hosted an end-of-semester activity with food, fun, and games to create community and provide our students with a space and opportunity to decompress.

Research Showcase

To celebrate ideological and disciplinary diversity within Kinesiology, we offered our annual Research Showcase featuring the research/scholarly activity of our graduate and undergraduate students.

Kinesiology Bridge Program

This summer, Kinesiology instituted a program to connect and engage students from populations that are underserved in graduate education. The program featured presentations, social activities, campus tours, and team-building activities.





Opposite page top: Students at the “Kickback” embody DEI. Bottom: An attendee at the “Moving Through the Centuries” exhibit. This page top left: Attendees at the MLK Symposium. Top right: The Peace Neighborhood Center visits Kinesiology. Bottom: HBCU students visit campus; Dr. Ketra Armstrong (center) and attendees at the McNair Scholars Fair.

A Thousand Cuts: Responding to Climate Concerns

This seminar was open to all Kinesiology faculty, staff, graduate students, and leaders of our undergraduate student organizations. It featured dramatic renditions of campus and classroom climate issues by actors from the U-M Center for Research on Learning and Teaching.

Movie Night: Keepers of the Game

Kinesiology hosted the first of a planned series of movie nights—with popcorn, soft drinks, and other snacks. The featured movie, *Keepers of the Game*, focused on Native American women and the sport of lacrosse. It offered a poignant illustration of the intersections of race/ethnicity, culture, religion, and gender in sport. The movie elicited rich dialogue and discussion. A *Kinesiology Dialogue on Diversity initiative*.

MLK Symposium: Lyrics of Activism

Building on the U-M theme, we hosted a MLK Symposium entitled “Lyrics of Activism: Sounds of Change in Kinesiology.” The event featured Kinesiology faculty, staff, students sharing their thoughts and reflections (through poetry, readings, music, and song) about activism. The audience participated in an insightful discussion about activism, and the event concluded with a reception.

Moving Through the Centuries: The Empowerment of Women Through Physical Activity

To celebrate U-M’s bicentennial, Kinesiology partnered with the Institute for Research on Women and Gender, Women’s Studies Department, Athletics, and other U-M units to offer an event to celebrate gender equity. It consisted of a panel presentation and a semester-long archival exhibit showing the evolution of women in sport and physical activity at U-M.

Stamped from the Beginning: The Definitive History of Racist Ideals in America

In partnership with Munger Graduate Residence and other U-M entities, Kinesiology co-sponsored a book discussion of *Stamped from the Beginning* with 2016 National Book Award winner and *New York Times* bestselling author Dr. Ibram X. Kendi. He provided a historical and contemporary overview of racial ideology and racism, and engaged the audience in a stimulating Q&A. A *Kinesiology Dialogue on Diversity initiative*.



2017-2018 DEI HIGHLIGHTS

Kinesiology continued its commitment to realizing the ideals of diversity, equity, and inclusion (DEI).

Our DEI goals are to increase the diversity of Kinesiology stakeholders, notably among students; facilitate dialogue in Kinesiology among faculty, staff, and students to enhance the knowledge and understanding of issues and matters related to diversity, equity, and inclusion; and establish a welcoming climate and supportive culture for Kinesiology faculty, staff, and students to thrive.

In some instances, we revised some policies and procedures, and in other instances we developed new ones.

Among the DEI initiatives offered in Kinesiology this past year were:



HBCU Alliance graduates with Dr. Ketra Armstrong.

Diverse Student Recruitment

Kinesiology faculty, staff, and students participated in campus visitation events for undergraduate and graduate students as well as various demographically diverse recruitment fairs/events to meet with students and share with them opportunities for undergraduate and graduate education in our school. Our recruitment efforts targeted, among others, high schools in the metro Detroit area and an active alliance and engagement with a number of Minority Serving Institutions such as Historically Black Colleges and Universities (HBCUs) and Hispanic Serving Institutions (HSIs). We are creating relationships that will undoubtedly increase the diversity of our undergraduate programs, and our collective efforts at the graduate level have resulted in the highest number of applications and enrollment of underrepresented students in Kinesiology's graduate program history!

