

LSU Athletics Racial Climate Survey

Fall 2020

Purpose of the Survey

The purpose of this survey was to evaluate LSU Athletics' commitment to diversity, equity, and inclusion, and assist the department in planning for future initiatives to create lasting change. The LSU Athletic Department administration invited employees to participate in the LSU Athletics Racial Climate Survey by emailing participants a link to the Qualtrics survey. Invited participants included employees in the following units:

- LSU Athletic Department
- LSU Academic Center for Student-Athletes
- LSU Sports Properties

Survey Dates

- Opened: September 14, 2020
- Closed: September 29, 2020 at 5:00 p.m.

Survey Respondents

- 300 total respondents (answered at least one content question)
- 232 out of 312 full-time employees completed the survey (74% response rate)

Voluntary Participation

There were minimal risks associated with participating in this study. Participants' names and contact information were not collected. Further, a subject's participation in the study was voluntary, and they could have chosen not to participate or to stop at any time without penalty. Participants had the right to be a part of this study, to choose not to participate, or to stop participating at any time without penalty.

Investigators

- Dr. Ashley B. Clayton, Jo Ellen Levy Yates Endowed Assistant Professor, LSU School of Education, aclayton@lsu.edu
- Dr. LaKeitha Poole, Director, Student-Athlete Mental Health/Interim Senior Advisor for EDI, LSU Athletics, lpoole2@lsu.edu
- Milan Stokes, Graduate Assistant, LSU Athletics, mstoke9@lsu.edu
- Theodore Todaro, Student-Worker, LSU Athletics, ttodaro1@lsu.edu

Table

Race/Ethnicity Statistics

	Full-Time Athletics Staff		Student - Athletes	Baton Rouge	Louisiana	United States
	Survey Respondents	Actual				
White	77.6% <i>180</i>	74.0% <i>231</i>	50.5%	39%	58.4%	60.1%
Black or African American	13.8% <i>32</i>	21.2% <i>66</i>	29.1%	51.7%	32.3%	12.5%
Hispanic/ Latino/a/x	5.6% <i>13</i>	2.9% <i>9</i>	4.8%	3.6%	5.1%	17.9%
Asian	0%	0.3% <i>1</i>	0.2%	3.9%	1.8%	5.8%
Two or More¹	1.3% <i>3</i>	0% <i>0</i>	0.8%	1.4%	1.8%	2.8%
Other/Unknown	1.7% <i>4</i>	1.6% <i>5</i>	6.3%	0.3%	0%	0%
Non-Res			8.2%			
American Indian or Alaskan Native	0%	0%	0%	0.16%	0.65%	0.7%
Native Hawaiian or Other Pacific Islander	0%	0%	0%	0%	0.04%	0.2%
Total	232	312				

¹ The Two or More category includes 1 participant who identified as Asian, Native Hawaiian or Other Pacific Islander, and White, and 2 participants who identified as American Indian or Alaskan Native and White.

Survey Reporting

Descriptive Statistics are Presented by the Following Groups:

- All survey respondents – includes student workers and part-time employees
- All Full-time employees
- URM full-time employees – Underrepresented Minority includes all respondents who identified as: Asian, American Indian or Alaska Native, Black or African American, Native Hawaiian or Other Pacific Islander, Two or More Races, Hispanic or Latino/a/x (of any race)
- Black full-time employee – excludes Hispanic/Latino/a/x
- White full-time employees – excludes Hispanic/Latino/a/x

Open-ended Survey Questions

- Participants were asked several open-ended questions on the survey where they could type further comments.
- **Brackets:** In the open-ended responses, some information that could easily identify a participant (e.g. department names, brand names, and/or any other data) were redacted and replaced with the text in brackets.

Overall Survey Questions

- In total, the survey consisted of 65 questions. 17 questions were open-ended while 48 questions were multiple choice.

Survey Section Descriptions

1. Satisfaction with the LSU Athletic Department

- Participant satisfaction with racial and ethnic diversity of staff, administration, and coaches, as well as LSU Athletics' commitment to hiring racial and ethnic minorities.

2. Perceptions of Participants' Workplace Experience

- Responses about job satisfaction and commitment to diversity and inclusion from colleagues, supervisors, and administration.

3. Assessment of Participants' Job Responsibilities

- Responses about one's job responsibilities and addressing diversity and inclusion.

4. Experiences in the Workplace

- Responses about discomfort in expression or career development based on race and/or ethnicity.

5. Discussing Race

- Collective response on participant comfort level when discussing race in the workplace.

6. Discrimination in the Workplace

- Participant experiences or encounters with racial or ethnic discrimination.

7. Police Brutality

- Responses concerning direct and indirect experiences with police brutality.

8. Protests

- Responses about participating in or supporting forms of protest for racial equality.

9. Diversity Supplier Efforts

- Responses about diversifying vendors and suppliers, supporting requirements for diverse vendors and suppliers, and intentionally pursuing minority-owned businesses.

10. Thoughts on Existing D&I Efforts

- Responses about past and current diversity and inclusion statements, media, educational opportunities, and/or events.

11. Black Lives Matter Patch/Logo

- Responses about supporting the use of a Black Lives Matter patch or logo.

12. Future Changes Regarding D&I

- Participant suggestions for future diversity and inclusion initiatives from LSU Athletics.

13. Event Recommendation

- Participant suggestions for an event hosted by LSU Athletics for diversity and inclusion.

14. Comments to LSU Athletics Diversity and Inclusion Councils

- Feedback extended to councils from survey participants.

15. Additional Comments, Questions, Concerns

- Final commentary on the survey and survey contents.

1 - Satisfaction with LSU Athletic Department (5 Items)

These questions pertained to participants' satisfaction with the athletic department's

- Racial and ethnic diversity of the athletics staff, of athletics administration, of coaches (all levels)
- Commitment to hiring and supporting racial/ethnic minorities during hiring and once hired

How satisfied are you with the LSU Athletic Department in the following areas:

Racial and ethnic diversity of the athletics staff:

- 50% of **all survey respondents** answered Satisfied or Extremely Satisfied (150 of 300)
 - 21% Dissatisfied or Extremely Dissatisfied (63 of 300)
- 43% of **all full-time employees** answered Satisfied or Extremely Satisfied (99 of 232)
 - 25% Dissatisfied or Extremely Dissatisfied (58 of 232)
- 27% of **URM full-time employees** answered Satisfied or Extremely Satisfied (13 of 48)
 - 60% Dissatisfied or Extremely Dissatisfied (29 of 48)
- 16% of **Black/African American full-time employees** answered Satisfied or Extremely Satisfied (5 of 32)
 - 75% Dissatisfied or Extremely Dissatisfied (24 of 32)
- 46% of **White full-time employees** answered Satisfied or Extremely Satisfied (83 of 180)
 - 16% Dissatisfied or Extremely Dissatisfied (28 of 180)

Racial and ethnic diversity of the athletics administration:

- 42% of **all survey respondents** answered Extremely/Satisfied (124 of 297)
 - 29% Extremely/Dissatisfied (86 of 297)
- 33% of **all full-time employees** answered Extremely/Satisfied (76 of 229)
 - 34% Extremely/Dissatisfied (79 of 229)
- 19% of **URM full-time employees** answered Extremely/Satisfied (9 of 47)
 - 66% Extremely/Dissatisfied (31 of 47)
- 10% of **Black/African American full-time employees** answered Extremely/Satisfied (3 of 31)
 - 84% Extremely/Dissatisfied (26 of 31)
- 37% of **White full-time employees** answered Extremely/Satisfied (65 of 178)
 - 26% Extremely/Dissatisfied (46 of 178)

Racial and ethnic diversity of coaches (all levels):

- 49% of **all survey respondents** answered Extremely/Satisfied (146 of 297)
 - 20% Extremely/Dissatisfied (59 of 297)
- 43% of **all full-time employees** answered Extremely/Satisfied (99 of 229)
 - 23% Extremely/Dissatisfied (53 of 229)
- 23% of **URM full-time employees** answered Extremely/Satisfied (11 of 47)
 - 53% Extremely/Dissatisfied (25 of 47)
- 13% of **Black/African American full-time employees** answered Extremely/Satisfied (4 of 31)
 - 68% Extremely/Dissatisfied (21 of 31)
- 48% of **White full-time employees** answered Extremely/Satisfied (85 of 178)
 - 15% Extremely/Dissatisfied (27 of 178)

Commitment to hiring racial/ethnic minorities:

- 44% of **all survey respondents** answered Extremely/Satisfied (132 of 298)
 - 24% Extremely/Dissatisfied (71 of 298)
- 39% of **all full-time employees** answered Extremely/Satisfied (90 of 230)
 - 28% Extremely/Dissatisfied (64 of 230)
- 26% of **URM full-time employees** answered Extremely/Satisfied (12 of 47)
 - 60% Extremely/Dissatisfied (28 of 47)
- 16% of **Black/African American full-time employees** answered Extremely/Satisfied (5 of 31)
 - 74% Extremely/Dissatisfied (23 of 31)
- 42% of **White full-time employees** answered Extremely/Satisfied (76 of 179)
 - 20% Extremely/Dissatisfied (35 of 179)

Commitment to supporting racial/ethnic minorities once hired/employed:

- 52% of **all survey respondents** answered Extremely/Satisfied (155 of 298)
 - 18% Extremely/Dissatisfied (53 of 298)
- 48% of **all full-time employees** answered Extremely/Satisfied (111 of 230)
 - 21% Extremely/Dissatisfied (48 of 230)
- 28% of **URM full-time employees** answered Extremely/Satisfied (13 of 47)
 - 57% Extremely/Dissatisfied (27 of 47)
- 23% of **Black/African American full-time employees** answered Extremely/Satisfied (7 of 31)
 - 68% Extremely/Dissatisfied (21 of 31)
- 54% of **White full-time employees** answered Extremely/Satisfied (96 of 179)
 - 11% Extremely/Dissatisfied (20 of 179)

Question: If you would like to provide further comments about the areas above, please do so here:

Positive

- There has always been a culture of hiring, promotion/raises and unequal pay for white males over females in similar positions. However, I have personally experienced a major shift with the new administration which is very encouraging.
- Need to get better but are heading in the right direction
- I am referencing to LSU athletics pre-Covid in these answers. I know there have been some changes recently made by our administration that will increase the hiring of diverse peoples, these answers do not reflect those changes. However, the admin SHOULD continue to do everything in their power to handle these issues better.
- Not the worst I've seen or worked within, but I feel there is a need to and we can do better.
- This is a difficult question for me to answer because I truly feel that the best person for the job should be hired, regardless of race, gender, or sexual orientation. Though it often is a reflection of inclusiveness to reflect diversity amongst staff, I believe that at the end of the day, someone should be hired because they are good people and have high character. At the same time, I do believe it's important to have diversity amongst staff as this could create a positive culture surrounding celebrating diversity amongst the athletic staff. I do not believe LSU Administration will hire or not hire someone depending on race- if they are the best person for the job, regardless of the color of their skin, I think that is who will get the job. In [Department Name], interestingly, feedback when I spoke to one of my athletes about how to make positive change in the training room was that he wished that the training staff reflected at least one black staff member. I see where he is coming from, and this is interesting feedback, as most of our athletic population for this team is black, so I do wonder if they feel the same way. I know that ultimately the best person for the job should be who we pursue in any area, but this is interesting feedback that is definitely food for thought. With this being said, I do not feel because our staff is mostly white that athletes have compromised relationships with their athletic trainers. While we lack diversity, per say, I think we have great people that care about their athletes and do a great job.
- I feel like there is a definite lack of diversity with the administration of athletics. This has been an ongoing issue, but I feel like it is necessary to expand the diversity of the leaders of this group, even though it may be to my professional hindrance.
- From my position we seem to be doing a reasonable job but there is always room for improvement

Negative

- There is a very visible absence of diversity from the top down in our athletic department.
- I think the Athletic Department lacks diversity in several areas, but specifically administration. I believe it's so important for the makeup of an athletic department to look similar to its athletes. Representation matters.
- I believe athletics administration is lacking racial and ethnic diversity in many regards, but particularly on the administrative level. I think we need to be more intentional about hiring people of color to ensure complete representation on all levels. Additionally, please note that the results of this survey may be skewed because I believe most of the people participating in this racial diversity survey are white.
- The lack of diversity in our department is an issue. It will continue to be an issue until each department decides they are willing to address the issue and open their eyes to qualified minorities.

- All I've seen from [Department Name] has been [Administrator Name] hiring people [they] use to work with. White, White, White and White. Not sure if [they] even had a pool of people that is diverse in the hiring process or if it's all been good ole network. [They] needs to look in the mirror.
- It is very hurtful that in 2020, my Alma mater, still operates like it is 1920.
- positions tend to be prefilled before the job is posted. not a real hiring process and not competitive to other candidates.
- The 'superior' race knows what happens and constantly turns a blind eye. It doesn't matter how many times you tell that something is wrong or there is discrimination they neglect your notion. Instead, when a person of 'superior' constantly lies they're the ones who get promoted, they're the ones who get raises and job title changes. When we've done everything by the book, worked hard and never caused harm to LSU, etc, we are overlooked. Ideas are stolen as if it came from the 'superior' with no acknowledgement of who actually made the claim. There aren't enough black/latino anything here on this campus. The only place we see them are on the field, on the courts or cleaning up the mess the great LSU makes, and for a fraction of what we are actually worth. It is extremely saddening that the pay rate is less than 9\$ and being an essential employee; that's pitiful. That's nowhere except POVERTY. It's a shame that the pay rate between an Assistant Manager and a Manager (of color) is \$100 to \$500. Or that the pay rate of a Caucasian male or female Manager compared to an African American Latino Manager is \$1000 to \$5000 increase for the caucasian. That's not equal at all, especially if you are "essential", I'll digress
- Had two opportunities to do national searches for head coaching positions for two women's sports and promoted white males from internally.

Neutral

- I am of Hispanic heritage, and do not see too many Hispanics in athletics. While I do not see many Hispanics in athletics, I believe the best candidates should be chosen for the job regardless of their ethnic and/or race backgrounds.
- The last two questions here are a bit difficult. I'm unsure how to answer questions along the lines of our "commitment to hiring racial/ethnic minorities". My moral compass directs me to hire people that are qualified for the position rather than hiring based on minority status. Everyone should be given the opportunity to thrive regardless of race. Do we have a commitment to hiring racial/ethnic minorities or providing them an equal opportunity for employment?
- While I can't say I have been outwardly discriminated against based on my race, I have easily been the only person of color in 95% or higher when attending mid to high level meetings my entire career. Difficult aesthetic to ignore regardless of no direct racial discrimination. Makes me feel I'm definitely the pink elephant in the room regardless of the content or purpose of the meeting/gathering.
- We can always do better to provide opportunities to those who are deserving.
- I value diversity and opportunities for historically underrepresented groups, but primarily want the best people and the best fit for LSU, regardless of any category they fit in.
- I believe that there should be an equal demographic of minority players when compared to minority coaches. Looking specifically at football and their staff of coaches and support staff. The football team is approximately 65% black wheres all of the football staff makes up an 18% population of black coaches. I think in these new times, having people on staff that look like the players will do well in fostering an environment of people who understand and can sympathize with the players to make them feel, truly, at home.
- I think upper Admn Management could use 1 additional minority
- I think we could have more diversity in all small areas; SIDs, Marketing, Design, etc. Whether that is full time employees or at least GAs, interns, student workers.

- I believe that a person should be hired based on their qualifications for the job. I think diversity and inclusion is important to have in athletics but I don't think race should be a major factor in deciding if someone should get hired. But I have noticed that a lot of athletics staff are Caucasian men and it would be good to intentionally seek out people who are qualified for the job and may be a minority.
- I do not believe that race should impact hiring. Applicants should be judged on their character, credentials, and fit for LSU.
- There seems to be a lack of racial diversity in administration (marketing, media relations, facilities, tickets, TAF, etc.). Most of the racial diversity is in the coaching staff or support staff specific to teams. The diversity that is hired, seems to be hired at the lower levels (i.e. custodial, facilities, etc.). The only real support area that seems to be diverse is Academics and mental health.
- I just want us to hire people who are qualified for their positions and can help make this department better.
- There needs to be mandatory training/education for all coaches and staff not just about the diversity, equity, inclusion, but racism and social injustice. There should be a better effort in regards to recruiting and hiring minorities in all areas and at all levels in athletics. There should be a conscience effort researching salaries in regards black coaches and staff and compensating them accordingly. There should be frequent climate surveys done to ensure that diversity, equity & inclusion efforts remain constant.
- Diversity in coaching staffs is probably due to hiring former athletes
- Honestly I'm pretty indifferent to this, because I haven't experienced any lack of support or anything based on my race
- In athletics, we have to hire people that will help us win. There are many different ways to helping us with that goal. If a person can relate to the players it will more than likely help them recruit future players. The person we hire also has to develop the player to become the best they can be for LSU and hopefully for the next level in their career. Race should not play a role in either of those situations.
- We should be as diverse as our student athlete population.
- We've had positions vacated by non-minorities & filled with a minority. We've had positions vacated by minorities and filled with non-minorities. In a perfect world we would be hiring the best candidate for the job based on qualifications.

