

NORTHWESTERN OKLAHOMA STATE UNIVERSITY ATHLETIC DEPARTMENT DIVERSITY PLAN - 2014-2019

Northwestern Oklahoma State University envisions itself as a community that welcomes, encourages, and supports individuals who desire to contribute to and benefit from the institution's missions of teaching, research, performance, and community service. The Athletic Department embraces and supports the University's comprehensive commitment to diversity and equity. We strive to foster and sustain an environment of inclusiveness that empowers us all to achieve our highest potential without fear of prejudice or bias, and where differences are welcomed and valued. Through this Diversity Plan, Northwestern Oklahoma State University Athletics Department demonstrates a strong commitment to attracting, retaining, and supporting department employees and student-athletes who reflect the diversity of our larger society.

Program Area: Institutional and Athletics Department Commitment

- **Issues:** The Athletic Department has developed an Equity Plan and will continue to work to ensure compliance and increase awareness of the identified goals of the Plan.
 - 1 Continue to ensure the Athletic Department commitment to broad-based equity policies and procedures, programs, and initiatives.
 - **Steps to Achieve Goal:**
 - 1 Direct all groups within the department (Coaches, Staff, SAAC, Athletic Advisory Board) to continue to discuss diversity issues and raise awareness.
 - 2 Publicize this Equity Plan on www.riderangerside.com
 - 3 Reference this Equity Plan to student-athletes by means of the Student-Athlete orientation.
 - 4 Continue to include state-mandated provisions regarding diversity and discrimination in all Athletic Department contracts.
 - 5 Continue to provide equity updates in senior staff meetings.
 - 6 Continue to promote equity training among staff and student-athletes through the Gender Equity Committee and other outside organizations, as necessary.

7 In new employee and student orientation, stress the availability of the Gender Equity Committee and the university Title IX officer to address conflicts with regard to diversity-related matters (in case staff or students may not be comfortable seeking resolution from the Athletic Department).

- Timetable

Ongoing

- Individuals/Offices Responsible for Implementation

Director of Athletics, Associate Athletic Director for Internal Operations, Senior Woman Administrator, Associate Athletic Director for Compliance and Student-Athlete Services, Faculty Athletics Representative, Gender Equity Committee

2 Develop and strengthen partnerships with diverse communities.

- **Steps to Achieve Goal:**

1. Explore opportunities to interact with on-campus and outside organizations representing various backgrounds, cultures and lifestyles.
2. Provide information concerning outside organizations and their upcoming cultural events to staff and student-athletes and encourage involvement in such programs/events.
3. Continue to contact all minority campus organizations to encourage participation in athletic events.
4. Poll department staff and student-athlete interests in outside organizations that they feel would garner a strong interest or be beneficial to the Department.
5. Encourage student-athletes to participate in community service and outreach activities that provide mentoring of disadvantaged at-risk minority youth.
6. Establish a contact person with various professional groups (including, but not limited to: NACDA, NACWAA, BCA, NCAA, and the GAC) to keep informed of upcoming events.

- Timetable

Ongoing

- Individuals/Offices Responsible for Implementation

Athletic Administration, Student-Athlete Advisory Committee (SAAC)

Program Area: Assessment

- **Issues:** The Athletic Department currently collaborates with the Gender Equity Committee to review data related to the department's commitment to diversity, however, the department does not independently assess diversity plans and programs.

- **Measurable Goals**

- 1 Monitor the department's activities for consistency with the goals and objectives set forth in the institution's and department's written commitments to diversity.

- **Steps to Achieve Goal:**

- 1 Modify the annual student-athlete surveys and exit interviews to include additional questions regarding diversity issues, and review this data annually.
- 2 Review demographic data on staff and student-athletes annually.
- 3 Review progress toward the implementation of this Diversity Plan and revise as necessary.
- 4 As current Diversity plan ends develop and approve a new plan.

- **Timetable**

On-going

- **Individuals/Offices Responsible for Implementation**

Athletic Administration, Gender Equity Committee

- 2 Institutionalize this Diversity Plan.

- **Steps to Achieve Goal:**

- 1 Submit Diversity Plan to the Gender Equity Committee and the President's Athletic Advisory Committee for review and approval.