Kinesiology Diversity and Inclusion Network

To engage and empower our students to be advocates and champions of diversity and inclusion, we continued to support the Kinesiology Diversity and Inclusion Network (KDIN). KDIN is comprised of a demographically diverse group of undergraduate and graduate students from various Kinesiology programs. One of the activities of KDIN this past year was the establishment of stations in Kinesiology buildings by which individuals could donate goods to

support the Puerto Rico Relief Drive subsequent to the devastation left by the hurricane.

Kinesiology Kickback & Kinesiology Game Night

Kinesiology hosted end-of-the-semester activities with food, fun, and games to create community and provide our undergraduate and graduate students with a space and opportunity to decompress from the semester and recharge for final exams.

Graduate Research Showcase

To celebrate ideological and disciplinary diversity within Kinesiology, we offered our annual Research Showcase featuring the research/scholarly activity of our graduate students. Seventeen graduate students shared their scholarship and the event was well-attended to capacity.

Kinesiology Bridge Program

Kinesiology instituted a program to connect and engage students from populations and educational settings that are underrepresented in graduate education and to facilitate their transition to and success at U-M.

Lunch & Learn: Intercultural Awareness

Kinesiology offered a workshop that featured engaging explorations and discussions about how culture affects our interactions with others, how cultural assumptions may be flawed, and how to navigate our cultural differences. The workshop was facilitated by U-M

Organizational Learning and was well attended by Kinesiology faculty and staff.

Spectrum Allyhood Development Training

Kinesiology faculty and staff participated in workshop delivered by the U-M Spectrum Center that offered a social justice framework to inform, educate, and illustrate various elements of the lived experiences of LGBTQ-identified people. Co-sponsored by Kinesiology’s Office of Diversity, Equity & Inclusion and eMpower staff professional development group.

Intercultural Development Inventory Training

The Intercultural Development Inventory (IDI) is a widely used and comprehensive process for ascertaining individuals’ cultural competence. Kinesiology supported the training of academic advisors La’Joya Orr and Vanessa Barton to become IDI Qualified Administrators. La’Joya and Vanessa will assist with IDI implementation in Kinesiology and throughout campus.



Movie Night: 42

Kinesiology hosted the movie 42 to engage students, faculty, and staff in a critical discussion about race and sport. The movie night was held in Bickner Auditorium and featured popcorn, soft drinks, and other snacks. The movie elicited rich dialogue and discussion. A *Kinesiology Dialogues on Diversity initiative*.

MLK Symposium: Fierce Urgency of Now (Kinesiology Inspiring Communities & Impacting Lives)

Building on the U-M theme, Kinesiology hosted an MLK Symposium that featured Kinesiology faculty sharing and displaying their research, teaching, and service that was inspiring local residents and impacting

underserved communities. A lively question and answer session followed the faculty presentations and the event concluded with a reception. A *Kinesiology Dialogues on Diversity initiative*.

Intellectual Diversity & Global Engagement: Sport & Fitness in China

Consequent to the growing interest and enrollment of Chinese students in Kinesiology, Kinesiology cosponsored the U-M China Forum, which featured current and former Kinesiology graduate students. Dr. Ketra Armstrong made a presentation at the forum and discussed graduate education, the business of sport and fitness, and global engagement of Kinesiology students in China.

Above: Graduate Research Showcase participants. Below, clockwise from left: Members of the Kinesiology Diversity & Inclusion Network; Doctoral student Elena Simpkins and Graduate Program Coordinator Charlene Ruloff at the U-M Campus Diversity Recruitment Fair; Students at Kinesiology Game Night.



2018-2019 DEI HIGHLIGHTS

The strategic thrusts of our DEI efforts in Kinesiology are to: (a) increase the diversity of Kinesiology stakeholders, notably among Kinesiology students, (b) facilitate dialogue in Kinesiology among faculty, staff, and students to enhance the knowledge and understanding of issues and matters related to diversity, equity, and inclusion, and (c) establish a welcoming climate and supportive culture for Kinesiology faculty, staff, and students to thrive. DEI initiatives offered in Kinesiology this past year were:

Diverse Student Recruitment

Kinesiology faculty, staff, and students participated in campus visitation events for undergraduate and graduate students, as well as various demographically diverse recruitment fairs/events to meet with students and share with them opportunities for undergraduate and graduate

education in Kinesiology. Our recruitment efforts include participating in special events such as: (a) Midnight Golf College Major Fair (targeted to African American high school students, but open to students of any race or ethnicity), (b) Wolverine Express (in partnership with the Center for Education and Outreach) involving travel to selected high schools in the Ypsilanti, River Rouge, and metro Detroit areas, and (c) an active alliance and engagement with a number of Minority Serving Institutions such as Historically Black Colleges and Universities (HBCUs) and Hispanic Serving Institutions (HSIs). We are creating relationships that will undoubtedly increase the diversity of our undergraduate and graduate student populations. Our collective efforts at the graduate level have resulted in a noteworthy number of applications and enrollment of underrepresented students.

It's Official: Kinesiology Diversity and Inclusion Network

To engage and empower our students to be advocates and champions of diversity and inclusion, we continued to support the Kinesiology Diversity and Inclusion Network (KDIN). KDIN is comprised of a demographically diverse group of undergraduate and graduate students from various Kinesiology programs areas. This past year KDIN became an officially recognized U-M student association. This official designation of KDIN legitimizes our student association and will hopefully: (a) contribute to a growth in membership, and (b) allow us to increase our visibility within the school, U-M campus, and where appropriate, respective communities.

Kinesiology Kickback & Kinesiology Game Night

We hosted end-of-the semester activities with food, fun, and games to create community among our students and provide them with a space and opportunity to decompress from the semester and recharge for final exams.

Dialogues on Diversity

We offered a Dialogues on Diversity event in which we shared the results of Kinesiology students' responses to the U-M Climate Survey. We had an open discussion with our students about ways to improve the climate and culture in Kinesiology for all.



2018 Bridge Program participants.



From left: Kinesiology Diversity and Inclusion Network (KDIN) Meet & Greet; Faculty and Staff Unconscious Bias Workshop.

Graduate Research Showcase

To celebrate ideological and disciplinary diversity within Kinesiology, we held our annual Graduate Research Showcase featuring the research/scholarly activity of our graduate students. A record number of 22 graduate students shared their scholarship via oral and poster presentations, and the event was well-attended to capacity (by Kinesiology faculty, staff, students, parents, and community friends).

Kinesiology Bridge Program

We continued to offer a Bridge Program designed to connect and engage students from populations and educational settings that are underrepresented in graduate education, and to facilitate their transition to and success at U-M. The program featured presentations, social activities, campus tours, and team-building activities. We had a record number of 23 diverse participants in our Bridge Program (comprised of first generation students, students from Minority Serving Institutions, students for whom English is not their native language, veterans, students with children, students with a unique/challenging academic profile, etc.)

Lunar New Year Celebration Event

We offered an event on the Chinese New Year featuring Asian cuisine and a video celebration of the Lunar New Year. The event was well attended by a diverse group of Kinesiology students, faculty,

and staff and included an open dialogue about the significance of culture and the importance of multicultural support for our faculty, staff, and students.

Lunch & Learn: Cultural Competence Training

To continue to support our faculty's and staff's ability to be stewards of diversity, equity, and inclusion, we offered a workshop on "Unconscious Bias in Everyday Life." It was well-attended and generated an engaging discussion.

Movie Night: *Black and Blue*

Our Movie Night for students, faculty, and staff featured the documentary *Black and Blue: The Story of Gerald Ford and Willis Ward and the 1934 Michigan-Georgia Tech Game*, highlighting the compelling story of race, friendship, sport, and politics. The event concluded with a critical and

engaging discussion about the role of sport in promoting social justice and the local implications (on the U-M campus, in Ann Arbor, and in the Detroit metropolitan area).

MLK Symposium: The Power of Race: Unravelling the Illusion (Implications for Kinesiology)

Building on U-M's MLK Day Theme of "Unravel," Kinesiology presented the documentary *Race: The Power of an Illusion* and had an engaging conversation of the power, perceptions, and implications of race in general, and noted the implications for Kinesiology in particular. The screening of the film was followed by an engaging and enlightening discussion among the audience (which consisted of Kinesiology faculty, staff, and students as well as U-M and community members). The event concluded with a reception.



Lunar New Year Celebration.