2 - Perceptions of Participants' Workplace Experience (9 Items)

These questions pertained to participants' perception of their workplace experience through agreeing or disagreeing with the following statements concerning:

- Job satisfaction, feeling "part of the family," Administration's commitment to D&I, meaningful work; supervisor and colleague acknowledgment of equal opportunities, D&I as a whole, sensitivity to cultural differences and equal treatment.

To what extent do you agree with the following?

Overall, I am satisfied with my job:

- 86% of **all survey respondents** Agreed or Strongly Agreed (254 of 296)
 - 5% Disagreed or Strongly Disagreed (16 of 296)
- 85% of **all full-time employees** Agreed or Strongly Agreed (194 of 229)
 - 6% Disagreed or Strongly Disagreed (14 of 229)
- 77% of **URM full-time employees** Agreed or Strongly Agreed (37 of 48)
 - 10% Disagreed or Strongly Disagreed (5 of 48)
- 81% of **Black/African American full-time employees** Agreed or Strongly Agreed (26 of 32)
 - 9% Disagreed or Strongly Disagreed (3 of 32)
- 87% of **White full-time employees** Agreed or Strongly Agreed (154 of 177)
 - 5% Disagreed or Strongly Disagreed (8 of 177)

I feel like "part of the family" in the LSU Athletic Department:

- 72% of **all survey respondents** Strongly/Agreed (213 of 295)
 - 13% Strongly/Disagreed (37 of 295)
- 71% of **all full-time employees** Strongly/Agreed (163 of 229)
 - 14% Strongly/Disagreed (33 of 229)
- 54% of **URM full-time employees** Strongly/Agreed (26 of 48)
 - 27% Strongly/Disagreed (13 of 48)
- 56% of **Black/African American full-time employees** Strongly/Agreed (18 of 32)
 - 25% Strongly/Disagreed (8 of 32)
- 76% of **White full-time employees** Strongly/Agreed (135 of 177)
 - 11% Strongly/Disagreed (19 of 177)

LSU Athletics Administration is committed to diversity and inclusion within the athletic department:

- 65% of **all survey respondents** Strongly/Agreed (192 of 295)
 - 11% Strongly/Disagreed (32 of 295)
- 62% of **all full-time employees** Strongly/Agreed (141 of 228)
 - 12% Strongly/Disagreed (27 of 228)
- 40% of **URM full-time employees** Strongly/Agreed (19 of 47)
 - 28% Strongly/Disagreed (13 of 47)
- 35% of **Black/African American full-time employees** Strongly/Agreed (11 of 31)
 - 32% Strongly/Disagreed (10 of 31)
- 68% of **White full-time employees** Strongly/Agreed (120 of 177)
 - 7% Strongly/Disagreed (12 of 177)

The work I do is meaningful to me:

- 93% of **all survey respondents** Strongly/Agreed (274 of 296)
 - 2% Strongly/Disagreed (5 of 296)
- 92% of **all full-time employees** Strongly/Agreed (211 of 229)
 - 1% Strongly/Disagreed (3 of 229)
- 96% of **URM full-time employees** Strongly/Agreed (46 of 48)
 - 0% Strongly/Disagreed (0 of 48)
- 97% of **Black/African American full-time employees** Strongly/Agreed (31 of 32)
 - 0% Strongly/Disagreed (0 of 32)
- 91% of **White full-time employees** Strongly/Agreed (161 of 177)
 - 2% Strongly/Disagreed (3 of 177)

My supervisor offers equal opportunities to myself and colleagues regardless of race:

- 87% of **all survey respondents** Strongly/Agreed (257 of 294)
 - 4% Strongly/Disagreed (11 of 294)
- 87% of **all full-time employees** Strongly/Agreed (197 of 227)
 - 4% Strongly/Disagreed (10 of 227)
- 77% of **URM full-time employees** Strongly/Agreed (36 of 47)
 - 17% Strongly/Disagreed (8 of 47)
- 84% of **Black/African American full-time employees** Strongly/Agreed (26 of 31)
 - 13% Strongly/Disagreed (4 of 31)
- 89% of **White full-time employees** Strongly/Agreed (157 of 176)
 - 1% Strongly/Disagreed (2 of 176)

My supervisor understands the importance of diversity and inclusion:

- 87% of **all survey respondents** Strongly/Agreed (257 of 295)
 - 3% Strongly/Disagreed (10 of 295)
- 86% of **all full-time employees** Strongly/Agreed (197 of 228)
 - 4% Strongly/Disagreed (9 of 228)
- 72% of **URM full-time employees** Strongly/Agreed (34 of 47)
 - 11% Strongly/Disagreed (5 of 47)
- 75% of **Black/African American full-time employees** Strongly/Agreed (24 of 32)
 - 9% Strongly/Disagreed (3 of 32)
- 90% of **White full-time employees** Strongly/Agreed (159 of 177)
 - 2% Strongly/Disagreed (4 of 177)

Racist comments or jokes are not tolerated in my work environment:

- 89% of **all survey respondents** Strongly/Agreed (263 of 296)
 - 4% Strongly/Disagreed (11 of 296)
- 89% of **all full-time employees** Strongly/Agreed (203 of 229)
 - 4% Strongly/Disagreed (9 of 229)
- 85% of **URM full-time employees** Strongly/Agreed (41 of 48)
 - 6% Strongly/Disagreed (3 of 48)
- 88% of **Black/African American full-time employees** Strongly/Agreed (28 of 32)
 - 6% Strongly/Disagreed (2 of 32)
- 90% of **White full-time employees** Strongly/Agreed (159 of 177)
 - 3% Strongly/Disagreed (5 of 177)

Employees within my work environment are sensitive to cultural differences:

- 79% of **all survey respondents** Strongly/Agreed (234 of 295)
 - 8% Strongly/Disagreed (25 of 295)
- 82% of **all full-time employees** Strongly/Agreed (186 of 228)
 - 8% Strongly/Disagreed (19 of 228)
- 68% of **URM full-time employees** Strongly/Agreed (32 of 47)
 - 21% Strongly/Disagreed (10 of 47)
- 68% of **Black/African American full-time employees** Strongly/Agreed (21 of 31)
 - 16% Strongly/Disagreed (5 of 31)
- 85% of **White full-time employees** Strongly/Agreed (151 of 177)
 - 5% Strongly/Disagreed (8 of 177)

Employees are treated with respect within my work environment regardless of their racial or ethnic identities:

- 91% of **all survey respondents** Strongly/Agreed (268 of 295)
 - 3% Strongly/Disagreed (8 of 295)
- 90% of **all full-time employees** Strongly/Agreed (206 of 228)
 - 3% Strongly/Disagreed (7 of 228)
- 83% of **URM full-time employees** Strongly/Agreed (40 of 48)
 - 6% Strongly/Disagreed (3 of 48)
- 84% of **Black/African American full-time employees** Strongly/Agreed (27 of 32)
 - 6% Strongly/Disagreed (2 of 32)
- 93% of **White full-time employees** Strongly/Agreed (163 of 176)
 - 2% Strongly/Disagreed (3 of 176)

Question: If you would like to provide further comments about the areas above, please do so here:

Positive

- My new supervisor has definitely brought a constant tone of equality and fairness. I am inspired by this new diverse unapologetic approach my new supervisor openly expresses. I am encouraged and hopeful for the change this new supervisor appears to be committed to.
- I have had the same supervisor for the entire time I have been here. His respect and support is one of the top 3 reasons I have stayed despite having been offered other opportunities with higher pay and titles.
- My responses reflect my opinions under our current administration. I appreciate the commitment, time and energy that is being invested in this area by the majority of our senior staff. I feel our entire department needs more education to ensure that we are supporting minorities appropriately and offering the respect that they deserve.
- I have just started with LSU and proud to be part of this great team! Since my arrival I have been welcome by all and treated with. Nothing but respect.
- I think as a whole the athletics department is committed to diversity and inclusion and I have not experienced any wrong doing to minorities.
- I have never noticed anything wrong within my workplace, with my bosses or coworkers, in regards to racial issues, or treating anyone unfairly.
- I feel we are all treated respectfully when it comes to race
- I think administration has done a wonderful job in response to the recent push for increase in diversity and support of staff needs. I'd like to see these continue to be put in to action as we move forward to prove they aren't just performative efforts.
- We are all very lucky to work at an institution like LSU. Although nation-wide there is a lot of work that must be done to create equal opportunity for people of all races, I think the LSU response thusfar has been commendable. True empathy requires compassion as well as action, and so long that the athletic department continues this response, I think that we will all contribute to the conversation and overall change of the country.
- I see the athletic department starting to show concern for diversity and inclusion efforts
- I don't think it has always been this way, but I'm encouraged by a new-found awareness within the department.

Negative

- I do not always feel that Academics is respected in the realm of Athletics. We see our student-athletes in some of their most vulnerable states and not only do we push them to be their best academically, but emotionally. While several coaches have our backs and support us and what we do for our student-athletes, it is very clear where we stand with others. As a white [person] I have been trying my best to be an ally for the students I support and the lack of respect/support some students feel from their coaches and administration is disheartening.
- In my workplace it seems that politics precede care for other individuals. From listening to others speak about racial issues it seems difficult for them to admit something is wrong, or even just stop to think about the individuals involved, because if they admit something is wrong then they go against other coworkers and abandon their political beliefs. I believe caring for the individuals involved who we are responsible for should be a number one priority

- I do not feel like my best interest were ever considered in relation to my salary to better me and my families quality of life. It seems as though I should be satisfied with just being employed at Louisiana State University.
- My supervisor in my opinion is racist,he never gets on white employee but always on black.He has gotten rid of blacks and no whites.
- I have never felt like I was "part of the family" in this department. I've always found the department to be very divisive and clique-ish compared to other schools I have worked at.
- It's not equal nor is there inclusion Everyone is culturally separated, everyone is racially separated
- Committed to diversity and inclusion statement comment: I put neither because if believe the administration has been apathetic and not cared either way. Equal opportunities comment: We are an all white staff with the tendency to hire former students or promote current students, usually male, when they graduate. Working towards building a more racial diverse student staff to build the pipeline.
- Two years ago, the answer to "Overall, I'm satisfied with my job" and "I feel like part of the family in the LSU Athletics Department" the answer would have been "Strongly Agree". I don't necessarily feel that way anymore and it's very frustrating.

Neutral

- I'm not a racist or at least I don't think I am. I went to a predominantly black high school and grew up with members of the opposite race welcomed into my home. I am aware of racism and know it happens and feel bad that it happens. I do not understand why all of the sudden its such a hot topic when most of the fuss is isolated to a few bad cops. There are bad cops in every force but it only makes up a VERY small population of any force. Do cops kill blacks, yes, but they kill whites to. Are there racist coaches, teachers, administrators, absolutely! Does that mean that all coaches, teachers and administrators are raciest, absolutely not. Should we abolish racism, yes, but we should abolish bigotry also. Bigotry in 2020 is as big a problem as racism, and although I am not a racist and I don't feel as though there are any racist in our program, but I know that we have some bigots for sure.
- it's too early to see if the athletics department is truly committed to change in these areas
- I think it would be good to have a annual required course for all employees to take that would teach about racism. Last year, one of my white co workers one time recited a song that had the n-word and said it out loud in their office. I do not believe this person is racist and has learned a lot recently with current events, but I realized that some people don't understand that racism can come in different less extreme forms even if is there is not harm intended.
- my area is not very diverse, so its hard to say for sure.
- My answers are based on my experience within my specific department, but are not necessarily applicable to my overall experience in regards to the athletic department as a whole.

3 - Assessment of Participants' Job Responsibilities (5 Items)

These questions pertained to participants' assessment of their job responsibilities through agreeing or disagreeing with statements concerning:

- Encouraging colleagues to share ideas openly and have voice, regularly discuss the value of D&I, challenge others on issues regarding discrimination, become educated about individuals that are different from the participant, and participate in programs that address D&I

To what extent do you agree with the following regarding the responsibilities of your job?

It is my role to encourage my colleagues to share their ideas openly and have a voice:

- 80% of **all survey respondents** Agreed or Strongly Agreed (229 of 286)
 - 5% Disagreed or Strongly Disagreed (15 of 286)
- 81% of **all full-time employees** Agreed or Strongly Agreed (182 of 224)
 - 5% Disagreed or Strongly Disagreed (11 of 224)
- 76% of **URM full-time employees** Agreed or Strongly Agreed (35 of 46)
 - 4% Disagreed or Strongly Disagreed (2 of 46)
- 73% of **Black/African American full-time employees** Agreed or Strongly Agreed (22 of 30)
 - 7% Disagreed or Strongly Disagreed (2 of 30)
- 84% of **White full-time employees** Agreed or Strongly Agreed (146 of 174)
 - 5% Disagreed or Strongly Disagreed (9 of 174)

It is my role to regularly discuss the value of diversity and inclusion:

- 58% of **all survey respondents** Strongly/Agreed (166 of 286)
 - 12% Strongly/Disagreed (35 of 286)
- 58% of **all full-time employees** Strongly/Agreed (130 of 224)
 - 11% Strongly/Disagreed (25 of 224)
- 65% of **URM full-time employees** Strongly/Agreed (30 of 46)
 - 13% Strongly/Disagreed (6 of 46)
- 77% of **Black/African American full-time employees** Strongly/Agreed (23 of 30)
 - 10% Strongly/Disagreed (3 of 30)
- 57% of **White full-time employees** Strongly/Agreed (100 of 174)
 - 9% Strongly/Disagreed (16 of 174)

It is my role to challenge others on issues regarding discrimination:

- 70% of **all survey respondents** Strongly/Agreed (199 of 286)
 - 12% Strongly/Disagreed (35 of 286)
- 71% of **all full-time employees** Strongly/Agreed (160 of 224)
 - 12% Strongly/Disagreed (27 of 224)
- 65% of **URM full-time employees** Strongly/Agreed (30 of 46)
 - 13% Strongly/Disagreed (6 of 46)
- 70% of **Black/African American full-time employees** Strongly/Agreed (21 of 30)
 - 10% Strongly/Disagreed (3 of 30)
- 74% of **White full-time employees** Strongly/Agreed (129 of 174)
 - 11% Strongly/Disagreed (19 of 174)

It is my role to become educated about individuals who are different from me:

- 88% of **all survey respondents** Strongly/Agreed (250 of 285)
 - 3% Strongly/Disagreed (8 of 285)
- 88% of **all full-time employees** Strongly/Agreed (197 of 223)
 - 3% Strongly/Disagreed (7 of 223)
- 89% of **URM full-time employees** Strongly/Agreed (41 of 46)
 - 4% Strongly/Disagreed (2 of 46)
- 90% of **Black/African American full-time employees** Strongly/Agreed (27 of 30)
 - 3% Strongly/Disagreed (1 of 30)
- 90% of **White full-time employees** Strongly/Agreed (155 of 173)
 - 2% Strongly/Disagreed (3 of 173)

It is my role to participate in programs that address diversity and inclusion:

- 72% of **all survey respondents** Strongly/Agreed (205 of 286)
 - 5% Strongly/Disagreed (14 of 286)
- 73% of **all full-time employees** Strongly/Agreed (164 of 224)
 - 6% Strongly/Disagreed (13 of 224)
- 76% of **URM full-time employees** Strongly/Agreed (35 of 46)
 - 4% Strongly/Disagreed (2 of 46)
- 87% of **Black/African American full-time employees** Strongly/Agreed (26 of 30)
 - 3% Strongly/Disagreed (1 of 30)
- 74% of **White full-time employees** Strongly/Agreed (129 of 174)
 - 5% Strongly/Disagreed (8 of 174)

Question: If you would like to provide further comments about the areas above, please do so here:

Positive

- I feel its my role to start the important conversations that are finally okay to have right now, but my hope is that I will not be the one initiating and facilitating the dialogue long term. However, I recognize that conversations about race, diversity, and inclusion are uncomfortable for some and the ability to have open and honest conversations will take time.
- This is a vital area to allow our department to change and grow. I appreciate the educational opportunities that are being offered and I am hopefully this will be a long term commitment.
- These are NOT part of my job; however, it is my responsibility because of who I am, the person I want to be and the way I was raised .
- As a [Job Title] and sport administrator, I believe it is my job to educate myself to understand everything I can about Diversity and inclusion. Also as a white [person] it is important for me to identify any bias that I might have in hiring, evaluating, etc. Once I can identify those bias, I can make a bigger difference in diversity and inclusion.

