

IOWA HAWKEYES

UNIVERSITY OF IOWA DEPARTMENT OF INTERCOLLEGIATE ATHLETICS

DIVERSITY, EQUITY, AND INCLUSION 5 YEAR-ACTION PLAN



FINAL REVISION 1.13.2023

University of Iowa Athletics Department

MISSION

To provide the quality and breadth of athletic services necessary for The University of Iowa Athletics Department to flourish as a department within the University of Iowa for all administration, staff, coaches, and student-athletes.

PRINCIPLES

The fundamental principles represent an ongoing commitment that provides the foundation for the successful achievement of the University of Iowa Athletics Department Mission. As principles, they require our continuous attention to:

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.

CORE VALUES

UI Athletics Strategic Planning Core Areas for 2022-2027: (3-5-year Plan)

- Excellence
- Integrity
- Teamwork
- Creativity
- Tradition
- Leadership
- Fiscal Responsibility
- Diversity, Equity, & Inclusion

Excellence

We compete to WIN and do it with a relentless pursuit of the highest levels of intellectual, personal, and athletic achievement. Our work is essential to the success of our student athletes, staff, administration, and coaches.

Integrity

Our conduct conforms to the highest standards. Service and decisions are honest, fair, and demonstrate respect for our administration, staff, coaches, and students. We adhere to NCAA rules, while being accountable to ourselves, our teams, the conference, the university, and our society.

Teamwork

We fight for IOWA

Creativity

We strive to be innovative and welcome a broad range of ideas to continually improve our departmental cultural environment. We provide the necessary facilities, services, and people to successfully support a unique creative learning process for our student athletes.

Tradition

Our Athletics Department is our source of strength. We inspire and respect the intense pride, loyalty, and allegiance

to the Hawkeye family and its communities. We strive to be a diverse team with several diverse partnerships. Our community values diversity, collaborative communication, and the recognition of all people's contributions to the success of our athletics department.

Leadership

By individual actions and collective responses, our staff, coaches, athletes, and administration determine our reputation and the vitality within the campus community and beyond. We do this by serving others, evolving and being smart and empathic about the potential impact of our actions.

Fiscal Responsibility

We are leaders in the stewardship of the University's Athletics Department, physical, and human capital. Stewardship is achieved by respecting the financial resources entrusted to us by donors, fans, and partners. We will ensure that consistently we review and offer high quality, cost-effective, and efficient services that supports our departmental mission.

Diversity, Equity, & Inclusion

We seek to engage a broad range of thought partners to assist us in embedding DE&I best practices into the strategies of each athletic area. The Athletics Department will continue to align their DE&I goals, strategies, and metrics into the general UI strategic plan. This will include but not limited to one single plan that reflects

- Treating students, staff and administration with fairness and respect and accepting everyone for being their authentic self.
- Creating an attractive, accessible, functional, and a safe campus and athletic environment for everyone.
- Utilizing effective business procedures and controls to consistently evaluate the success of our work to provide equitable opportunities for all students and employees regardless of their protected class category.

Commitment Statement:

Diversity, Equity, and Inclusion

The University of Iowa Athletics Department is committed to fostering the advancement and respect for diversity, equity, and inclusion for all student-athletes, coaches, and staff. We strive to create a climate that celebrates differences and lets individuality thrive. As part of this commitment, we actively value diversity in our workplace and learning environments as we seek to listen and learn from the rich backgrounds that we all bring to our university. The diverse voices of our administration, staff, coaches, and students-athletes represent an invaluable resource for the Athletics Department and our efforts to fulfil its mission and strive to be an example of excellence in higher education and athletics.

DE&I 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 member of the Athletics Department.

DE&I ACTION PLAN CONTENTS DEFINED:

Note: Departments select 1-2 from each related action activity yearly and transfer to their individual TEAM ATHLETIC DEPARTMENTAL DE&I PLAN

CORE STRATEGY: AREA 1: Education:

Increase the cultural versatility of the UI Athletics department

Establish a high-functioning environment that embraces the multitude of different background and traditions represented in our community and on campus. The focus is geared towards identification and the creation of proactive solutions that challenge first impulse reactions. We want to identify and heighten our cultural awareness of DE&I sensitivities in the various areas of our department and establish a greater understanding of all forms of oppression and inequities (e.g., racism, sexism, classism, etc.) that inhibit full equitable, fair, and constructive workplace and student participation within our Athletic Department.