2019-2020 DEI HIGHLIGHTS

Our diversity, equity, and inclusion (DEI) efforts in Kinesiology aim to: (a) increase the diversity of Kinesiology stakeholders, notably among Kinesiology students, (b) facilitate dialogue in Kinesiology among faculty, staff, and students to enhance the knowledge and understanding of issues and matters related to diversity, equity, and inclusion, and (c) establish a welcoming climate and supportive culture for Kinesiology faculty, staff, and students to thrive. We have made some progress in each of these strategic areas; however, more progress is needed for us to achieve the ideals of DEI.

Our particular focus for 2019-20 was on our students' engagement in DEI. We were forced to navigate the ebbs and flows of the COVID-19 pandemic which resulted in the cancellation of a number of DEI events we had planned. Nonetheless, we offered a variety of DEI initiatives this past year. Among them were the following:



Kinesiology's Lunar New Year Celebration.

Diverse Student Recruitment

We continued our dedicated efforts to increase the diversity among our undergraduate and graduate student populations. Our recruitment efforts included: (a) visits to Chicago-area high schools; (b) attendance at various college fairs that serve a majority underrepresented students (low income, first-generation to college, etc.) including the Midnight Golf College Major Fair (geared toward

African American high school students, but open to students of any race or ethnicity); (c) invitations to targeted high schools in the metro Detroit area to personally invite students (directly and through college counselors) to our fall prospective student day events (which resulted in a more diverse representation at our on-campus events); (d) attendance at the Greater Grace Church 2-day College Fair & Career Expo in Detroit, which serves hundreds of students from the metro Detroit area; (e) hosting several students from our Historically Black Colleges/ University (HBCU) Alliances partners on campus where the students attended Kinesiology classes and met with Kinesiology students, faculty, and staff; and (f) continued outreach to HBCUs and Hispanic-Serving Institutions to attract a more diverse pool of high quality students.



Participants in our 2019-20 Bridge Program Orientation.



Students from our HBCU Alliance partners on their campus visit.

DEI Student Support

We received a Rackham-funded DEI graduate student staff assistant. This award allowed us to have dedicated student leadership and it made a tremendous difference in the number and quality of student-focused DEI events we offered, and the number of students who participated. We also funded a diversity career peer advisor to assist the Kinesiology Career Development Center in offering dedicated support for our international students.

Kinesiology Bridge Program

We continued our Bridge Program (Connecting and Engaging Graduate Students for Success) which included a diverse array of 18 graduate students (comprised of first-generation students, students from Minority-Serving Institutions, students for whom English is not their native language, veterans, students with children, students with a unique/challenging academic profile, etc.). The students participated in educational, social, networking, and team-building events to introduce them to Ann Arbor, the U-M campus, and the Kinesiology community.

Kinesiology Diversity & Inclusion Network

To engage and empower our students to be advocates and champions of diversity and inclusion, we continued to support the Kinesiology Diversity & Inclusion Network (KDIN). KDIN is comprised of a demographically diverse group of undergraduate and graduate students from various

Kinesiology program areas. Our student organization elected officers and hosted a variety of events to promote inclusion and create community among our graduate and undergraduate students, which included:

- Chat & Chew: Dialogues on Diversity for Kinesiology students
- Trap Yoga (culture and movement)
- Dig Pink Volleyball (in support of breast cancer awareness)
- Diversity Trivia Game Night (featuring games on issues of diversity and inclusion)
- A KDIN promotional video
- Activities to increase KDIN's social media presence



KDIN members at the U-M 'Dig Pink' volleyball game supporting breast cancer awareness.

Lunar New Year Celebration

Our annual Lunar New Year event featured Asian cuisine, a celebratory video, activities, games, and items that are culturally significant to Asian cultures. The event was very well attended by a diverse group of Kinesiology students, faculty, and staff and included an open dialogue about the significance of culture and the importance of multicultural support for faculty, staff, and students within Kinesiology.

Faculty & Staff Events

To facilitate, enhance, and support our faculty and staff's involvement in DEI and to improve their service to our students, we offered two events: (a) a Lunch & Learn workshop on "Disability Awareness and Etiquette," and (b) a workshop delivered by the Center for

Research on Learning & Teaching (CRLT) on mental health entitled "Distress Signals."