Negative

- I can only control what I can control and its hard these days to make anyone do what they are supposed to do. Everyone is so into their space, their feelings, that its hard to carry on an adult conversation sometimes. Many times, when these types of discussions begin, someone ultimately gets offended and I really don't need that in my life right now. I don't see a lot of discrimination or racism in our program and feel comfortable about my place at work and just try to do my job.
- While I do feel it is my role to participate in programs that address diversity and inclusion, my passion is for inclusion of those with disabilities. That is not something I see this department being willing to promote as a whole, so I will do that on my own. I feel that is all of our responsibilities to participate in programs that we feel strongly about, and not feel forced to participate in something just because it is what our employer expects of us. While I respect others rights to chose to participate in what is important to them, I do not feel it is always a respect that is reciprocated.
- Right now, I just don't see it happening. 57 years since Martin shared his great speech, 401 years since slavery, 155 years since the Civil War, AND still to this day there as been minimum change or minimum acknowledgement. WHY do we have to continue to plea with people that do us wrong?!? Right now, I'm on a low in and I just don't have much faith at this moment b/c again I don't believe anything said or done will be genuine, it will only be b/c "someone" made them do it. And this is not only with LSU, this is the entire nation.

Neutral

- I think when asked it is important to listen and help whomever approach there concerns in a calm professional way. Inform them of their rights that will be supported by university policy.
- I would like for more, if not all members, in my department to become educated in the plight of the Black experience in America.
- As a black person I do feel that it is my responsibility to encourage people to speak openly about racism, diversity, equity and inclusion, but it is not my sole responsibility to educate white colleagues about these topics. They must be intentional in their efforts to educate themselves.
- As a white person, it is definitely my responsibility to educate myself about diversity

- My career battle has been more gender-related when it comes to diversity and inclusion. Along the way have been a mentor and encourager to those coming up in the business who don't see people that look like them in the external areas of athletics.
- I would like to join the group talked about in the first zoom call, but don't know if I would be allowed to since I am a White person. I would be comfortable having constructive debates on racial issues and bring up things to help answer questions on both sides. I think there are a lot of things out there that each side is scared to ask or talk about in fear of being thought of differently at work.
- None of these are in my job responsibilities and aren't expressed as requirements for my job, however morally and personally I do these things.
- I feel it should be everyone's role to become educated about different individuals. I would like to have a greater role in regards to diversity, however, I don't necessarily feel it falls into my job.

4 - Experiences in the Workplace (7 Items)

These questions pertained to participants' comfort level by assessing how frequent participants experienced the following:

- Discomfort based on colleague or student comments about race/ethnicity, caution in expressing personal views about Black Lives Matter, feeling like an outsider, fear in voicing negative experiences around campus or sharing suggestions to supervisors, feeling unable to advance in career development because of their race/ethnicity.

How often have you experienced the following since you have been employed at LSU or Sports Properties?

Felt uncomfortable by colleague's/coworker's comments based on my race or ethnicity:

- 3% of **all survey respondents** answered Often or Very Often (9 of 283)
 - 90% answered Never or Once in a while (255 of 283)
- 3% of **all full-time employees** answered Often or Very Often (7 of 222)
 - 89% answered Never or Once in a while (197 of 222)
- 11% of **URM full-time employees** answered Often or Very Often (5 of 46)
 - 70% answered Never or Once in a while (32 of 46)
- 10% of **Black/African American full-time employees** answered Often or Very Often (3 of 30)
 - 63% answered Never or Once in a while (19 of 30)
- 1% of **White full-time employees** answered Often or Very Often (2 of 173)
 - 94% answered Never or Once in a while (162 of 173)

Felt uncomfortable by student's comments based on my race or ethnicity:

- 1% of **all survey respondents** answered Very/Often (3 of 282)
 - 95% Never/Once in a while (267 of 282)
- 1% of **all full-time employees** answered Very/Often (2 of 221)
 - 95% Never/Once in a while (209 of 221)
- 2% of **URM full-time employees** answered Very/Often (1 of 45)
 - 91% Never/Once in a while (41 of 45)
- 3% of **Black/African American full-time employees** answered Very/Often (1 of 30)
 - 93% Never/Once in a while (28 of 30)
- 1% of **White full-time employees** answered Very/Often (1 of 173)
 - 95% Never/Once in a while (165 of 173)

Felt wary or cautious of expressing my personal views about the Black Lives Matter movement:

- 23% of **all survey respondents** answered Very/Often (66 of 281)
 - 55% Never/Once in a while (154 of 281)
- 23% of **all full-time employees** answered Very/Often (51 of 220)
 - 52% Never/Once in a while (115 of 220)
- 39% of **URM full-time employees** answered Very/Often (18 of 46)
 - 37% Never/Once in a while (17 of 46)
- 37% of **Black/African American full-time employees** answered Very/Often (11 of 30)
 - 33% Never/Once in a while (10 of 30)
- 19% of **White full-time employees** answered Very/Often (32 of 172)
 - 56% Never/Once in a while (97 of 172)

Felt like an outsider among colleagues/coworkers:

- 11% of **all survey respondents** answered Very/Often (30 of 282)
 - 74% Never/Once in a while (210 of 282)
- 13% of **all full-time employees** answered Very/Often (28 of 221)
 - 73% Never/Once in a while (162 of 221)
- 26% of **URM full-time employees** answered Very/Often (12 of 46)
 - 50% Never/Once in a while (23 of 46)
- 30% of **Black/African American full-time employees** answered Very/Often (9 of 30)
 - 43% Never/Once in a while (13 of 30)
- 9% of **White full-time employees** answered Very/Often (15 of 172)
 - 80% Never/Once in a while (137 of 172)

Felt afraid to voice my negative experiences around campus:

- 7% of **all survey respondents** answered Very/Often (20 of 280)
 - 78% Never/Once in a while (218 of 280)
- 9% of **all full-time employees** answered Very/Often (19 of 219)
 - 77% Never/Once in a while (169 of 219)
- 15% of **URM full-time employees** answered Very/Often (7 of 46)
 - 59% Never/Once in a while (27 of 46)
- 17% of **Black/African American full-time employees** answered Very/Often (5 of 30)
 - 50% Never/Once in a while (15 of 30)
- 7% of **White full-time employees** answered Very/Often (12 of 171)
 - 82% Never/Once in a while (140 of 171)

Felt afraid to share my suggestions to colleagues/supervisors:

- 12% of **all survey respondents** answered Very/Often (33 of 282)
 - 76% Never/Once in a while (215 of 282)
- 14% of **all full-time employees** answered Very/Often (30 of 221)
 - 75% Never/Once in a while (165 of 221)
- 24% of **URM full-time employees** answered Very/Often (11 of 46)
 - 63% Never/Once in a while (29 of 46)
- 20% of **Black/African American full-time employees** answered Very/Often (6 of 30)
 - 60% Never/Once in a while (18 of 30)
- 11% of **White full-time employees** answered Very/Often (19 of 172)
 - 77% Never/Once in a while (133 of 172)

Felt unable to advance in career development at LSU/Sports Properties because of my race or ethnicity:

- 4% of **all survey respondents** answered Very/Often (10 of 281)
 - 93% Never/Once in a while (261 of 281)
- 5% of **all full-time employees** answered Very/Often (10 of 220)
 - 91% Never/Once in a while (201 of 220)
- 17% of **URM full-time employees** answered Very/Often (8 of 46)
 - 72% Never/Once in a while (33 of 46)
- 20% of **Black/African American full-time employees** answered Very/Often (6 of 30)
 - 67% Never/Once in a while (20 of 30)
- 1% of **White full-time employees** answered Very/Often (2 of 171)
 - 96% Never/Once in a while (165 of 171)

Question: If you would like to provide further comments about the areas above, please do so here:

Positive

- i understand that experience and education help me advance in my area of work. I have the education but getting the experience now, I feel that opportunities will present themselves in the future and look forward to what the future holds. Everything is based on me and the decisions I make. Like I mentioned earlier, it is difficult at times to voice opinions in fear of being thought differently about them. I tend to just keep my mouth shut in order to not upset people above me.
- I mostly feel wary/cautious because of my role as a [Position Title]. When bringing morals and ethics into work, things can often get tricky, but I do feel it's important to stand up for what you believe in, but to do so in a way that positively reflects your intentions so that you appropriately represent your department.

Negative

- Tone deaf co workers sometimes openly discuss a few current harmful conspiracy theories that I am opposed to. I choose to listen without comment in hopes I can understand what is at the core of why they feel as they do. Hoping to hear beyond the ugliness and name calling associated with the conspiracy theories they are discussing. To date i have not heard anything legitimate just regurgitated crap from social media
- Being white and being raised in a household where racism wasn't allowed it makes me very uncomfortable to hear someone use the N-word and it gets used a LOT around me. I also find the music that a lot of our coaches and athletes listen to. The music that's glorified these days glorifies drug use, sexism, racism, violence and its disgusting. The amazing thing is, no one says a word about it.
- I certainly feel my advancement is limited because of my race mainly because the way I do things, although highly effective may be unorthodox to some.
- With my experience and background i was turned down for a promotion with out even given a reason. My immediate supervisor and his supervisor are racial motivated. His supervisor (Director) does even speak to me. He has had a chip on his shoulder ever since i join this department.
- Sometimes there seems to be only one acceptable opinion on BML and other current political issues. If I were to truly express and explain my opinions and beliefs I would likely be reprimanded.
- I've experienced some things during my time here at LSU and in athletics that I have not felt comfortable talking about because of how it would be perceived based not only on my color, but my gender.
- If these questions were geared towards diversity in the sense of gender, my answers would be much different as I have certain experiences based on being a woman in this workplace.
- Within my office is different than within the department. Feeling like an outsider pertains to the department.
- My supervisor is compassionate and kind but shies away from difficult conversations about diversity and inclusion.
- I believe that conversations and education are vital for anything to improve in this world. I do not feel however the zoom meeting we had as a staff where one side was able to just tell about all their hardships and feelings was a fair environment and showed equality to the conversations that need to be had. I don't feel racial equality will be achieved by only listening to one side over the other. I also feel that racism works both ways and that needs to be a point of emphasis. I was in the room when my supervisor made a racially charged comment, that if reversed, I would've been fired immediately with full support from administration.

- When we get to gender diversity and inclusion, the answers will change to Often regarding uncomfortable comments and career advancement. The fear to share suggestions comes more from dealing with the response of - that's not the LSU way or that's the way we've always done it and we are not changing - during first year on the job.

Neutral

- For the being afraid to bring up ideas, in many cases that's just who I am. I have trouble making first contact with people I have followed and respected even before I started working in the [name of] department.
- I want to pursue advance degrees. My problem is the long days of early mornings and late nights of working. I put in 40 hours a week by Wednesday of every week. My weekends mostly consist of me resting and recovering from the week.
- I am a white [person] in [an] administrative role. I would hope that those I supervise would be able to check never to these questions but the reality is they cannot given all the circumstances surrounding them. I want to help change that.
- Need to include gender bias and misogyny or harassment in our efforts.
- Middle class white guys don't have much stacked against us.
- While I personally have not experienced these, I have heard from others affiliated with other departments/branches of athletics that have.

5 - Discussing Race

These questions pertained to participants' comfort level regarding:

- Discussing race in the workplace, hesitations in addressing race in the workplace.

On a scale of 1 to 10, 1 being extremely uncomfortable and 10 being extremely comfortable, how comfortable are you when discussing issues or topics concerning race/ethnicity at work?

- The mean of **all survey respondents** was 6.65
- The mean of **all full-time employees** was 6.64
- The mean of **URM full-time employees** was 6.29
- The mean of **Black/African American full-time employees** was 6.45
- The mean of **White full-time employees** was 6.72

Question: What hesitation(s), if any, do you have when discussing race and ethnicity?

Less Hesitation

- I don't have any concerns.
- None
- none
- My comfort level is higher when I know the individual. I don't want to have someone I don't know make assumptions about me.
- None
- Nope
- None. My supervisors in nutrition are amazing at being understanding and supportive when it comes to race and ethnicity.
- None
- I have been hesitant in the past, but I am not now.
- none
- None
- None, I just think the more it is discussed the more comfortable it will be
- None
- none
- None, always open to my co-workers viewpoints and perspectives.
- None
- It depends on who I am talking to in the athletic department (team, coach, administrator, etc.)
- None
- I feel very comfortable discussing race and ethnicity because my colleagues in the academic center are very open and our staff members representing POC/Minority groups often engage in and are open to the discussion.
- None
- none
- None
- None
- I know I can speak about it with specific coworkers who share thoughts on social justice with me, but I also know there are certain coworkers who are uneducated or apathetic about these topics.
- Currently our country is very divisive over a lot of issues. I have no problem saying my thoughts when asked but will not just bring them up out of the respect of others, unless I had previous conversations with them. I wish our country would focus on the things that bring us together rather than separate us.
- I don't have any hesitations discussing race and ethnicity
- None. I have no fear of standing up for my beliefs or ideals.
- None. Happy to learn from others' experiences outside my own.

More Hesitation

- Not sure what a discussion will actually resolve.
- Knowing that I'm surrounded by conservative opinions and racist people.
- When it comes to work, I prefer to remain apolitical. I've found that discussing politics/race/ethnicity has more cons than pros. At work, I prefer to focus on work rather than talk about potentially polarizing subjects.
- Coming off as insensitive or misstepping. And when it comes to sports, there's gray area about recognizing athletes based on race or performance.
- I don't want to say the wrong thing. I think my ideals and morals align with what is socially occurring in this country, but sometimes I feel like I wouldn't be able to formulate valuable arguments.
- I feel that my privilege as a white male keeps me from wanting to discuss race due to fear of being perceived as performative.
- I'm the elephant I feel immediately outnumbered based on if nothing else the obvious aesthetics
- My views are different than some of the people that I work with and it's extremely uncomfortable. Again, I am against racism, murder, police brutality but it makes me uncomfortable when this is all that is talked about on a daily basis. Is it a problem, yes, but there are other issues that we fail to address. How about, rape, drug abuse, abortion, violence, alcoholism, & child trafficking's?
- offending african americans, getting fired, being publicly deemed a racist
- My only hesitation is how people will receive/respond to the dialogue or information shared regarding race and ethnicity.
- It is just in my personality to not be confrontational. There are such strong opinions right now, it is hard to have honest conversations that will not offend the other side.
- Being worried through your curiosity and trying to learn more you may say the wrong thing.
- Sometimes, due to my lack of education, I am uncomfortable to talk about it because I do not want to come across as disrespectful or like I do not care. So it is easier to listen and not discuss.
- being misunderstood
- Too many people don't really care about equality.
- My hesitations would be that the majority of people in today's world do not want to see both sides of the story when opinions are opposite of one another.
- you don't want to offend anyone. It's a tough subject to touch on.
- Most co-workers don't feel comfortable discussing topics such as race related issues..
- Some hesitancy due to fear of saying something wrong.
- I feel like I have to tip toe around the topic given that I am a white male. I am interested in openly discussing and listening to any and all beliefs and experiences. But I am hesitant to engage in these discussions with others who may potentially view me as an enemy simply because of my race and ethnicity being viewed as the wrong side of the movement.
- Conflicting view from coworkers
- Not the time or place to discuss
- I recognize my need to become more educated before I discuss race and ethnicity.
- I feel that there has been no common ground between coworkers during these times. I think that after we returned after the covid quarantine there should have been an open forum to voice our opinions and set a plan of action to emotionally care for our athletes
- It is a hard topic to talk about, and so I have a hard time bringing it up.
- Being uneducated.
- I'm white, so I feel like I should be there to support, but not to speak to the experience of others who have been discriminated against.