- **Timetable**

- 1 Reviewed and approved by the Gender Equity Committee in May, 2014.

- Individuals/Offices Responsible for Implementation

Associate Director of Athletics for Compliance and Student-Athlete Services/SWA

Program Area: Recruitment

- **Issues:** No issues identified within this program area. A maintenance plan is included below.

- **Measurable Goals**

- 1 Attract, retain, and graduate increasing numbers of minority student-athletes, while maintaining the percentage of minority student-athletes at or above the percentage of minorities in the general student body population.

- **Steps to Achieve Goal:**

- 1 Continue recruitment of minority student-athletes.
- 2 Showcase the University's various clubs, programs and facilities that accommodate students from diverse backgrounds during recruiting visits.
- 3 Identify special interests and needs of prospective student-athletes prior to their visit and schedule accordingly.
- 4 Ensure that minority prospective student-athletes have an opportunity to meet with minority coaches, student-athletes during official recruiting visits to campus.
- 5 Increase external recognition of University and department diversity-related achievements and communicate such achievements with recruits and job applicants.
- 6 Director of Athletics (or his designee) should meet annually with the Recruitment and Registrar's Office to review current admissions and recruitment initiatives that can be applied to recruiting student-athletes. Results of this meeting should be communicated with all coaches.
- 7 Sports Supervisors should meet annually with coaches to emphasize

the department's commitment to the recruitment of minority student-athletes.

- **Timetable**

Ongoing

- **Individuals/Offices Responsible for Implementation**

Director of Athletics, Athletic Administration, Sport Administrators, Coaches

Program Area: Hiring Practices

- **Issues:** No issues identified within this program area. A maintenance plan is included below.

- **Measurable Goals**

- 1 Continue to seek diverse candidates for positions within the Athletic Department.

- **Steps to Achieve Goal:**

- 1 Follow procedures defined by Human Resources when recruiting and hiring staff.
- 2 Advise all staff involved in hiring personnel of applicable policies and procedures (this information has been distributed to all staff as part of the Athletic Department Operations).
- 3 Seek qualified minority candidates for all positions through targeted searches.
- 4 Strengthen relationships with groups who represent and have a large number of historically underrepresented populations of individuals involved in coaching and athletic administration by further developing existing relationships and creating new ones.
- 5 Pre-identify and monitor the availability of strong minority coaching talent.

- **Timetable**

Ongoing

- **Individuals/Offices Responsible for Implementation**

Director of Athletics, Athletic Administration, Gender Equity Committee

Program Area: Retention

- **Issues:** The department does not currently collect data on staff retention, but has begun to collect data on student-athlete retention.
- **Measurable Goals**
 - 1 Collect retention data for Athletic Department staff.
 - **Steps to Achieve Goal:**
 - 1 Work with Human Resources to obtain Athletic Department staff retention data.
 - **Timetable**

Spring 2015 and annually thereafter
 - **Individuals/Offices Responsible for Implementation**

Director of Athletics, Associate Athletic Director for Compliance and Student-Athlete Services
 - 2 Monitor the retention of minority staff within the Athletic Department.
 - **Steps to Achieve Goal:**
 - 1 Evaluate retention data annually to determine if adjustments should be made.
 - **Timetable**

Ongoing
 - **Individuals/Offices Responsible for Implementation**

Director of Athletics, Associate Athletic Director for Compliance and Student-Athlete Services
 - 3 Continue to provide and encourage career development and leadership opportunities for all staff.
 - **Steps to Achieve Goal:**
 - 1 Provide opportunities and support, working within the existing budget, for staff to attend professional development workshops and conferences, to enhance the ability of current staff to gain employment in coaching and athletics administration. Specific programs to consider include, but are not limited to: the NCAA Leadership Conference, the NCAA Leadership Institute, NCAA Coaches

Academies, and NCAA Matching Grants for minority Women Coaches.

- 2 Recommend diverse candidates to leadership positions within the University and national athletics organizations.

- **Timetable**

Ongoing

- **Individuals/Offices Responsible for Implementation**

Director of Athletics, Associate Director of Athletics for Internal Operations.

- 4 Ensure that minority student-athletes feel welcome and comfortable during their careers.