RELATED ACTIONABLE ACTIVITIES:

- Create spaces for conversations and broadening the scope of those sessions by documenting actual cases to use as teachable moments for educating staff and students on inequities and cultural values for educational purposes.
- Demonstrate inclusive leadership solutions at all levels by identifying barriers within their programs that prohibit team DE&I problem solving, engagement, and intent to stay for each athletic area.
- Continue to offer BUILD opportunity annually for coaches, staff, and administrators.
- Continue to educate leadership and staff on our universal competencies and applicable methods of how to establish DE&I accountability in performance evaluations to sustain consistency in evaluating performance.

CORE STRATEGY 2: Evaluation & Assessment:

Creation of Measurable Metrics specific to the Athletics department

Create metrics that define the dimensions of DE&I and offer continuous assessment data that reflects progress towards our DE&I mission and strategy. The goal is to uncover the needs, disparity, strategies and goals per department and team in our data and locate areas needing improvement and present to leadership for review. Targets will also reflect actionable items of how leadership/coaches can establish accountability in their areas given the changing dynamics within the department to create a more inclusive workplace experience.

RELATED ACTIONABLE ACTIVITIES:

- Audit internal data and highlight potential areas of systemic inequalities in the athletic department included but not limited to pay, promotions, hiring practices, job opportunities for those with minoritized identities.
- Improve annual review of our policies and procedures that uncover inequitable data and develop a strategic plan to change areas of concerns.
- Improve our retention and graduation opportunities for individuals from diverse backgrounds in our department and create linkages in and outside of work that support diverse cultures.
- Create DE&I KPI Scorecard and Gender Equity plan that reflects our growth towards the established KPI's with influence from B1G Advisory Survey, Campus Climate, NCAA Diversity, Equity, and Inclusion Review Framework, etc.

CORE STRATEGY 3: Infrastructure & Sustainability:

Establishment of sustainability measures

Cultivate efforts that support a growth mindset and position athletics as a campus leader in DE&I. Implement structures that support the mission, values, policies, and inclusive practices that allow for easy pivoting and introduction of resources that reinforce the overarching university DE&I plan. Annually review policies, procedures and targeted DE&I initiatives designed to support long-term efforts that promote the authentic employee and student experience where individuals feel seen, heard, and appreciated.

RELATED ACTIONABLE ACTIVITIES:

- Provide readings and resources for discussions with department staff and students to create the continual learning cycle (*articles, books, and external resources*).
- Proactively obtain functional information from those closest to the work through reporting lines that result in open lines of communication to ensure consistency in our messaging and activity alignment.
- Design spotlight recognition awards for DE&I teams and departments who exemplify our values. Make this a competition on which teams create the greatest cultural change.
- Identify critical alumni partnerships in targeted recruiting areas and begin leveraging the creation of key diversity recruiting sourcing channels to expand our relationship building needs.
- Continue participation and development of our Presidents Committee on Athletics, Iowa Student Athlete Advisory Committee and Letterman Club campus sub-committee work.

CORE STRATEGY 4: Collaboration:

Universal DE&I Plan Alignment

Create overarching strategies that support the University of Iowa as a destination university where all individuals feel appreciated and included. Establish key methods highlighting the coordination of external departmental partnerships that create a shared commitment to the work of DE&I.

RELATED ACTIONABLE ACTIVITIES:

- Create teachable scenarios that focus on how to build respectful relationships that promote equitable, inclusive environments that addresses systemic issues proactively with accountability that attach real consequences for violations.
- Create cross-departmental mentorship opportunities for historically underserved students, coaches, and mid-level management that highlight DE&I support across the organization.
- Enhance our local and national community relationships and foster an improved presence in targeted diverse communities with our student athletes and coaches.
- Continue to provide the “outsider perspective” on diversity work to help the athletic department execute on our commitment to our DE&I statement leveraging our external networks as thought partners for our work. (i.e. Big 10 Advisory Commission, NCAA Black Alumni, and other affinity diversity networks).