- choosing the right words at the right time
- It makes other people uncomfortable.
- My hesitations are being viewed as making excuses and not taking personal initiative. Being misunderstood because my plight is different being Black. Finally, feeling that it is not important enough for them (White co-worker(s)) to care about my plight.
- As a leader I have to represent everyone in the department. So when situations occur and discussions take place I want to see the discussion from both angles and not mine which could be emotional if not careful.
- I never want to offend anyone.
- Never want to say the wrong thing that might offend someone
- Not being educated enough- so trying to become more educated so I can be in more conversations and stand up more for our student athletes.
- Being looked at as a complainer.
- Saying the wrong thing and not knowing it will offend people.
- Not always sure of how to communicate on difficult and sensitive issues at work.
- I am considered racist if I don't agree with all aspect of the other's argument
- Retaliation against me
- continued working relationships may be impacted by impressions and bias from conversations and perspectives
- I enjoy discussing racial issues but feel more hesitant since majority of athletics staff are white and may identify with a political ideology that has a history of racism in south Louisiana.
- discussing w/ someone who has different views and continuing to work with that person
- I have unintentionally offended athletes in the past with stereotypes I didn't even know existed and don't want it to happen again.
- With LSU being in a more conservative area I feel that my liberal point of view is not accepted.
- Saying the wrong thing and articulating my thoughts. I have so many things in my head right now that I have a difficult time getting them out. I can talk confidently about what I do at LSU but I am not there yet with topics on race/ethnicity.
- Not sure what to say.
- I hesitate on speaking up because I feel as if anything I say will be taken as an offense, so I just chose not to speak. I need this job, so I'll continue to do my job and do my best not to offend anyone.
- wanting to make sure not unknowingly offend.
- I am trying to read more, talk to people and understand the particulars of people that are different than me everyday. While I feel as though I am learning each day, I hesitate to jump into conversations due to a feeling of lack of knowledge on the subject.
- As a white woman, who works with other white people, it rarely comes up in conversations or thought. However, this summer has changed things and we've discussed some more. But my reservations usually tie in with my being white and not sharing those same experiences that my PoC colleagues deal with. What if I explain to people the wrong thing, albeit its coming from a place of well-meaning, and then they continue to spread my misinformation? Those are some of my thoughts.
- It will not go well. Others will not be honest based off past experience and history with them. So discussing at work, is grounds for me to lose my Job. However, I may discuss with someone that looks like me b/c I expect them to understand
- I'm the only Black person in my immediate department.
- Fear of hurting one's feelings
- Not quite confident in having support from administration especially by those in leadership who look like me.

- The Biggest hesitation is administration being open first to hear about it, and then them making a assertive change about it.
- Repercussions for different thoughts or challenging administration
- I worry about saying something that is offensive without realizing it.
- Being white I think it's kind of hard for me to discuss things about other races, because I have no clue what it's like to not be white. While I've heard other people's experiences, I've never truly experienced it.
- Not being able to communicate the "right" thing to say; offending others
- I don't want to assume the voice of those other than my race in the content we create or present. I want to be careful to give them space to speak instead of assuming I know what they would say.
- Sounding brash, when it's genuinely on the bases of not being educated on a topic.
- With white supervisors, it's more uncomfortable. Especially ones who do not think like I think.
- As a middle aged white male I feel that I am one poorly executed word/statement away from being fired. This makes me hesitant in participating in the BLM movement despite my positive attitude towards the subject
- Fear of offending anyone. I want to be a voice of reason and love.
- I believe the average person holds a grudge against others for their thoughts or opinions even when challenged to give them or offers them as part of dialogue. Its unfortunate, but my belief is that the offended party (if it were to happen) is rarely willing to continue dialogue, gain understanding, and attempt to settle differences.
- My hesitation would be if the person I am having dialogue with is mature enough to understand the value of different views and respectful enough to understand that differences of opinions still demand respect.
- Unintentionally saying the wrong thing that may provoke an individual of the opposite race.
- As a white person I do not believe I can enter the discussion as an equal. I believe I have to prove that I am not racist first before I can begin to have a discussion.
- Things taken out of context. The chance that the discussion snobballs into a non-productive conversation.
- Knowing exactly what to say without sounding racist, so many things have changed from what I was taught and learned growing up.
- Saying the wrong things
- Not sure how some people within my organization would handle what I have to say on this subject being that I am very supportive of this movement
- Voicing my view of things
- I just don't believe the workplace is the place to discuss race and ethnicity unless there is a specific issue that affects my department
- I don't want to offend any one, so I'm working hard to educate myself.

Neutral

- It is such a hot topic today, I feel some students are not educated enough to argue their points because they simply repeat what they hear at home.
- Is change really going to happen or are we going to just look at the optics of superficial change. The voting initiative is a great start, but what are we working towards for after Nov. 3, 2020. How are we going to change our hiring practices, i.e. Rooney rule/Bill Russell rule? How do we become more open-minded about taking a chance on someone from outside the LSU family?
- There is not open conversation right now. Certain communities are hurting and we need to let them express their opinions and support them. One could argue these conversations are driven by emotions and we should always support those we care about. This can cloud open conversation and prevent real change/discussion from happening. In the current political environment the people we need to help convince of inequality do not feel safe in open discussions. They feel they are being told they are stupid and their opinion is wrong. Most of the time, any racial differences are bc people have not been exposed to other races.
- I think sometimes the topic is so sensitive that people assume things that aren't the way they are. Many people are closed minded when it comes to diversity and have trouble seeing the world through other people's eyes that have had different experiences.

6 - Discrimination in the Workplace

These questions pertained to participants' experiences with:

- Discrimination or witnessing discrimination within the workplace.

*Have you ever personally **experienced** racial or ethnic discrimination within your work environment?*

- 7% of **all survey respondents** answered Yes (19 of 278)
- 8% of **all full-time employees** answered Yes (17 of 219)
- 22% of **URM full-time employees** answered Yes (10 of 46)
- 27% of **Black/African American full-time employees** answered Yes (8 of 30)
- 4% of **White full-time employees** answered Yes (7 of 170)

Have you ever personally **witnessed** racial or ethnic discrimination within your work environment?

- 16% of **all survey respondents** answered Yes (45 of 278), 68% answered No (188 of 278), 16% Unsure (45 of 278)
- 19% of **all full-time employees** answered Yes (41 of 219), 63% answered No (137 of 219), 19% Unsure (41 of 219)
- 43% of **URM full-time employees** answered Yes (20 of 46), 37% answered No (17 of 46), 20% answered Unsure (9 of 46)
- 53% of **Black/African American full-time employees** answered Yes (16 of 30), 30% answered No (9 of 30), 17% Unsure (5 of 30)
- 12% of **White full-time employees** answered Yes (21 of 170), 69% answered No (118 of 170), 18% answered Unsure (31 of 170)

Question: If you would like to provide further comments about the areas above, please do so here:

Positive

- The first few years I was here, the culture was much different and the males did not treat women with respect. Fortunately most of those individuals have moved on to other institutions and the culture has made a big shift, especially with our new leadership.
- I think LSU does a much better job addressing these issues than another school I worked at within the SEC. There it was more about "checking" boxes and perception than really trying to make a difference and create equal opportunities for all. It is one thing I have really loved about LSU. I feel like LSU is more concerned about what is right than what other's think.

Negative

- I have witnessed discrimination with the faculty and our students. Faculty making assumptions based on race and gender. I have had interactions with faculty and non-student-athletes questioning academic ability and making the assumption that our student-athletes are here for the sole purpose of sport.
- Custodial help not having the opportunity to have some flexibility in their work hours so they can be home to put children on the school bus. Also not having compassionate supervisors that will work with them to take children or other family members to doctor appointments.
- I hope this is not true, but I was a flood victim in 2016 here in Baton Rouge, LA, and became aware of a rumor that I was taking advantage of our government, which I pay and have paid taxes to and for, due that time. I was not living at my home while recovering. Paying on my mortgage and rent at the same time was tough in and of itself. Also, having to deal with being the only Black employee in my department at that time. My faith and relationship with Our Father is the only thing that helped me through that time.
- Was asked to be excused for a normal part of my job, along with others of my race, because the guests were of a different race.
- My supervisor told an African American subordinate of mine, "you let me know if that white boy fucks with you. I will fuck him up for you"
- The Blacks are not treated like the whites are. The whites gets promoted while the blacks don't. The blacks are harness while the whites are not. We are looked at different than whites even with our education and experience
- A white co worker said the n word one time from a sonf and while it was not intended to cause harm it was still inappropriate and ignorant
- I'd rather not Yet it happens, has happened, and still is happening. Some are very discrete
- I've seen it in the hiring practices. Comments such as "a little too aggressive or etc..." when describing a Black Woman Candidate.
- Was questioned about how I advised black student-athletes in regards to enrolling them in science and math as freshmen despite my proven graduation rate record at a previous institution. I also heard the comment "because we own them" as reason black student-athletes should have to meet with a white psychologist or social worker despite my efforts to explain why it was uncomfortable for some.
- Hiring practices are not intentional on creating diversity and inclusion.
- Hard to witness discrimination when the diversity doesn't exist. Which is ultimately discrimination.
- I have not witnessed discrimination, but I have heard insensitive comments regarding the N-word.

Neutral

- I've experienced and witnessed micro aggressions but would not categorize that as racial or ethnic discrimination.
- I just don't see it where I work. I see bigotry every day but racism, absolutely not.
- depends on how you define racial or ethnic discrimination
- While I haven't felt racial or ethnic discrimination I have most certainly felt uncomfortable about how women are treated.
- I have been accused of being raciest.
- My yes answers were from many years ago in the late 90's, early 2000's.
- I may have witnessed discrimination but been too ignorant to notice what I was seeing.
- I have seen some questionable responses, especially toward transient workers (red shirts) but cannot be sure if it is racism or classism

7 - Police Brutality

These questions pertained to participants' individual experiences and thoughts regarding:

- Police brutality or if anyone they know has been affected, including an inquiry on whether anyone intervened in the encounter.

Have you personally witnessed police brutality?

- 15% of **all survey respondents** answered Yes (43 of 280)
- 17% of **all full-time employees** answered Yes (38 of 221)
- 40% of **URM full-time employees** answered Yes (19 of 47)
- 45% of **Black/African American full-time employees** answered Yes (14 of 31)
- 11% of **White full-time employees** answered Yes (18 of 171)

Have you ever been a victim of police brutality?

- 5% of **all survey respondents** answered Yes (14 of 280)
- 6% of **all full-time employees** answered Yes (13 of 221)
- 11% of **URM full-time employees** answered Yes (5 of 47)
- 10% of **Black/African American full-time employees** answered Yes (3 of 31)
- 4% of **White full-time employees** answered Yes (7 of 171)

Has anyone that you know been a victim of police brutality?

- 24% of **all survey respondents** answered Yes (66 of 280)
- 25% of **all full-time employees** answered Yes (55 of 221)
- 45% of **URM full-time employees** answered Yes (21 of 47)
- 52% of **Black/African American full-time employees** answered Yes (16 of 31)
- 19% of **White full-time employees** answered Yes (33 of 171)

[If yes to any of the above questions]: Did anyone intervene during the police brutality incident(s), including yourself?

- 9% of **all survey respondents** answered Yes (7 of 74)
- 11% of **all full-time employees** answered Yes (7 of 63)
- 7% of **URM full-time employees** answered Yes (2 of 27)
- 0% of **Black/African American full-time employees** answered Yes (0 of 20)
- 11% of **White full-time employees** answered Yes (4 of 35)

Question: If you would like to provide further comments about police brutality and/or your experience, please do so here:

Directly Affected

- I've been roughed up by the police and I've seen family members roughed up to but we ALWAYS complied with the demands of the officers and escaped unharmed. Just last month I was stopped by a black officer who wrongfully accused me of something and completely lied on the report that was written on the ticket. I listened, took my ticket and immediately called his superiors once he was in his automobile and drove away. I didn't say a word to him except for yes sir, no sir. Did anyone call me to discuss it, was my ticket torn up, absolutely not? Again, there are bad officers, black and white in every force.
- Police brutality is a subjective term but I have had a cop pull a gun on me and my friends. It was psychologically damaging but not physically damaging.
- I have personally encountered a lot of obnoxious police officers in my time. I do however understand how stressful their job is and know that it's dangerous as well, therefore I complied with their orders and the situation never escalated.
- I was raped by a cop when I was in college, so I'm not sure if that counts as police brutality in the sense of what this survey is looking for, so I said no. However, in the technical sense, it could qualify.
- Although brutality refers to a physical act, I have witnessed the emotional stress associated with being racially profiled and being pulled over.
- Needed a third option of "I Don't Know" on the third question. If police harassment is included in police brutality then the third question's answer becomes yes. As a white [person] working with Black young men and women over the past 30 years, I have become more aware of the micro-aggressions that could have escalated and gone very differently.
- I have had police comment on my ethnicity. I have been pulled over with a black man and think it was bc of that. But, I also do not feel police treated me, or the black men I was with, different when I have been with other minorities. Police, in general, seem to like "power." If you are compliant, I have never seen anyone taken advantage of. We can definitely reeducate police. But, it is a very difficult job.
- I intervened once when a police officer was brutally beating a man who hit his girlfriend in public. I am conflicted about that situation. I have personally been hit and pistol whipped by BR police for being in the wrong neighborhood late at night.

Indirectly Affected

- When I was in college, the city police maced an outdoor party to make them disperse. Seemed unnecessary.
- A friend's dad was pulled over by a cop and told him to step out of the car for no reason and had pulled out his gun. No one was harmed but the friend was afraid of her dad possibly getting shot just for being black

Other

- I work very closely with our police department and other agencies in and around Baton Rouge. We have over 300 officers in and around the stadium on gameday and every single officer, from the Chief down, has ALWAYS been very supportive and respectful to me and I have been lucky to have them near me in several situations on gameday that could gotten out of hand without their support.

- More training for law enforcement and the use of deadly force!
- I believe that police have one of the toughest jobs in the world. They have to make life and death decisions every second. It is sad when it results in the death of anyone.
- What does police brutality have to do with LSU work environment?
- I have heard stories but never been around such activities.
- It is different for Black people.
- unsure- it was a story
- I respect the police as brave men and women who choose their career to protect their communities.
- I'd rather not
- I think that there needs to be a better effort in building a trust between our black student-athletes with not just only the local police department, but LSU's campus police department.
- It is inhumane and unacceptable.
- I think it is difficult to talk about police brutality as a whole, each case or situation is an individual case and has many different things that are not made public knowledge. I think our police force could be trained better to deal with certain situations and in a less lethal way. I also feel that they have a right to defend themselves if they felt like their life is threatened. Every person knows that cops carry firearms, if a cop was knocked out, they wouldn't have the capability to defend themselves with their own gun. I think the media has played a huge role in the police brutality movement, they are not telling all the facts. I feel as though they have a political agenda and will do whatever they can in order to divide this country. I feel that both the right and left sides of the political spectrum have their news networks and try to tell their side of the story to their viewers through those networks and only tell the story from their political point of view. Neither side wants to admit when they are wrong, so the truth never really comes out.
- I believe this conversation needs to be defined. It is lazy to say that police as a whole are brutalizing black people. Not all do. In fact it is a very, very, very small majority. But, the narrative today is if you say this, you are racist and denying the problem.

8 - Protests

Participants had an opportunity to share their thoughts on protesting outside of the questions asked earlier within the Protests section.

Do you support kneeling and/or the #TakeAKnee movement as a form of protest for racial inequalities in America during the national anthem?

- 62% of **all survey respondents** answered Yes (168 of 270)
- 64% of **all full-time employees** answered Yes (137 of 215)
- 80% of **URM full-time employees** answered Yes (37 of 46)
- 93% of **Black/African American full-time employees** answered Yes (28 of 30)
- 59% of **White full-time employees** answered Yes (98 of 166)

Would you support a colleague's, student-athlete's, or coach's decision to kneel to protest racial inequalities in America during the national anthem?