- **Steps to Achieve Goal:**

- 1 Maintain minority student-athlete representation on the Student Athlete Advisory Committee (SAAC) and solicit SAAC feedback and suggestions regarding department policies and initiatives.
- 2 Utilize annual student-athlete surveys and exit interviews to gain insights on how diversity issues are perceived and what improvements can be made.
- 3 Encourage student-athletes to meet with the Director of Athletics or an Associate Director of Athletics if they have suggestions, concerns, or additional information.
- 4 Continue participation in the university Life Skills Program.
- 5 Address student-athletes' concerns at senior staff meetings.

- **Timetable**

Ongoing

- **Individuals/Offices Responsible for Implementation**

Faculty Athletics Representatives Associate Athletic Director for Compliance and Student-Athlete Services

Program Area: Programs and Activities (staff and coaches)

- **Issue:** No issues identified within this program area. A maintenance plan is included below.
- **Measurable Goals**
 - 1 Continue to provide diversity education and programs to department staff.
 - **Steps to Achieve Goal:**
 - 1 Continue to monitor and communicate State and University policies regarding diversity programs and education.
 - 2 Create specific programs and education for department staff concerning new and hot topic issues relating to diversity (e.g. gender identity issues).
 - 3 Stress the availability of the Gender Equity Committee to address conflicts with regard to diversity-related matters (in case staff may not be comfortable seeking resolution from the Athletic Department).
 - **Timetable**

Ongoing
 - **Individuals/Offices Responsible for Implementation**

Gender Equity Committee

Program Area: Programs and Activities (student-athletes)

- **Issues:** No issues identified within this program area. A maintenance plan is included below.
- **Measurable Goals**
 - 1 Continue to provide diversity education and programs to student-athletes
 - **Steps to Achieve Goal:**
 - 1 Continue to monitor and communicate State and University policies regarding diversity programs and education.
 - 2 Create specific programs and education for department staff concerning new and hot topic issues relating to diversity (e.g. gender identity issues).

- 3 Stress the availability of the Gender Equity Committee and Office of Student Services to address conflicts with regard to diversity-related matters (in case students may not be comfortable seeking resolution from the Athletic Department).

- **Timetable**

Ongoing

- **Individuals/Offices Responsible for Implementation**

Title IX Officer, Gender Equity Committee, Office of Student Services

- 2 Continue to encourage minority student-athletes to participate in leadership opportunities within the Athletic Department/University.

- **Steps to Achieve Goal:**

- 1 Encourage diverse participation on SAAC.
- 2 Encourage minority student-athletes to assume leadership positions on campus and participate in student organizations, clubs and honor societies.
- 3 Nominate minority candidates for NCAA committees and councils and other leadership opportunities.

- **Timetable**

Ongoing

- **Individuals/Offices Responsible for Implementation**

Director of Athletics, Associate Director of Athletics for Compliance and Student-Athlete Services, Faculty Athletics Representative

- 3 Continue to encourage minority student-athletes to take advantage of NCAA scholarships and internships in the areas of coaching and athletics administration.

- **Steps to Achieve Goal:**

- 1 Inform eligible student-athletes about available opportunities and encourage them to apply, using the campus e-mail distribution list.

- 2 Encourage graduating student-athletes to apply for the NCAA internship program.

- **Timetable**

Ongoing

- **Individuals/Offices Responsible for Implementation**

SAAC, Associate Director of Athletics for Compliance and Student-Athlete Services, Faculty Athletics Representative

Program Area: Participation in Governance and Decision Making

- **Issues:** No issues identified within this program area. A maintenance plan is included below.

- **Measurable Goals**

- 1 Continue to maintain involvement of coaches, staff, and student-athletes from diverse and underrepresented groups in the governance and decision making process of the department.

- **Steps to Achieve Goal:**

- 1 Encourage diverse participation on the Student-Athlete Advisory Committee (SAAC).
- 2 Recommend diverse candidates to leadership positions within the University and national athletics organizations.

- **Timetable**

Ongoing

- **Individuals/Offices Responsible for Implementation**

Director of Athletics, Associate Director of Athletics for Compliance and Student-Athlete Services, Faculty Athletics Representative