

Athletics Department Diversity, Equity and Inclusion Plan

The University of Iowa and the Department of Intercollegiate Athletics is committed to equal opportunity and diversity in the recruitment, hiring, promotion, and professional development of staff and student-athletes.

In this commitment, the Iowa Athletics Department promotes excellence in education by increasing the diversity of staff and our student-athlete population. Senior Athletic Administration will operationalize all facets of the Diversity Plan.

Goals:

1. Recruit, retain, and graduate academically and athletically talented student-athletes from underrepresented groups at a rate equal or greater to that of the University.
2. Seek a diverse candidate pool for all positions, in particular, coaching and administrative staff positions.
3. Increase opportunities for underrepresented student-athletes, coaches, and staff to assume leadership roles and higher visibility functions in the Athletics Department and within the University community.
4. Promote a welcoming climate that enhances the educational and work experience for all members of the Athletics Department.
5. Contend for the NCAA Diversity and Inclusion Award within five years.

Action Items:

1. Recruit, retain, and graduate academically and athletically talented student-athletes from underrepresented groups at a rate equal or greater to that of the university.
 - Establish a UI Athletics Diversity Taskforce to address African American male graduation rates.
 - Discuss recruitment and retention plans for student-athletes from underrepresented groups with head coaches during annual performance evaluations (Universal competency: Collaboration and Embracing Diversity) to encourage diversity among prospective student-athletes. (*Athletics Director and Sport Administrators*)

Approved 12.13.17 Senior Athletic Administration
Updated August, 2018

- Senior staff admissions review group will be responsible for approving all admissions applications for academically underprepared student-athletes from underrepresented groups. *(Senior Staff)*
 - Annually review with coaches and the Presidential Committee on Athletics the graduation rates of African American and International student-athletes as compared to NCAA Division I, Big Ten Conference, and University of Iowa graduation rates. *(Student Athlete Academic Services)*
2. Intentionally seek a talented and diverse candidate pool for all positions, in particular, coaching and administrative staff positions.
- Ensure Department of Athletics recruitment activities align with University policies and procedures, equal employment opportunity/ affirmative action (EEO/AA) guidelines and best practices for attracting a diverse array of highly qualified applicants. *(Athletics HR)*
 - Actively recruit qualified, underrepresented applicants for all full-time searches within the Department of Athletics. Every search will have an active recruitment plan that promotes diversity among applicants in the interview pool. *(Search Committee Chairs and Athletics HR)*
 - Applicant interview pools that do not appear to include underrepresented candidates will need justification and final Athletic Director approval.
 - Seek ethnic diversity in candidate pools for internships, graduate assistantships, and student managerial positions in the Athletics Department. *(Hiring Supervisor)*
 - Annually review new hires from underrepresented groups with Senior Staff and the Presidential Committee on Athletics. *(Athletics HR)*
3. Increase opportunities for underrepresented student-athletes, coaches, and athletic staff to assume leadership roles and higher visibility functions in the Athletics Department and within the University of Iowa.
- Continue to appoint staff and coaches from underrepresented groups to serve on committees within the Athletics Department and the University including search committees. *(Senior Staff)*
 - Nominations for leadership or award opportunities include a conscious review of qualified nominees from underrepresented groups. *(Senior Staff)*

- Encourage staff participation in professional and career development activities that support future leadership roles within the Department of Athletics and the broader University environment. *(Senior Staff)*
 - Nominate student-athletes from underrepresented groups for local, regional, and national awards. *(Student Athlete Academic Services)*
 - Recruit student-athletes from underrepresented groups to serve on the Multicultural Focus Group Advisory Committee; seek their input on developing yearly initiatives and programs; and encourage participation on both Iowa Student-Athlete Advisory Committee and Presidential Committee on Athletics Subcommittees. *(Student Athlete Academic Services)*
4. Promote a welcoming climate that enhances the educational and work experience for all members of the Athletics Department.
- Provide staff with educational and professional development training, focused on effective recruitment and retention strategies for underrepresented groups, including regular, required diversity and inclusion trainings for all Athletics staff. *(Senior Staff)*
 - Annually distribute the Big Ten Advisory Survey data to the S-A Well Being Subcommittee of the Presidential Committee on Athletics. *(Student Athlete Academic Services)*
 - Annually inform student-athletes of the policies and procedures for seeking help if they believe they have experienced or witnessed harassment or discrimination. *(Student-Athlete Academic Services)*
 - Continue to work with faculty and alumni groups to develop mentoring opportunities for student-athletes from underrepresented groups. *(Student Athlete Academic Services)*
5. Contend for the NCAA Diversity and Inclusion Award within five years.
- Work with campus partners to develop new initiatives, policies, and practices that promote a more inclusive environment. *(Senior Staff)*

- Ensure that the UI Athletics Department Diversity and Inclusion Plan is consistent with the Universities strategic goals pertaining to diversity and inclusion. *(Senior Staff)*
- Annually review opportunities for diverse populations within the following areas:
 - Community service
 - Professional development
 - Hiring practices
 - Programming opportunities
- Annually review the Athletics Department Diversity Plan and outline expectations about diversity with all staff members. *(Athletics Director and Senior Staff)*

Indicators of Success

- Achieve a student-athlete ethnic diversity rate of 25% within 5 years.
- Starting with the 2017-2018 academic year, track, and monitor African American retention and four-year graduation rates.
 - Reduction in the federal graduation rate gap between African American student-athletes at Iowa and the following cohorts:
 - Iowa student-athlete federal graduation rate;
 - non-student-athlete federal graduation rate at Iowa; and
 - the federal graduation rate nationally among African American student-athletes.
- Probation and dismissal rates for student-athletes are below that of the general student body, across student cohorts, in particular African American and international student-athletes.
- Ensure that yearly programming for student-athletes includes a minimum of two on-campus collaborations per year.
- Incrementally increase the rate at which the Department recruits, hires and employs staff from underrepresented groups within supervisory positions over the next 5 years.
- Ensure that student-athletes are participating in programs, activities and events that promote meaningful engagement with diversity programming either within

the UI Athletics Department or on campus at a rate equal to the general study body.

- Track student-athlete feedback on topics pertaining to diversity and inclusion through end of year surveys.