- 86% of **all survey respondents** answered Yes (230 of 268)
- 89% of **all full-time employees** answered Yes (188 of 212)
- 96% of **URM full-time employees** answered Yes (43 of 45)
- 100% of **Black/African American full-time employees** answered Yes (30 of 30)
- 87% of **White full-time employees** answered Yes (142 of 164)

Question: If you would like to provide further comments about protesting, please do so here:

Positive (In Support)

- I support a colleague's right to demonstrate their opinion through demonstrations. Everyone has the right to voice their opinion - be it for or against current movements. All people and opinions should be treated with respect. Shed light on injustice, but keep an open mind. This subject tends to create polarization in opinions - demonstrations should be performed because they are physical manifestations of YOUR opinion. Think of others - Care for others.
- As long as it's peaceful, I don't care how you protest. Just don't go rioting, looting and all that other stuff and talk about how the world has treated you so poorly. There isn't a difference in my eyes.
- I appreciate our SA, Coaches and Administration for taking the time to do this right!! I am excited for the future of LSU Athletics!!
- I love to see what the athletes are doing. It is amazing to see them ignore everything ignorant their alumns (and random people) have to say. It is also great when higher ups in administration and coaches support what their athletes and colleagues are doing.
- It's not about the flag; athletes and celebrities are just using their platform.
- Whatever gets us from where we are now, to a better place is fine with me.
- We as a Black community of "Lives" have to come together and show the world the true value we have always had. I love this country. It is the best in the world. I just want this country to love me back.
- I support the rights of an individual to take a knee during the National Anthem but I will not be taking a knee
- personal protest needs to be acknowledged and supported - at an institution of higher education - young people need to learn to think critically and purposely with their intentions/actions.
- Protesting is our right Rioting, looting is criminal behavior and should not be tolerated.
- I'm all for peaceful protest with a clear message, No Justice No Peace, No Racist Police, No Justice No Peace!! Hear us and meet us more than half way. That doesn't mean Riot or Looting, it means you will not have Peace of Mind until you are able to subdue the constant inequalities and disrespect of Black/Brown people. Peace is a state of tranquility. And frankly, those of us who know and have experienced, and have witnessed, we are tired and heartbroken
- I have no problem with anyone protesting but I worry about the frustration that those protesting might feel if no change is seen
- I support people's right to protest in anyway they feel necessary in order to get their message across. I would be supportive of any athlete or coaches that desire to do this during an LSU Sports event. However, kneeling for the National Anthem is not an activity I personally would take part in.
- I believe LSU Athletic Admin should be publicly supportive and encouraging of any forms of protests our Black students choose to take. I also believe coaches who have explicitly instructed their players to remain silent on social media and not kneel should be reprimanded and/or educated at the least.
- I feel strongly that we should support our athletes/coaches/staff if they feel called to use their voices to speak or protest against systemic racism and police brutality.
- I feel that I need to stand for the National Anthem due to the soldiers sacrificing their lives for my freedom. But I also understand that the freedom they fought for includes being able to kneel during the National Anthem if you wish to do so and not be punished for it. I am for everyone's rights, as long as it doesn't take away someone else's rights. Like protesting, you can protest but don't block traffic and take away someone else's right to drive down the street.
- I will stand for the National Anthem, but will support my colleagues/students/athletes if they choose to kneel.

- I would support guys protesting because it is their first amendment right and I respect that. I will not protest and that is my first amendment right.
- I would love to participate is more of them but rarely have the time.
- For the record I don't support nor condemn kneeling. The basic cornerstone of America is the 1st amendment with freedom of speech and expression. I don't kneel and will not ever kneel for the anthem while at the same time, if someone wants to kneel, that is their right and I support their right. I think there should be an answer option says that "Don't care." Freedom of speech and expression is justly that, there is no right or wrong answer.

Negative (Not In Support)

- You don't gain traction in a movement by showing disrespect to things that are important to the people you are recruiting to your cause
- There should be no personal protest at the workplace or a sporting event. Having these events associated with the workplace create division due to not everyone having common views and feeling pressured to conform or be labeled as non conformist or racist, when that may not be true.
- The Take A Knee movement is so disrespectful to every serviceman/woman who has fought for this country. I would consider supporting other forms of protests, but as an American and the daughter, niece, granddaughter, cousin of many servicemen and women, this is very disrespectful to them and this country.
- do it on your own time leave it out of sports

Neutral

- There are many organizations that help with voter's registration, even after care programs in black communities. It would be nice to see students who have made it to what many students who are underrepresented would call success.
- everybody has freedom of expression but nobody should have to be forced to express themselves
- Destruction of personal property, private and public property, screaming in someone's face because of the color of their skin and that you have no idea of what they have experienced in their life is unacceptable. Humanity...some people forget that for their own agendas. Get to know people on both sides. Both sides have to be willing to listen with screaming at each other.
- Looting & not wearing masks or practicing social distancing are the 3 things that should not be allowed
- With respect to state employees (staff/coaches), I believe it's inappropriate to make be perceived or actual political statements/endorsements while representing their employer (i.e. wearing LSU branded clothing, speaking as an LSU employee). Student-athletes should have much more latitude to use their platform for such messages, so long as it doesn't detract from their team's goals and unity.
- I would encourage protesters to find new language that is inclusive. "Unity and equality for all." "reorganize the police". Peace in the streets. Messanging is important.
- I struggle strongly with when/how will protesting produce change. It produces awareness...but we need change. Some of the most visible people in the world are and have been speaking of and demonstrating on racial injustices but is it producing change?
- I participate in [community organization] in BR right down the street from LSU and it just feels we need to reach those kids more. We need to show them there are other avenues in athletics than sports.

9 - Diversity Supplier Efforts

An opportunity for participants to share extra commentary after answering questions pertaining to:

- Diversifying vendors/suppliers, supporting requirements to utilize minority-owned businesses, and LSU Athletics' intentional pursuit of Black-owned businesses to provide goods and services.

Would you support efforts within your work environment to diversify the vendors/suppliers you currently use to purchase goods and services?

- 94% of **all survey respondents** answered Yes (252 of 268)
- 95% of **all full-time employees** answered Yes (204 of 215)
- 95% of **URM full-time employees** answered Yes (42 of 44)
- 100% of **Black/African American full-time employees** answered Yes (30 of 30)
- 95% of **White full-time employees** answered Yes (159 of 168)

Would you support requirements to utilize minority-owned businesses as vendors in your unit?

- 71% of **all survey respondents** answered Yes (190 of 266)
- 71% of **all full-time employees** answered Yes (152 of 213)
- 84% of **URM full-time employees** answered Yes (38 of 45)
- 97% of **Black/African American full-time employees** answered Yes (29 of 30)
- 68% of **White full-time employees** answered Yes (112 of 165)

Do you think the LSU Athletic Department should intentionally recruit Black-owned businesses to provide goods and services?

- 59% of **all survey respondents** answered Yes (155 of 264)
- 61% of **all full-time employees** answered Yes (128 of 211)
- 75% of **URM full-time employees** answered Yes (33 of 44)
- 90% of **Black/African American full-time employees** answered Yes (27 of 30)
- 57% of **White full-time employees** answered Yes (93 of 164)

What percentage of goods or services purchased by the athletic department do you think is provided by Black-owned businesses?

- The average (mean) answer for **all survey respondents** was 20%

Question: If you would like to provide further comments about diversity supplier efforts, please do so here:

Positive (In Support)

- I have already implemented purchasing from minority owned businesses within my environment.
- Any percentage would be great - not sure what we currently spend? I do not believe utilizing minority vendors just because they are a minority owned business, I just want them to have an opportunity to sit at the table and present their product.
- Being a student worker for [Department Name], I have seen every single vendor we use. Since coming back for the summer/semester I have noticed they have done their best to seek out black owned businesses.
- I am in favor, as long as the service and quality is equal to a current vendor. The majority of the time we never know who owns the companies we purchase from.
- I think that recruiting black owned businesses is a valuable tool in teaching athletes about life outside of the 4 white lines. They need to be educated on ways to create careers for themselves and not rely on institutions to provide them money. We could not only recruit their services to support black owned businesses but to also allow the business owners the chance to share success/struggle stories and life lessons on how they got to own their business. Business education classes, budgeting, savings, etc. forums could all be taught by real life examples of success from people that look like them. Which may increase confidence within the athletes that they could do the same.
- We must be intentional about diversifying suppliers.
- I support the need to solicit minority owned businesses but feel it's important to still go with the best quality goods and services that we can get at the most competitive price. I know of one minority owned business that I personally recommended numerous times and no one even called the guy.
- This needs to happen. I know that we are making an effort to devote our energy into this endeavor - including giving priority to Black-owned restaurants when suggesting vendors to visiting teams.
- I think we should try and diversify suppliers. Once we decide who the best supplier or provider is- then that's the one we should use.
- I would say that even if they are a little more expensive, we should look at using a diverse supplier. The product does have to be equal or superior to what we have used in the past.
- This is still a business and budgets have to be adhered to. If a minority owned business can provide the same quality products at a cheaper price (as the bid process would like), then I have no problem purchasing from them.
- The efforts should be intentional
- I support diversifying our suppliers and vendors, HOWEVER I think we also owe ourselves the responsibility of doing what's best for us and keeping costs low where we can. So I definitely support the idea of giving minority owned businesses more opportunities, but at the end of the day we can't be paying so much more for minority owned suppliers in my personal opinion, though some increase in cost would be justifiable to give back more to the community I think.
- I'm supportive of efforts to diversify any aspect of our Athletics Department and make people aware of different options of businesses that are owned by minorities. However, I'm not sure its fair to put a requirement or mandate on which companies can be used for certain goods or services based on race.
- Roughly 40% minorities in the state of Louisiana. Equal rights = the percentage should be based on the population percentage.
- The Black population of Baton Rouge is 47.2%, I'm sure we can figure out business to use that meet that number.

- 10 percent would be a good goal to shot for. In fact that's a high number even in corporate america. If we can get to that number over two years and then expand on it then we are good.
- America is 13% black, so aiming for something higher than that would be positive improvement
- We need more minority vendors. I am torn about quotas. Should they reflect the national average? Should they reflect the Louisiana average? We might need them to start, but eventually the goal is to hire the best.
- I support any good business that is able to work with LSU Athletics.
- I am all for looking into Black-owned businesses, but I feel like suppliers, partners, vendors, etc. should go to the best business and contract for LSU. I am all for looking into options for vendors no matter what ethnicity or background they come from. Contract with the best.
- We need to be better in this area
- The percentage Black-owned businesses and services should be represented in the percentage of Black Athletes that we have on sports teams.
- Whatever the percentage of minority owned business should correlate with the percent of business.

Negative (Not In Support)

- I do not believe you should intentionally or require black owned businesses but do feel that is is strongly recommended to do the most research and due diligence in picking a supplier for what they offer rather than what/who they are. A suppliers beliefs should be considered when choosing them but not the final say.
- I think there should be some type of "highlight" or monthly notification on minority-owned businesses but a requirement seems to be a push in the wrong direction.
- diversity should be encouraged but not required
- I don't think we should just use minority owned businesses because they're minorities. I think we should use vendors that best serve our needs, produce the best products, and have the best prices. To me, that is a dumb statement.
- Do you think the LSU Athletic Department should intentionally recruit Black-owned businesses to provide goods and services? No. I think LSU Athletics should intentionally advertise in these markets and intentionally publicize their desire for new businesses to provide goods and services. If recruitment is followed in the sense of the word as spreading information then absolutely yes. But I do not think a black-owned business should be hired specifically because it is black owned. I do think, however, that recruitment efforts could be increased to give those business a more fair shot, but the ultimate decision for any company joining should be merit based.
- I don't think that should be a requirement to use black owned business, but do think there should diversification and intentional promotion.
- I do not think decisions of vendors or suppliers should be based on race at all. It should only be based on what vendor or supplier has the best products for LSU.
- i answered NO as I feel as long as the business or vendor is exceptional and provides a product or service at a high rate, it doesn't matter what the ethnicity is of the owner. And in the case two different businesses with exceptional ratings, then I whole-heartedly support utilizing a minority business.
- I do not think requiring LSU to purchase goods from a minority owned business is good financial stewardship. The minority owned business must know that their prices have to remain competitive. I worry that a business who knows LSU MUST buy from them will increase the prices of their services because they have leverage over LSU

- "Requirements to utilize minority owned businesses" seems like the opposite idea of a free economy and contrary to state purchasing guidelines. There are processes in place in which minority owned businesses must be included within bids, but to REQUIRE seems a little too aggressive/antithetical. We should be looking for the goods or service that best fit our needs at the best possible price, regardless of who owns the business.
- The only reason I do not support this type of inclusion is because you can do the wrong thing by trying to do the right thing. How does getting the best product for the best price available coincide with what the race of the owner is?
- I don't think vendor choices should be solely determined by race. Quality and consistency should remain the top consideration but if vendors are on close or equal footing I'm happy to support minority suppliers
- I believe goods and services should be purchased or utilized based on the merits of that product or service, not the color of the person who owns the business.
- I believe that LSU Athletics gives any and all companies/organizations the opportunity to earn their business. I think incentives could be placed in recruiting minority businesses to bid on opportunities but not requirements to use those businesses. The best company, with best product and service, should get the business.
- What about Hispanics? Asians? I'm only for buying from vendors if it is fiscally responsible. The color of one's skin shouldn't matter. If the product is inferior and/or costs more then it doesn't make sense. If we can find another product that is cheaper and/or better quality that ultimately provides better value, then great lets do it.
- Get people that can do the job for the job requirements not for their race or color.
- We shouldn't purchase or align ourselves with an organization just because of the owner's ethnicity. At the end of the day we need to be the best and we need to win, most resources on the table.
- I think the vendor with the best product and service should receive the departments business regardless of race.
- I think we should get the best business for our needs. Not against any type of business just want the freedom to order what I need...
- I dont think you need to purchase based on color. Its just about whoever has the best product regardless of skin color.
- LSU athletic department shouldn't just work with a business because of who owns it, they should be working with the business because they are the best fit for the job
- I think that we (LSU) should recruit the BEST businesses to provide goods & services regardless of what their ethnicity might be - white, black, brown, whatever: it shouldn't matter
- I do not think we need to intentionally use black-owned businesses if the quality of the goods and services that are needed were to diminish. Ex: In the [Department Name] we order and work with [Company Name] for [Product Name] because they are the industry leading companies for [Product Name]. It could be detrimental to other program if we used [other] companies that are not certified or experts in their field. I think it makes sense to definitely make an effort to work with black owned business for some goods and services, but not to the point where the quality of the product changes.
- I don't think a particular vendor should be used just because of ethnicity. Vendors should be used based on quality of product and price. I do think we should make sure black owned businesses bid.
- I support all diversity but have issue with specific black-owned questions on this questionnaire. If we are going to push diversity and inclusion, we should talk about that and isolate one group within a group. This is where you begin to lose people's interest.