Movie Night: Woodlawn

Our Movie Night for students, faculty, and staff featured the movie *Woodlawn*, based on a true story about how sports were ultimately used to promote unity amid racial tension. The event featured popcorn and other traditional movie treats and the viewing was followed by a discussion about the role of sport in promoting social justice.

MLK Symposium: The (Mis) Education of Us

Our MLK event this past year consisted of a Kinesiology Watch Party of U-M's Keynote MLK Presentation, "The (Mis)Education of Us," delivered by Dr. Angela Davis (activist, feminist, author, and academic). The viewing was followed by a discussion and a reception.

Black Lives Matter

Given the increased racial tensions consequent to the tortures of systemic racism on the Black community at the fore our country's unrest, we released a statement pledging and professing our support for the Black community and the Black Lives Matter movement. We also released information in support of Juneteenth, a symbolic holiday commemorating the "official" end of slavery in the U.S.



KDIN members get social.

2020-2021 DEI HIGHLIGHTS

During 2020-21, the School of Kinesiology continued its focus on various aspects of diversity, equity, and inclusion. However, we also sought to elevate our conversations about race and intensify our focus on anti-racism.

Due to the pandemic, we were unable to offer events in person. Nonetheless, we were able to deliver some very impactful virtual events that facilitated some very engaging and stimulating conversations to inform DEI theory, to promote understanding, and to improve everyday practices. Following is a summary of our DEI efforts and initiatives.

EDUCATION & INFORMATION

DEI Summit Brown Bag Lunch

Following our virtual participation in U-M's Diversity Summit on "Art + Social Change: Building an Anti-Racist World Through the Arts," Kinesiology faculty and staff gathered via Zoom to discuss sport and physical activity as art and performance, and the role of Kinesiology in promoting social change.

Communicating About Culturally Sensitive Issues

We offered some virtual Brown Bag Lunch sessions for our staff based on information contained in the U-M and LinkedIn Organizational Learning Modules on communicating about culturally

sensitive issues. The sessions addressed why conversations around culture are tricky and principles for culturally sensitive conversations.

Anti-Racist Workshop

In partnership with the U-M Center for Research Learning & Teaching (CRLT), we offered a virtual Anti-Racist Pedagogy Workshop discussing the principles and practices of anti-racist pedagogy.

Anti-Racism Pedagogy Mini-Retreat

As a follow-up to the larger Anti-Racist Pedagogy Workshop, a small group of Kinesiology faculty participated in a virtual mini-retreat to share ideas and discuss practical ways in which to be more intentional in engaging in anti-racism pedagogy in our Kinesiology sub-disciplines.

Health Sciences MLK Series

"Where Do We Go From Here: Body Politics and Movement Towards Racial Empowerment" represented a U-M Ann Arbor and U-M-Flint Health Sciences collaboration that was led and hosted by Kinesiology. This initiative consisted of a three-part virtual webinar series addressing the various ways in which racial bodies and bodies of color are politicized and movement as a source of racial empowerment. The events consisted of panel discussions; a keynote presentation by Dr. Monique Butler, a Kinesiology alumna and CMO of HCA Healthcare North

Florida Division; mental wellness exercises; and an Afrobeats movement demonstration. The topics addressed during the series included:

- Body politics of race/ethnicity, sex/gender, ability, class, age, and intersections
- Social determinants of health: health inequities and health disparities
- Physical activity and stroke and cancer recovery
- Community-based physical activity programs for communities of color
- COVID-19, vaccine hesitancy, and the impact on communities of color
- Black women's maternal mortality
- Health care and treatment of politicized bodies (podiatry, physical therapy, internal medicine, sports medicine, and athletic training)
- Racial representation and social justice in health sciences
- Racial trauma, movement, and mental health and wellness
- Movement as empowerment; Afrocentric-inspired movement

The events were well attended, including over 400 attendees at our keynote presentation. This was a successful series by all accounts.

Sport Management DEI Series

This unique DEI endeavor was spearheaded by student leaders in the Michigan Sport Business Conference (MSBC), Michigan Sport Consulting Group (MSCG), Michigan Women Empowerment in Sport & Entertainment (MWESE), and Sport Business Association (SBA) student groups. The three-part series included discussion around the following: (a) “How Did We Get Here? Tracing the History of Inequity and Exclusion in American Sport;” (b) “Breaking Barriers: Promoting Intersectionality in Sport (gender, race, ethnicity, nationality, and ability in sport);” and (c) “Winning with Diversity: Implications for College Sport.”