CORE STRATEGY 5: Infusion of Leadership:

Cultural Infusion and growth model

Develop a leadership structure that provides visible and consistent messaging about the importance of diversity within the department. Create clear efforts that show genuine support for diversity efforts and expectations that everyone embraces and imitates. (Mission value statement, core values, branding, celebrations, and traditions)

RELATED ACTIONABLE ACTIVITIES:

- Create educational programs that uncover the insecurities we all have and provide solutions that impact our first impulse reactions.
- Honor and recognize national events that impact the lives of underrepresented students and staff and create conversation spaces for our students and staff.
- Establish consistency in messaging and communication regarding the importance of diversity, equity, and inclusion through communications plan.
- Create a diversity conversation series highlighting history and authentic stories of diversity within athletics.
- Create greater accessibility to leadership discussion and psychological safety where staff can bring their whole self to the table and not have to self-monitor to feel appreciated for who they are despite the insecurities.
- Continue to promote and communicate key DE&I messages that can be shared externally and reinforced in public venues inside and outside of the university departments.



DIVERSITY, EQUITY, AND INCLUSION ACTION PLAN 2022

UNIVERSITY OF IOWA ATHLETICS

COMMITMENT STATEMENT

The University of Iowa Athletics Department is committed to fostering the advancement and respect for diversity, equity, and inclusion for all staff and students. We strive to create a climate that celebrates differences and lets individuality thrive. As part of this commitment, we actively value diversity in our workplace and learning environments for our staff and student athletes, as we seek to take advantage of the rich backgrounds and abilities of everyone. The diverse voices of our student-athletes, staff, coaches, and administration represent an invaluable resource for the Athletics Department and its efforts to fulfil its mission and strive to be an example of excellence in higher education and athletics.

CORE STRATEGY #1: Education

Establish high-functioning environments that embrace many different background and traditions represented in our community and on campus. The focus is geared towards identification and the creation of pro-active solutions that challenge first impulse reactions. We want to identify and heighten our cultural awareness of DE&I sensitivities in the various areas of our department and establish a greater understanding of all forms of oppression and inequities (e.g., racism, sexism, classism, etc.) that inhibit full equitable, fair, and constructive workplace and student participation within our Athletic Department.

Goal 1: Improve participation in provided spaces for conversations and broadening the scope of those sessions by documenting actual cases to use as teachable moments for educating staff on inequities and cultural values for training purposes.

Goal 2: Demonstrate inclusive leadership solutions at all levels by identifying barriers within their programs that prohibit team DE&I problem solving, engagement, and intent to stay for each athletic area.

CORE STRATEGY #2: Evaluation & Assessment:

Create metrics that define the dimensions of DE&I and offer continuous assessment data that reflects progress towards our DE&I mission and strategy. The goal is to uncover the needs, disparity, strategies and goals per department and team in our data and locate areas needing improvement and present to leadership for review. Targets will also reflect actionable items of how leadership/coaches can establish accountability in their areas given the changing dynamics within the department to create a more inclusive workplace experience.

Goal 1: Develop a DE&I KPI Scorecard that reflects our growth towards the established KPI's.

CORE STRATEGY #3: Infrastructure & Sustainability

Cultivate efforts that support growth mindset and positions athletics as a campus leader in DE&I. Implement a structure that supports the mission, values, policies, and inclusive practices that allow for easy pivoting and introduction of resources that reinforces the general university DE&I Plan. Annually review policies, procedures and targeted DE&I initiatives designed to support long-term efforts that promote the authentic employee and student experience where individuals feel seen, heard, and appreciated.

Goal 1: Design spotlight recognition awards for DE&I teams and departments who exemplify our values.

CORE STRATEGY 4: Collaboration

Create overarching strategies that support the University of Iowa as a destination university where all individuals feel appreciated and included. Establish key methods highlighting coordination of external departmental partnerships that create a shared commitment to the work of DE&I.

Goal 1: Enhance our local and national community relationships and foster an improved presence in targeted diverse communities with our student athletes and coaches.

CORE STRATEGY 5: Infusion of Leadership:

Develop a support system and leadership structure that provides visible and consistent messaging about the importance of diversity within the department. Create clear efforts that show genuine support for diversity efforts and expectations that everyone embraces and imitates. (Mission value statement, core values, branding, celebrations, and traditions)

Goal 1: Establish consistency in messaging and communication regarding the importance of diversity, equity, and inclusion.