- I think that we should support local business that provide us with superior services regardless of the race of the owner. I am completely open to meeting new vendors and expanding what we already do but not at the expense of loyal companies who have helped us for years losing business.
- I believe if a product or business is good it should not matter the race/ demographics of the owners and workers.
- I think we should buy the best product for the best price regardless of the race if the businesses owner. Race and ethnicity should not be a factor in what we buy or use.
- I think the business that are providing the best services in goods, relationships, and support of the athletics program should have the opportunity to bid on or whatever the guidelines that are set, to obtain the opportunity to provide services. This is regardless of the race, or gender. The business that can provide the best service should get the job.
- I think we should supply our athletes with the best equipment, gear, food, amenities, etc. regardless of race. If it is our goal to put the best product on the field, we should supply our athletes the best products regardless of where it comes from.
- buy from the cheap source not from who owns the company

Neutral

- I think everyone should have a fair opportunity to compete. I think an appropriate time frame for all to show their business can handle needs of the department based on pre determined specs. Being tied to any vendor in this business for the long haul for any reason other than acceptable performance can be detrimental. A solid trial period
- Some of my responsibilities is to get quotes. As a state institution we should always try to find the best price. I am of the believe that completely avoiding white and other minority business is just as racist as avoiding black owned business. Always look for the cheapest price.
- Business office on campus has to be lenient that some of these businesses do not operate in the way that the business office demands. An example would be their accounting system may not show all the information that has to be provided on a receipt or invoice etc...
- I think every vendor should receive an equal opportunity to provide the best goods and services to athletics. I think the company with the best product should be awarded the business.
- I believe this is going to be a long process as we will need to educate not only our department, but also the black owned businesses. Everyone will need to be patient and allow this area to evolve.
- I believe in my position all companies should have an opportunity to compete but they timing quality of goods and service should not be over looked because they are a minority owned business. They must be set and held to the LSU Standard of performance.
- I believe that there are more purchases through minority owned (women, Hispanic and black than are being counted correctly across the entire budget. Not just through purchase orders. State purchasing laws require that businesses provide the best pricing of products. If minority owned companies do not bid or do not provide the best pricing, then it is difficult to control.
- I believe in best product, best price, best service. I have never completed a purchase based on race or ethnic background. I also think that the % purchased number should include credit card purchases where we have a choice on who to buy from rather than PO only.
- I think it should be 50/50. If there is a black-owned business that does a job well, and is helpful to LSU, then of course!! Sign them up. Don't just do it because you pity them.
- As long as athletics are held to a standard based on performance, I believe the products we purchase should be based on that. As a minority, I don't understand how other race/ethnicity would not be included in this "Requirement"

- I believe that it should be an bid process that is fair and equitable for all vendors. The best vendor and the best product should be available. Vendors/restaurants/caterers should be judged and chosen based on their product quality and the needs of the people making the request.
- I think we should support businesses who do the best jobs providing whatever needed service and continue relationships with vendors based on merit.
- I think we should have a diverse set of businesses we use but I also think we at times have to take into consideration the best option of goods/services, best price, convenience of the good/service\
- I think we should use whoever is best fit for the job
- We had a Black own mobile detailer that wash the sprinter van and one day he parked in the wrong spot to wash the vans and the director got upset and let him go. He could not come back on campus. This director is rotten to the core.
- This is going to be hard and take a full commitment. Campus needs to help us be better.
- When making orders I do not know if they are minority/ black owned business or not. I simply try to order the best product at the best price that I can get the quickest and easiest.
- Only thing black owned are the athletes of primary sports and the custodians
- There are so many roadblocks to becoming a vendor on campus but I also don't know how much vendor use is checked. I have used quite a few vendors in the past without referencing whether or not they were a vendor and I have never been reprimanded.
- We should create an educational program for Black vendors on all aspects of partnering with LSU Athletics. These vendors should be made aware of how contracts are awarded and for LSU to be intentional on its efforts to provide contracts.
- And that percentage is probably too high. How can we encourage our Black students to go into businesses that we use to do our jobs?
- Must meet public bid laws so there needs to be consideration to that regulation.
- It is difficult in some instances to purchase from black owned businesses. At LSU, we are allowed to purchase straight from the manufacturer in some instances. If we were required to purchase from black owned businesses, it could cost more and make us go over budget. One area were we could purchase from black owned businesses is with catered food. I went last week to Melanial Park and purchase a BBQ place from Memphis Mac, who is a former employee of LSU Athletics. I am sure we could get him to cater food for our athletes. The food was amazing.
- I'd like to understand the goals of this effort to better respond. I don't believe anyone would not want to support this effort, however, many small businesses (regardless of ownership status) are unable to provide competitive pricing or levels of service that are requested/required of an enterprise as large as LSU Athletics.
- My perspective is - I would love to support everyone. I do think we need to diversify vendors, but also I want to do it because it's the best vendor for us. I don't want to just use someone because it is "The trend"
- Quality should matter.
- While I of course support and love the idea of minority owned businesses to be used, I feel like making it mandatory is a slippery slope. I think whoever provides the best product or service at the best price should be used, regardless of race or ethnicity. Now, if a department is not using a certain company because of race or ethnicity that is also wrong.

10 - Thoughts on Existing D&I Efforts

Participants provide their thoughts on the diversity and inclusion efforts already released by the athletic department. (the "Heard" series for student-athletes, various diversity and inclusion councils, communication from administration, social media content, educational opportunities, resource documents, etc.)

Would you voluntarily participate in any of the following diversity and inclusion educational opportunities (check all that apply): (Speaker series, Diversity training, Small group discussions, Movie, Book club, other)

Top 3 diversity and inclusion educational opportunities (in order):

- **All survey respondents:** Speaker series, Diversity training, and Small group discussion
- **All full-time employees:** Speaker series, Diversity training, and Small group discussion
- **URM full-time employees:** Diversity training, Small group discussion, and Speaker series
- **Black/African American full-time employees:** Small group discussions, Speaker series, Diversity training
- **White full-time employees:** Speaker series, Diversity training, and Small group discussion

Question: What are your thoughts on the diversity and inclusion efforts already released by the athletic department? (the "Heard" series for student-athletes, various diversity and inclusion councils, communication from administration, social media content, educational opportunities, resource documents, etc.)

Positive

- thankful we are hearing our student athletes and colleagues and supporting them appropriately
- I think its a good start, but diversity and inclusion efforts take time so more trainings etc are needed overtime
- I think the efforts and outreach have been appropriate and a clear signal from the administration that the support is serious and substantial.
- I think LSU Athletics has done a great job ensuring all athletes feel heard, informed and validated
- I think the efforts are well-intentioned and I'm glad race is being openly discussed in a way to bring about positive change.
- I think what has been done so far to hear the voices of the student-athletes has been helpful.
- I like what I see, we have not had any dialogue about race since I arrived in 2010. I could never understand the reluctance to address those issues especially here in this region. Issues with the education system, poverty, crime, history of racism at LSU, health issues...a plantation a quarter of a mile down the street from campus. What I really like is that it feels like we are picking up the pace instead of fading away as time passes. We have to continue educating our student-athletes, staff and the community we serve - keep working at it everyday.
- I think it's been great to see the student-athletes finally come forward and use their essential voices in the fight for equality. It speaks volumes to the players coaches have recruited. The coaches have recruited players who have a strong sense-of-self and know what they want. They are able to articulate very important aspects of the movement. With these players, LSU Athletics has taken a stand with their players, which I admire.
- Great start, more to be done.
- I am currently pleased with the new administration's efforts. Won't be an overnight change but I'm impressed by the open efforts I've seen in this Louisiana climate
- I think they are pretty cool and effective at promoting diversity
- I think they're doing a great job on the diversity and inclusion efforts.
- I think the HEARD series has been great for the athletes although participation may be a little low. I think the councils have been doing an okay job given how many people are in the department overall. Social media could be a little more active around these issues.
- I think the athletic department is off to a good start but has a long way to go. I have constantly been asked what can we do to get athletics involved [with NCBI], just to even attend a training. In the past, a colleague and myself would try to organize some NCBI trainings for student-athletes and that was usually met with resistance. I think the new administration is making this a commitment and I am encouraged by what I see. Student-athletes also need assistance in how to conduct themselves regarding these issues. Some student-athletes feel that they can use certain language around teammates and that the teammates would be comfortable telling them if they were offended or to stop. In the past, have had speakers come in and address certain teams. Activities for student-athletes can't be a checklist item but need to be sustaining. I really enjoyed the Saturday Zoom call with staff and coaches, very eye opening. I hope that there will be more of these opportunities.
- I think it is a step in the right direction for sure

- I am inspired by the initial actions of the athletic department. I believe/hope that over time, those who are opposed to this type of change will eventually chose to not be a part of the department. Those that remain may stay open-minded and listen to the education that will be provided.
- Doing a great job!
- I think the department is doing a great job creating different avenues to support the diversity & inclusion efforts. You could potentially have a mandatory meeting for all SA similar to the Life Skills meetings to be based around education or speakers on the topics. I know right now it's hard to get them all in one room with COVID but could make it a mandatory zoom?
- I think they are very valuable. The zoom call made available for those in the athletic department was eye opening, and I think having those continued dialogues are very important. I may not fully understand some of the situations, but hearing perspectives and understanding how I can help or do my part is important to me.
- I think it is long overdue and a great stance for our department to take.
- I really appreciated the Zoom call we did a couple of weeks ago to hear from coaches and staff. Before that I honestly don't know what we had done as a department to be educated on the topic.
- I agree with it 100%. I especially think it is important to hear from student athletes and their treatment; especially their treatment from the "outside world". People say some ugly things on the internet and I am hoping LSU offers emotional support during these times too.
- Love it
- I think it's great. Taking a stand for what you believe in is a great thing, and I think everyone in the LSU community has handled it well.
- I think it has been good but some people are confused about what they can join in and something other than zoom would be good
- I love it. Very proud of athletics for taking it on.
- I thinks it's very beneficial
- I believe that it is very healthy/productive and a step in the right direction
- I feel we are headed in a really positive direction. The March was great. The HEARD series will continue to grow and allow our black student athletes a safe, open platform to express their concerns. I appreciate the new administration allowing everyone to have a voice and allowing us to express it openly. There is much work to do, but we are definitely headed in the right direction.
- I love it the efforts. I think they could be more impactful, though. And I know they will be as the D&I develops.
- Its a start..
- All were great and executed well, but it's just a start.
- I think it has been very helpful and a great start to the movement.
- I think they have been very successful.
- I think the athletics department is doing a great job. We have several programs being planed to help all staff members better understand diversity and inclusion.
- I have enjoyed being a part of a department that values diversity and inclusion and investments in that area - including these various initiatives. Great work so far.
- They're good
- I think it's a good start but still a long way to go.
- I think it is a step in a direction toward making diversity and inclusion a more commonly talked about topic.
- I think they are very good.....but after that what is next....are people willing to do the work seriously?
- They're fine.

- I think the BSAA and Heard series are both wonderful! It is awesome to see our students feel like they have a voice in a supportive, safe environment.
- I think they are finally starting to move in the right direction with their inclusion efforts.
- I think these gestures are very monumental in that people who feel marginalized are able to voice their opinions and really be heard. Knowing that in these times social media can dictate our opinions and choices to do things, I just hope this isn't the new fad. I love that conversations are happening. I want to see change though. I remember hearing [Staff Member Name] talk about getting back into the community that LSU is nested in to build trust with them. I would like to be involved in those efforts. I like that after we had the all staff meeting on zoom that [Administrator Name] sent out the bullet points of what was talked about and steps we could take. I think it would be awesome to see those plans in place.
- Very encouraged.
- I think LSU is taking strong steps currently.
- I think it is a good start that LSU has addressed some issues, but it cannot just be to check a box. We must be intentional daily to support black staff and black student-athletes. We must put faces to our push
- It is good to see our Athletic Department taking strides for more diversity and inclusion. It is a good first step, but it is important to keep the momentum rolling on this topic and hopefully it does not fall to the wayside in time.
- Great Start!
- I think the Heard series is wonderful and should be a regular event, maybe monthly, for student-athletes AND athletics staff. We still have a long way to go in the other action areas like retaining and hiring a more diverse staff. This is a conversation that has been needed for years, but we also need to include communication about other minorities in our department like women, other races/ethnicities, etc.
- I've enjoyed it, and appreciate the amount of administrators participating. Would like to see more concrete action taken, but definitely moving in a positive direction. I'm happy about that.
- My hope is that this is not Louisiana State University checking the box and afterwards it is back to business as it always have been.
- it's been going very well.
- I think the Heard series has been great. I liked that there were options for both black identifying student-athletes and staff and then the session that was open to all student-athletes and staff. By doing this, it allowed for black identifying student-athletes to be heard and respected, but then also allowed people that aren't black identifying to show their support. While the comments on social media have been difficult to read, I appreciate and support the athletic department posting different diversity and inclusion efforts (Twitter, Instagram, billboards, scoreboards, etc.). The Tigers United Unity Walk was a great event and very well organized. I would have liked to see more prominently white teams participate, especially as I believe some coaches promoted it more than others, but I respect their choices and understand many of the teams are experiencing quarantine/isolation difficulties.
- I think we are moving in the right direction.
- I've been extremely impressed with the increased opportunities and quality of the opportunities for education and participation in support of the exposure and ending of social injustice and systematic oppression.
- A very much eye opening experience. During these challenging times all I want is for everyone to have less hate and more support.

- I believe that the diversity and inclusion efforts sponsored by the athletic department have been educational and supportive for the campus community, allowing opinions to be voiced and heard, which has been powerful for all involved.
- I enjoy the open dialogue that is being created within the department. Am very interested in educational opportunities and resource documents.
- good start. need to be more intentional with our end results and actual changes
- I believe the effort made thus far is good.
- I think we are moving in the right direction. Continuing a group discussion through out the athletic department can only benefit us and the more things we as staff members have to put our hands on the better. Which will allow us to grow in education, but also have the resources to share with our athletes. Being encouraged to join these councils and making sure we are putting in the work is something of importance as well.
- It has been frequent which is good. It would be better if there was more purpose to it beyond simply creating awareness. What can we actually do to make change on a national level as opposed to just promote awareness on campus?
- I think that it's good that student-athlete and staff are being encouraged to share their stories and their perspectives on different topics because it helps to make other more aware of what is going on around them, that they might not necessarily see or experience. I hope that this continues and actions are taken to further these discussions and create positive change.
- Efforts to organize the logistics for these have been greatly appreciated - by both our staff and our student-athletes. I hope these will continue to make a true impact for our athletes. Representation matters & our athletes have felt very engaged by these initiatives.
- I think they are good resources
- They have been a step in the right direction.
- These have been invaluable to me personally and hugely educational.
- I think it is a start in the right direction. Should have had some thing in place a long time ago.
- good start - needs to be mandatory and during work hours.
- I think it's a great start and we need to make sure that it's kept up and continues.
- I think we are moving in the right direction. I wish there were more resources on what people who are not in a racial minority could do to support this movement.
- Great start. I do think more people need to be fully educated in this.
- Believe these are meaningful education options. The more education and open forum we provide the more people will grow in understanding and move towards correcting bias and discrimination.
- I believe any opportunity we have as educators to educate young people is good.
- I think it's a great start, and I'm proud that LSU Admin isn't afraid to make these moves. However, it's just a start and it can't just be, "Hey, we made these diverse groups, now our job is done" type of mentality. They need to live by their words and die by their words. Constantly pushing these messages out.
- I think it's a great start, but we have a long road ahead of us. It's a lifetime commitment and will take lots of blood, sweat and tears to get where we need to be.
- I think we continue the Heard for the SAs it is necessary that they are "Heard". The Diversity groups are fine, just would like to see more hiring of blacks. Making a difference in the community with speaking more to local legislators. Being more involved with Community to bridge the GAP we have with them.
- Good Start
- I think it is a great first start. I believe for it not to appear performative the efforts will have to be consistent and not a one time thing.
- It is a start and I hope people are taking advantage of the opportunities

- The push for department wide education is important, but we also have to have measurable goals with the focus on equity and inclusion. Each department head should be required to have extensive training on creating a culture of diversity and inclusion. We should also have a yearly report card regarding those efforts.
- I believe the Heard series is vital as well as the incorporation of the Black Student-Athlete Association. The three councils need to be condensed to one with a variety of working groups that report to the council. Needs to happen to avoid overlap of projects or competing projects. They all have the same goal of working to make life better in our department. The communications need to not feel forced for optics. Find out why some teams are hesitant/unwilling to participate (i.e. golf). Also, we know that football has the loudest voice right now due to the national championship, but don't dismiss the voice, time and work of other student-athletes who have been doing the work for months before football found their voice. Feeling overwhelmed with the educational opportunities that are encouraged while also trying to do the day job. This is a marathon, not a sprint.
- I do not see any problem with anything I have seen so far. I think it is important that LSU Athletics provides our student-athlete a platform and encourages them to let their voices be heard on any important topics that are facing this country today.
- I personally think a good effort, and a sustainable effort, has been placed forward.
- Very impressed with how the athletic department has been so involved with educating our staff especially with communication. The amount of resources available to us has been good. Social media has been great. I think we need to have more educational opportunities.
- I believe the Heard series and diversity and inclusion councils are a great start. I also believe the Zoom call was somewhat helpful, though I know people are holding back for fear of retaliation or being socially isolated by other staff members. Educating our Black athletes on the issues that face their community and how they can use their platforms for change is vital. Many won't speak up because they don't want to jeopardize their professional careers. Partner with local activists who are already doing the work to see how we can be of assistance (we have a huge platform). Our social media content is very surface-level. Fighting racism isn't pretty. It can all seem very performative when you just use cute, fluffy captions. Explain to us EXACTLY what you are doing to make things equitable in the athletic department. What are you going to do to white coaches who insist on using racial slurs and gaslighting their players? What about coaches who tolerate the N-word in the locker room from their white players? What about coaches who provoke players with extremely traumatic backgrounds and get mad when they get a reaction? Please educate your staff on how they can coach effectively while still being respectful. It's also extremely important that our athletic department acknowledges the deep-seated homophobia among our students. You cannot address race issues without acknowledging that these issues are intersectional. Please also find ways to educate our department and students about being equally passionate about fighting homophobia. Accountability is also important. Hold people accountable when they say hateful or dismissive comments.
- We are moving in the right direction but there is still a lot to be done.
- I'm proud we are taking the steps to start making changes, that we are listening to the student-athletes, coaches, staff and community. I want to do my part to make sure this continues.
- I feel as though our athletic department is moving in the right direction by creating these councils and groups. Our social media content has been incredible through all of this. I am hopeful that we will continue to create an environment where minorities feel as though their voice is heard and we are able to create change starting here at LSU and moving forward into changing our community and the state of Louisiana. I am also optimistic that the councils we have created will continue to create consistent opportunities for us to stand up and speak out against racism and social injustice.