Kinesiology Center Initiatives

Kinesiology faculty-led centers hosted or were involved in a number of virtual events throughout the year, including: (a) webinars offered by the Michigan Concussion Center - “Social & Cultural Disparities in Sport Concussion” and “The Tough Talk: Examining SES & Racial Disparities in Concussion Evaluation & Management;” (b) webinars offered by the Center for Race & Ethnicity in Sport - “Race, Sport, & Restorative Justice: Implications for Higher Education,” in partnership with the National Center for Institutional Diversity, and “‘Minding’ My Body: Race, Mental Health and Student-Athletes of Color” in partnership with the Steve Fund.

City of Champions: A History of Triumph and Defeat in Detroit

This endeavor featured two webinar discussions of the newly released book, *City of Champions: A History of Triumph and Defeat in Detroit*, coauthored by Sport Management Professor Stefan Szymanski and German Studies & Comparative Literature Professor Silke-Maria Weineck. This endeavor also included a web exhibit on

the history of sport, politics, and culture (i.e., race, ethnicity, gender, class, etc.) in Detroit. This endeavor was partially supported by a KIN-ALL IN! DEI Grant.

SUPPORT, ENCOURAGEMENT, RECRUITMENT, & ASSISTANCE

DEI Resources

We provided our faculty with a wide array of resources (articles, handouts, best practices, video links, etc.) in an e-portal on our intranet to support their learning and encourage their engagement in DEI. Such resources included anti-racist and inclusive instruction material from external sources as well as U-M sources (notably LSA and CRLT).

DEI Professional Development

We proactively advertised the various anti-racist programs and events offered by U-M’s Organizational Learning and CRLT and strongly encouraged our faculty and staff to attend (of which many did).

DEI Student Recruitment

To assist with our recruitment of a more diverse student population, we funded a DEI internship to assist our Office of Undergraduate Student Affairs (OUSA). La’Joya Orr, managing director of recruitment & admissions, and her student intern, Bhavani Bindiganavile, set up night classes, classroom visits, a new scheduling tool, high school outreach, and late night programming to accommodate for different time zones. These collective efforts resulted in the largest pool of applicants in our school’s history, a dramatic increase in our student diversity, an increase in the number of matriculated committed students, and a yield of over 200 students (which far exceeded our set target of 165 students).

DEI Student Support

Given the likely economic impact of the pandemic on students who are underrepresented at U-M and in Kinesiology, we continued to offer Kinesiology Merit Fellowships (KMF) to our graduate and undergraduate students who were from underrepresented or marginalized communities who also experienced financial hardships. Addressing the economic diversity within our student population continues to be an important element of our DEI strategic plan.

CELEBRATION & RECOGNITION

Faculty Spotlight

To celebrate our faculty who had successfully engaged in inclusive instruction, we offered a Faculty Spotlight on Inclusive Instruction event featuring an initiative involving some of our faculty’s partnership with CRLT. This event was well received and some of the practices highlighted were successfully adopted by other faculty. The initial impact of these changes on our students’ learning, the classroom climate, and faculty enjoyment, were notable.

DEI in Annual Reviews

To systemically encourage and increase the overall contributions of Kinesiology faculty and staff to DEI, we implemented a system in our annual evaluations that was more intentional in recognizing our faculty and staff’s annual contributions to DEI.

MISSION STATEMENT

The University of Michigan School of Kinesiology strives to be an international leader in education and research related to physical activity, health and wellness, and sport management.



LAND ACKNOWLEDGEMENT

The University of Michigan is located on the territory of the Anishinaabe people. In 1817, the Ojibwe, Odawa, and Bodewadami Nations made the largest single land transfer to the University of Michigan, ceded in the Treaty of Fort Meigs, so that their children could be educated. We acknowledge the history of native displacement that allowed the University of Michigan to be founded. Today we reaffirm contemporary and ancestral Anishinaabek ties to the land and their profound contributions to this institution.





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