- I believe we are moving in the right direction and I'm proud of the work we have done. I think we have a long way to go, but I do believe we're being intentional about making a change. Unfortunately though until each individual in the athletics department does the work personally and internally by addressing biases they hold themselves, we will never completely solve the problems.
- Great efforts.
- These need to continue. Hearing from our colleagues - regardless of their race - is very important, enlightening and inspirational. It helps eliminate stereotypes, puts faces with names, and brings out the "human" in all of us. We must have those human connections in order to learn, grow, and change minds and hearts.
- I'm glad these opportunities are arising and I hope they remain a constant.
- Think we are trying. We are bringing people together to talk. Think the [Administrator Name] is trying to hire more minorities. What is tough for the black community is, to work in a school like LSU, you will have to have a college degree and there are a lot of solid applicants. I am in favor of quotas of some sort. But over time, the goal should not be to have quotas.
- I think that everyone's response is what I had hoped it would be for athletics. I've been on many zoom calls, and it's so much more personal when our athletes and staff are speaking on their experiences. I'd like there to be more conversations about action eventually, though I know right now it's important to share stories and listen to the hurt that people are going through.
- I think it is a start. We are moving in the right direction.
- I have personally participated in each opportunity I was available for and enjoy listening which I believe is critical to the early stages of the process LSU is embarking upon. LSU should continue to make strong efforts and push the envelope in this area as it is the flagship academic and athletic institution of the state.
- I think these have been great. I feel like the student-athletes have reacted positively to all of them.
- Awesome. Love giving our student-athletes a voice for their beliefs.
- All good.
- It's a start but it needs to become a consistent effort/part of our department
- I think all of the efforts are a great first step. I feel like the more knowledgeable we can become as a department of the injustices or experiences of minorities (both employees and student-athletes) the better we can become. That will also provide information as to how we can help become a part of the solution.
- I believe they are good.
- I feel, as usual, the Athletic Department is doing a fantastic job. As a former athlete at LSU and now a staff member, I couldn't be prouder.
- I think it is a step in the right direction and the continued education is very helpful.
- Very supportive of it. We have to do more though; education is key to this movement.
- I think it's been well executed, well received...
- I am pleased with what has been put out so far. I would like to see it continue.
- Great steps in the right direction
- It was a step forward with the Athletics zoom call, listening and learning and getting educated on what's going on and how people are feeling. Learning their background and how they have felt uncomfortable for quite some time. It's important to continue to be educated. Helps me to understand how to speak to my own children. The BSAA is great for our student athletes to be heard.
- I applaud all efforts to make LSU and Athletics more diverse and certainly more inclusive for all of us. We are better and stronger as one united family rather than separate. We will only reach our full capacity and best performance with everyone respected and empowered to use their talents, experience, and knowledge.

- I think it's all great. I think it is sad it has taken this long for people to open their eyes to the real world. I don't think as a younger generation I am clicking on links and reading long documents, however, I am more moved by events and things that are more engaging.
- I think we are off to a great start. I think we need to figure out ACTION. I feel like we are currently in a talk and listen, but actionable steps are needed.
- I think that it has been a great start but we need to make sure it continues and there is not a drop off in a couple months from now. We also need to see actual results from this down the road. It can't just be all talk, we as a whole athletic department need to become more diverse especially in our leadership positions.
- its a good start
- I think they are a great start.
- I think the university is doing a great job, especially by sending out this survey and reflecting.
- I think the athletic department has done a good job introducing new initiatives and efforts to have more discussion and learning opportunities on diversity and inclusion. However, I think they should promote it more and be more encouraging about getting people to participate.
- I believe the athletic department is most definitely taking an active role in diversity education and diversity programs, as well as communicating the importance of these efforts within the department.
- They have been great!
- I have positive thoughts towards these initiatives.
- It seems sincere, but is still just a small start

Negative

- It sounds like they are trying to say the right things without pissing off the rich white conservatives who donate money. They produced a video for the coaches to show support for black lives matter but then never allowed it to be shown. Why?
- Overkill and fake
- Let's stop trying to educate our black students about what is inequalities that we face enough. It's time to start actually having students who aren't black educate their own communities on our inequalities. As black people, we know the injustice we face. It's about letting other people understand it and face the truth.
- For the most part I think its been good but these efforts are making a lot of non blacks in my department uncomfortable.
- Often staff that are not coaches or work directly with SA do not get information about team activities, etc. We need to do a better job including all departments as well as TAF and LSUSP in communications about these activities.
- I had no idea that this was even a thing.
- The department needs to be more inclusive. As a white guy here I feel like I have zero voice on the matter.
- It's fine, but getting old. Talk, talk, talk When does action happen? What's the next step? Of actual tangible actions?
- Not sure of the exact goal of the "Heard" series but if they are striving to be more diverse and inclusive, it would make more sense it include all races and backgrounds.
- I personally feel that it's just to say they are doing it for the media and not really about change. It's going into those political offices and demanding change and asking for reforms and policy changes not making statements and going on brisk walks.

- While the intentions are good I don't think the communication is consistent or educational between everyone at LSU. I also think it is unfair to put us all in social media content that supports certain political movements and I would prefer that all political slogans were left out of our work environment. Also - with COVID there are extreme issues facing our University and its employees/students that require our full and immediate attention and it feels like all the diversity and inclusion discussions are more important than the financial issues LSU now faces...
- Athletics is good at voicing to the public about their stance on black lives matter but I think a better job needs to be done with informing the public about WHY they support the movement because I still see people getting angry on social media complaining that athletics needs to keep politics out of sports, when it is not a political statement but a statement about human rights and racial justice.
- I think they have been good efforts, however, the lack of advance notice makes all of the events seem last minute instead of planned out efforts. Only finding out about an event one or two days prior, doesn't always allow time for me to make arrangements to be able to attend with my other commitments outside of my job.
- I think there is a lot of effort for inclusion and I think it's all wonderful. As far as inclusion I feel the Spirit group is sometimes considered athletics and not at other times. It sends a very mixed signal to our staff and team members.
- I'm indifferent on it I don't believe it's something that wants to be done genuinely. I believe its just to save face to say that "we" are trying. Again, I'm angry right now so I just don't believe it. My mind is in a negative place
- While I do believe that this is a great start and an intentional effort. It all seems a little performative to me if we don't see it in the diversity of administration/coaches (those making decisions). Plenty of qualified Black people and minority individuals have been passed over because of the good ole buddy system. Unfortunately, most Black people don't have the social capital or networks to be considered for key positions.
- In regards to the three DEI councils that are in place, there definitely should have been more student-athletes on the Student-Athlete Council and black staff member from academics who works with a diverse population of female sports...currently there are 3 black staff members that work directly with football (2 female & 1 male). In regards to the athletic department's DEI initiatives, administration should have personally reached out to black coaches, assistant coaches and staff to see if they wanted to be a part of volunteer groups instead of a brief statement in the virtual all staff meeting. Also, the list of volunteers should've been reviewed before being posted on the athletic department's website to ensure blacks were represented because as of now, there are none which goes back to my point of reaching out to black coaches and staff. I also think that members of the DEI councils should definitely have mandatory training/education as well be visible at DEI events organized by those councils as well as BSAA. The administration and DEI councils needs to make sure they are being transparent in all areas.
- I think our communication efforts have been on par with the rest of the country. - I did not approve of the zoom call on a saturday where we were asked to just listen to one side's experience. I felt that call became political and at times not constructive. - I don't see where there is a lot of equality in discussions. Very one-sided. - I appreciate the intentions made by the department to make things better for everyone. - I wish that the department would concentrate this heavily on work health, work resources, overall department happiness and culture.

Neutral

- I am unfamiliar with this area.
- I haven't read it to comment.
- I am unsure of what efforts are being taken.
- Cannot comment on it with a well developed opinion
- Black lives matter.
- I think that it is a start... I think that the HEARD series, BSAA, etc have given the microphone directly to black voices and I think its important for them to speak for themselves and their personal experiences. These stories and struggles need to come from a 1st hand source. When talking with my black students they have shared that they are finally starting to have a voice so I hope that this continues. Lastly, in regards to social media... I would like to see the accounts publicly state that they do not condone or tolerate the blatant racisms showcased in the comment section of Facebook and Instagram or the replies on twitter. I feel incredibly angered and disheartened by what i see on these posts and i feel like communications could make their stance more explicit... the student-athletes see this and this weighs heavy on their spirits i promise
- Don't know enough about it to comment to be honest.
- I would like to hear [Administrator Name] publicly make a statement of "Black Lives Matter" and that he is backing their choice to protest
- I would love to be brought in to discuss social and racial issues in our community, cause I feel as though that is they only way they will get solved. I think the discussions should be made more public so others could join.

11 - Black Lives Matter Patch/Logo

An opportunity for participants to share extra commentary about student-athletes and coaches wearing a Black Lives Matter patch/logo.

Would you support student-athletes and coaches wearing a Black Lives Matter patch/logo?

- 81% of **all survey respondents** answered Yes (209 of 259)
- 81% of **all full-time employees** answered Yes (169 of 209)
- 95% of **URM full-time employees** answered Yes (42 of 44)
- 97% of **Black/African American full-time employees** answered Yes (29 of 30)
- 77% of **White full-time employees** answered Yes (126 of 163)

Question: If you would like to provide further comments about student-athletes and coaches wearing a Black Lives Matter patch/logo, please do so here:

Positive

- We should all be wearing one until black lives matter as much as everyone else's in this country.
- I whole-heartedly agree with the statement that black lives do matter and support athletes and coaches wearing a patch to show solidarity and express their views – I wish that phrase was not tied to a political organization.
- It would be great to visibly support the movement but it shouldn't just be a performative thing we do because it's acceptable in this moment. We need to walk the walk as well. Supporting black owned businesses, diversifying the staff, making donations to causes, etc.
- I support it 100%
- Keep it up! It is easy to kind of let up when topics are not as popular anymore.
- It would force people to talk about it. Now if we could only figure out a way to get people to listen.
- I believe this is important for our black student athletes to be supported in this manner. Having BLM on our practice shirts was a huge statement to our players. They felt they truly mattered. I do believe if we wear anything with BLM or any other statement in favor of Social Justice, we should make sure those wearing it are willing to accept the negativity. Everyone needs to be educated and prepared.
- I would support any patch that calls attention towards racial injustice, doesn't have to be BLM, could be anything.
- they should be provided free of charge
- Everyone earns their income in some way, shape or form from the student-athlete. We should support them in any and every way we can.
- While I fully support student-athletes and coaches wearing a Black Lives Matter patch/logo, I believe it would have to be a full adoption by all the teams and student-athletes in order to show unity throughout the department. I understand however that this might make some student-athletes or coaches uncomfortable if they do not want to make a statement. From the social media/news side though, if one team or student-athlete chooses not to participate, it could bring some negative media attention towards them.
- I whole heartedly support this idea... Black lives matter and there is absolutely nothing wrong with allowing students to have this attached to the LSU brand that they represent
- I support the movement of Black Lives Matter. I do not support the organization of Black Lives Matter. This is why I support the wearing of patch/logos by student-athletes and coaches. I believe it should be optional as well. We are all individuals in a world that wants us to be the same, believe the same, act the same, feel the same. That removes the "human" in humanity.
- I don't see anything wrong with it. It's a form of free speech.
- Would you support student-athletes and coaches wearing a Black Lives Matter patch/logo? Yes, but I want that decision made by the team or by all of the coaches along with Senior Staff and team administrator. Every person should be allowed to speak and have their own opinion, but when some do participate, the public thought is that those participating must be "against" it, which is not always the case. I think teams should have internal discussions which then get brought to coaches internally. After that, external conversations can be had with Senior Staff and team administration. I would find it comical that "One Team; One Heartbeat... but many many different voices?"
- I love and want to support anyone who wants to take a stance against racism
- I think this is awesome and should be provided to all those on the sidelines and working in the facilities.

- I support those that would like to use it as a form of expression, but I think it should be a personal decision.
- I would LOVE to see them wear a patch or sticker, I'd like for it to be extended to the staff as well.
- I love it
- Student should have full range of ability to wear what they want to support and recognize the injustices that face their community.
- Perfectly fine with it. If it's something that they feel strongly enough about to wear a patch, then they should be allowed to do so and supported in doing so.
- If a student-athlete feels that they would like to wear this patch as a way to start the conversation regarding racism in America, then I have no problem with it.
- This is another opportunity to show a unified front
- I answer yes to the question above because I would support these LSU women and men. However, "Black Lives Matter" will always be a political statement in some people's minds - a statement of division rather than one of unity. I'd prefer a more the department support a more unifying statement.
- This is America. Do whatever you want. Love everyone equally. But know that many do not. Many need to be educated more. It is better to include others with messaging.
- I support all lives. I am a Christian that believes in love, not judgement. Grace is important in my life and what I do.
- Do it, knowing full-well that it is a powder keg and some of the fan base will make it political.
- I would not personally want to wear a BLM logo, but once again, I fully support staff/coaches/athletes wearing that if they choose to do so.
- Up to each and every individual
- I would absolutely support student-athletes and coaches wearing a BLM patch or logo. I would wear one myself. I would not support making someone wear one that did not want to wear one. And I would hope there would be no backlash toward anyone that did or did not choose to wear one.
- I think everyone should have the right to be able to choose what they want to wear or how they want to express themselves during this time.
- I think it would be great
- Once again, I support the 1st amendment rights of everyone. There is no right or wrong answer.
- Do it. But also understand.. a patch is just a patch. It checks a box and shows support. But does it add real change to this movement?
- It should be included 100%

Negative

- I only say no because being a public institution I think it is of best interest for everyone that supports/participates to not have to feel like they are choosing a side. I stand with each individual choosing to kneel or their own form of speech to bring the issue to light.
- Black lives matter is funded predominantly by old, rich, white men, who, for political gain, is doing nothing but using blacks and young white people to push their political views. There is already enough hate in this world to go around. None of the candidates that I've heard, conservative or liberal have any room to speak and set a very poor example for both the young and old on what real leadership looks like. This election year, the press, the violence and show boating has caused me to completely turn off my TV, delete every form of social media that I had. I've turned my focus within, taken a hard look at myself, and made a commitment that I'm going to focus on being an example for others in this crazy world. You are either with me or not and I prefer that you keep your political views and griping to yourself.

- it will divide people because they will judge politics instead of the real issues
- I do NOT and WILL NOT ever support anything that is associated with black lives matter. Why? Because they are a Marxist and socialist organization that promotes crime and anarchy. If you truly support blm then what about the millions of black babies that are aborted each year?? What about the extremely high, black on black crime?? Higher than any other racial group. IF black lives truly mattered then all of those other factors would be tied to that but they're not. Blm is used as nothing more than a political gain. Period. The movement of black people in America is great. But there has to be some distinction and separation from blm the organization. Come up with a different phrase to use. And then will I support it. Otherwise I, I WILL NEVER support or endorse blm.
- I would support a Stop Racism or something like that but the BLM has been taken over by other groups to do harm.
- I believe that forcing someone to wear the logo of a political movement is wrong for a business or a state institution. I also believe that if someone chooses not to participate they will be labeled as a non conformist. At this point they become outcast and not part of the solution. This will create greater division. If there is a common message created that is mutually agreed upon and it will be applied uniformly, there is a greater possibility of a united response.
- I think it should be something that is optional.
- BLM, although a movement with good intentions behind its meaning, has been associated with unethical and unacceptable behaviors such as rioting and looting. It would be better to use a term or slogan that doesn't have a negative connotation attached to it
- I think it is vital important to look deeper into the BLM movement and all that they endorse/represent. Not just the "racial equality" premise
- I support the slogan, the message and the sentiment, but not the political organization that goes by the same. I believe there would be conflation of supporting the organization. I would support another symbolic patch or logo that has the same sentiment.
- I 100% believe that Black Lives Matter, but not the Black Lives Matter Organization. The BLM Org. is something that is dividing us as a country, not bringing us together.
- The only thing that bothers me about this is that it's not only African American lives, it is also all other minorities in the United States.
- I support their right to do it but don't want to be personally forced to wear a patch
- While some see BLM separate from the political arm of BLM, I do not. As a statement of black lives matter is true, but has been combined with the organization and other actions I do not support.
- I think it would be far more effective to create an LSU slogan/hashtag/saying of support for diversity and inclusion that has nothing to do with any political movement...
- It should be an option or a vote by the whole team to wear them or not. No one should be forced to do something they don't want to do. Thanks
- Because I feel that its a very controversial group of people that incite violence and associates themselves with ANTIFA, a domestic terror group.
- There's always an unfortunate and unavoidable tie in with the actual Black Lives Matter organization when using the Black Lives Matter phrase. I don't agree with the tie in, or the reaction, but it's undoubtably real. That to me is the only downside of using the actual phrase Black Lives Matter on a patch.
- The BLM organization at it's heart it not a good organization to be associated with. I think everyone needs to educate themselves on actually what the core of the organization is.
- Black Lives Matter, the group, not the statement, go against many of my religious beliefs in their mission statement and actions. The sentence "black lives matter" I 100% support and believe. I love my black athletes and coworkers as individuals. But the group BLM is different.

- Only if they want to, I do not think it should be mandatory
- do not think it should be requirement - allow for choice and opportunity for individual. Also need to teach and instruct about the purpose and why people are wearing these logos - challenge and ask for opinions - by trained educators and diversity trainers - not coaches or administration. why not have the administration wear button or patch or something as well - supportive efforts. there is not a culture of support for staff to wear these items, except for the pink ribbon.
- I support the idea behind like lives matter however I don't the organization it self. They have condoned violence in many cities and beliefs according to their website so against my religious beliefs.
- A majority of my team would not want to wear a BLM patch
- In my opinion, BLM has become political more than a movement for racial justice. It is not my role or others in our positions at the university to make political statements while working.
- LSU Unity yes but BLM no!!!!
- If that's all we plan on doing to help fight racism, please don't do it.
- If you let someone put a BLM patch on their jersey, where would it end? You would have to let every person put whatever they wanted on their jersey and then it would turn into a huge political debate every game. It is LSU's jersey and it should stay that way, let the athlete use their social media platforms or what they personally wear in order to promote those types of things.
- I cannot support a Black Lives Matter patch/logo because of what that organization represents. They are a Marxist organization whose sole purpose is to start a revolution through race warfare. They have done horrendous things to cities and states throughout the country. They believe in abolishing the nuclear family. On top of that they are a money grab for the democratic party. All of their donations go to actblue organization that gives the money to the democratic presidential nominees. I only imagine they haven't even spent a dime on any black communities through out the country.
- I would support a shirt for Tiger Walk, maybe the silicone wristbands, etc. I would like to see the uniform and helmets for football and the coaching attire stay to the brand.
- I just don't think the athletic teams should be the place to express these views. Where does it stop? Should we allow each player coach to put a "I'm a Democrat" or "I'm a Republican" patch on their uniform, too?
- I love the movement and the phase, unfortunately the actual BLM organization represents other values outside of racism that I do not support.
- I like the Tigers United idea a lot

Neutral

- Would you be supportive to a white kid or Asian kid or Native American kid wearing an all lives matter?
- I struggle here. I fully recognize the point of putting on the patch is to show unity and reflect the voice of the students, using LSU's valuable brand as a way to demonstrate the importance of their message. But I really don't like anything going on the uniform in general (not specific to social movements) other than the USA/LA flag, and LSU. I know the value of adding the patch is that it puts the importance of the message on the same level as that of LSU itself, but I wonder where that sets us up in the future. Are we then compelled to put messages on the uniform that are in support of injustice everywhere? I think the support of injustice should be in action and support (personal and institutional), and visible markings should be available for individual expression (on cleats, etc), but not on the uniform itself. I do recognize that there's a component of making lots of people uncomfortable and upset if/when patches are included, but I'm really not so concerned about their opinion as that will change over time. I just prefer the uniform brand of LSU to stay out of that, in terms of the uniforms. Sorry for the long response.

- There's a million patches, logos and shirts out there now but so much of it is noise without action. 1. What does wearing a patch at LSU athletics mean? 2. What are we standing for? 3. There should be some outline as to what it means. 4. And there should be an action plan behind it.
- People are getting confused by the Black Lives Matter crusade and the Black Lives Matter organization.
- I think it's important to differentiate between the "Black Lives Matter" organization, which has values that many people, across various races, disagree with, and "Black Lives Matter," the statement which calls attention to the importance of Black lives.
- I am for positive, unifying messaging.
- I think there will be implicit pressure to wear the patch even if some SA would prefer not to.
- There should also be education for all to understand what Black Lives Matter means. We need to discuss the origination of the hashtag and how it's now become more than that. It was a hashtag in response to the acquittal of Trayvon Martin's murderer, George Zimmerman by three radical Black female organizers, Alicia Garza, Patrisse Cullors, and Opal Tometi.
- Will it be available to support staff affiliated with a team?
- The only problem I have is that we can't leave our coaches/student-athletes who are willing to protest police brutality be in it alone. If they protest, we have to have their backs. It's important for the leadership of the department to say to the people of Louisiana that our kids and staff have the right to protest injustices done to them and that we demand change. This is a conservative state and people will say awful things about these kids and we have to protect them.

12 - Future Changes Regarding D&I

Participants had an opportunity to share their thoughts on what they would like to see within the athletic department for D&I.

Question: What change(s), if any, would you like to see within the LSU Athletic Department regarding diversity and inclusion?

- I don't have an answer to this. However I can say that even within a diverse team, the team is still segregated. Student athletes move into their groups of friends with whom they feel most comfortable with. If change is going to happen it'll have to come starting at the team level, then department and so on. 1. Mix up group team dinners (not always with the same people) 2. Mix up the people who we sit next to on the bus. 3. Mix up who we room with on the road. 4. Team building initiatives incorporated maybe quarterly. Although this is challenging due to the current circumstances around COVID.
- Take a stand against racism and police brutality.
- Just be fair. Most jobs are filled before interviews begin.
- More representation of people of color!
- "Black Lives Matter (BLM) is a decentralized political and social movement advocating for non-violent civil disobedience in protest against incidents of police brutality and all racially motivated violence against black people." This is the first definition I pulled for google. "Non-violent civil disobedience" here is key. I support this movement but the issue that will impede its effectiveness is the bad apples. if someone wheres a "black lives matter shirt" and is violent/destructive it sets back everything. employees could easily be associated with violent groups. I feel that the movement intends to change the people's opinions that differ from theirs, but people that disagree with the movement will just use those violent/destructive examples to fuel their counter view.
- Hiring practices Continuous education on diversity & inclusion - Gender - LGBTQ - Race Focus on the overall student-athlete experience Create opportunities for experiential learning - study abroad - Internships - field trips. Have clear defined goals for diversity initiatives included in performance planning sessions. Make diversity programing a part of coaches contracts - for some coaches that will make it a priority unfortunately. Have a greater impact on campus - our student-athletes are LSU students and interact with the campus (in the class room-residence hall - socially - all of their time outside of sport. Have a greater impact in the community / state that we serve
- There should be a way we have the media broadcast more representation of what students are trying to organize. Also, it would so pleasing if we as a community could have Southern University alongside with us.
- While I don't want to see anyone lose their current opportunities within the department, as opportunities arise I'd like to see literally see the candidates. I understand and support the best candidates being hired it is unfortunate it is widely assumed people of color never had the opportunity to compete.
- As much as you do for one particular race, you do less for another. We will never right the wrongs of so many generations but we can certainly treat everyone, black, white, yellow and brown much better moving forward. I really and truly believe that all lives does matter and the more that we do for everyone, the better we will all be.
- none

- Hire Black women. Hire more Black coaches. Put more Black people in positions of power.
- The rest of campus needs to see what the LSU Athletic Department is planning. I think many think that there is apathy on this side of campus or some people feel that they don't need or are too good to participate in such trainings.
- Be more intentional and inclusion
- Finding the balance between teaching athletes to find their voice and staying focused on the goals and expectations of sport and school. More inspirational speakers to increase awareness and comfort those who feel different, angry, sad or alone as a result of their race /ethnicity.
- More hiring of black employees.
- I'd like to see the LSU athletic department show their full support and make several statements that stand by our athletes who may kneel or voice their opinions on different social injustice matters when they receive back lash from fans or members of the community.
- More programming for female staff - networking, guest speakers, community involvement, etc. Better on boarding process for everyone. Mentoring Program
- I would love more education on the topic. I would love to be able to communicate with the staff more about the issue and find comfort in sharing thoughts/questions.
- make it fun, make it something people want to do not something forced, expand the inclusion efforts to all kinds of groups
- Having worked at several major institutions, LSU does a good job regarding diversity and inclusion except at the top levels. Head Coaches and Admin all look like me.
- I truly believe everyone is working really hard to make changes in many areas. The biggest area of concern that I have is the hiring of minorities. In my opinion, this needs to be the next major priority.
- It has been a great start, but there needs to be a full internal transformation (hiring and recruiting practices, promotion opportunities, mental health & DEI integration, etc.).
- Revise hiring practices to ensure more diversity in personnel.
- More of an effort to hire minorities in leadership roles.
- None
- I'm not sure, I would need to have more facts before forming that opinion
- Speak up sooner
- None, it is a very diverse and good environment workplace.
- I would like to see more diversity in administration.
- Hire, promote more black staff.
- I think we need to look at our department, especially from an administration standpoint, and realize that we are lacking in diversity in multiple areas. We need diversity to be able to properly communicate to our student-athletes, staff and fans.
- I would like to see this be something we can all voluntarily choose to participate in instead of it being at the forefront of our every discussion.
- More people of color on senior staff, administration, and coaching roles. The staff should more accurately depict and reflect the student athlete population.
- That the Coaching Staff reflects the percentage of the student-athletes they coach. The percentage of Black athletes should reflect the Coaching staff that coach them.
- Hiring practices. We must do a better job on diversifying or staff. There are some areas within the dept. we must improve on recruiting minorities.
- The athletic department I believe is trying to make the right decisions regarding diversity and inclusion. I do think it is important to keep listening to the student-athletes and their voices, but we also need to continue to show that we are receiving what they are saying and show tangible change.

- I think it is important whether we agree or disagree that we can all still be friends, colleagues and most importantly be respectful of each other.
- I know that true systemic change takes time, but i do believe that this is the time to really buy into and actively work to make PERMANENT changes. Things at the moment appear to be a bit performative, so I am naturally skeptical of what will be done because majority of the people that truly make the calls are white... I also think that we have to be careful in placing the sole responsibility of educating on our black faculty/staff, SA's... i feel like as a non black, POC the burden should largely be on me to educate myself so that i can better understand and work in ways that are beneficial to people that don't look like me... I don't want us to just talk about it, i want us to BE ABOUT IT... and take a hard, visible stance on truly trying to put diversity AND INCLUSION at the forefront of our priorities.
- Just be open and fair. A true meritocracy.
- I like the direction we are heading.
- Plans and procedures to insure the everyone gets an opportunity to be successful. This is a fluid situation as well. For example, we may post an employment opportunity that has 50% white, 30% black, 10% hispanic, 10% other ethnicity applicants. The same post may have 100% black applicants. The same post may have 100% white applicants. In these cases, a plan and procedure that mandates a specific % of diverse interviews/hires would only be attainable in one scenario. Applicants should be interviewed and hired based on their skill set and aptitude, not the color of their skin.
- Promotions, equal pay
- Sincerity from the top down. Sincerity in everything that is done. Don't do things just to do it; don't just do things because "oh people are watching... I have to act a certain way." Do everything with sincerity because that is what is in your heart. This new leadership has an opportunity to act and to do in a genuine way, perhaps the new LSU way, that may enable us to not have to take a survey because we will all already know where LSU stands.
- More focused efforts of inclusion of the support staff and administration in these initiatives. a lot of focus is on the coaches and teams but at each and every event and at the facilities every day, coaches and teams team see and interact with the support staff - many unknown faces in the department.
- I don't know that there's a lot more change I'd suggest. I think we've made strides in recent days and I just hope to see them kept up.
- None I don't see it as an issue in the department
- Be more open when having events to all employees. I really wish I would have known about the marches because I would have attended.
- Hiring practices - Retention and education for those in civil service (so many are Black at least in my department).
- A very consistent, disciplined directive from the top administration so all are clear what is acceptable. Managers and employees are having to answer questions about what can and can't be done and they should not be put in that position. A small review board that all staff/teams know about when it comes to initiative and actions. Assistance to the University for minority scholarships for potential Athletic Department student workers across all fields. Scholarship holders will also be student employees and will have support in the classroom and on the job training. This would plant a seed for the future workforce in Athletics.
- More inclusion. Would like to see [Sports Team Name] treated more equal to [other] teams . I feel [Sports Team Name] needs & concerns always come last. Our team and staff commit as much time, effort etc. however considered last. EG: trainer at practice, better wages for coaches, meals for team at a discounted rate at the nutrition center, out of state fees, academic support. Our season goes [month-month]. Much longer than most sports. Short on benefits that other LA schools offer [Sports Team Name].

- More community dialogue. I think there is a major divide in Baton Rouge versus North Baton Rouge and LSU. There seems to be something broken there. Maybe we can work more with Southern University and create a dialogue with them as well. LSU feels superficial at the moment in regards to race and diversity here in BR. It doesn't have to be like that.
- More faces that look like me in the jobs that are considered "important", b/c apparently the essential employees i.e; custodians and some maintenance workers those jobs are important enough b/c of the base pay yet, everybody needs something cleaned or fixed and they are the most overlooked. So I'd rather see a face like mine that's doing something other than cleaning up behind someone
- More diversity in senior administration; more positions in student-development to particularly support our student-athletes of color and the student-athlete body in general, and not just filling positions but a real serious investment in their personal and professional growth. This has been something that has been lacking for a while and it is a disservice to our student-athlete body. Programs and attention for the retention of minority employees. Culture rooted in transparency, honesty, and diversity of thought.
- I think that the athletic department needs to make a conscience effort in identifying those season ticket holders, donors and fans who post racist, hateful and derogatory comments on social media and revoke their ability to purchase tickets to any sporting event.
- More hiring in administration and Senior Leadership in D&I Hiring a TRUE D & I Dept. Having a Director in D&I and have at least 2 people working under that person. True intention being the hiring practices of. Black people as well as retaining them and allowing for advancement.
- Fair and Equal Opportunity For All Regardless Of Ethnic Or Diverse Orientation
- More diverse hiring practices. If you go to the 6th floor it is very white and male. I would like to see black people and women receive more opportunities in decision making roles.
- Meaningful change across all departments that holds employees accountable for diversifying their area in which they work
- I would like to see more Black people employed and in leadership/decision making positions at LSU.
- Providing more paid/work-study opportunities for students in the department where they can get real experience, not just the busy work that we don't want to do. Establish minority graduate assistant positions in all external departments. Better recruiting at student job fairs prior to the new school year. We typically have our students in place by the end of the previous semester.
- We're pretty heavily white and really heavily white male, and while I don't necessarily see that as an issue I think we should be giving opportunities to more people from diverse backgrounds. Being in a predominately white state and at a predominately white university with a predominately white fanbase, I think it's understandable why the department looks the way it looks. However as the university makes more attempts to diversify, the athletic dept should follow suit as it can to keep athletes feeling as comfortable as possible with the staff.
- Policies written about consequences for being racist, homophobic, xenophobic, sexist, etc. Provide a way for students to report discriminatory/hurtful incidents anonymously with no retaliation. Mandatory, meaningful education for coaches on what constitutes racism, why it is egregious to call a Black athlete "boy," etc. Maybe even have a test or discussion at the end to ensure comprehension. Serious, meaningful education about LGBTQ+ issues for staff and students regularly.
- I'd like to recognize and be proud of successes. Though many only point out the negative or where institutions are lacking, LSU (and athletics in many southern schools) has come a long in my lifetime.
- Continue to educate others.
- This survey proves that we are trying to help and making changes for all.
- I like where we are headed.
- Inconclusive. I'd like to see what all comes from these new diversity councils.

- I really think the biggest difference we all can make is educating and listening. And then trying and learning to understand. Many of us, myself included, did not grow up as a minority and need to continue to educate and listen to others in order to understand.
- More of an equal conversation. Racism happens to both sides.
- NA
- I struggle here because I want more diversity on multiple angles.. more races, gender, LGBTQ, etc. Diversity isn't just about race. I do however, don't want to hire someone because it checks a diversity box. I want the best of the best. I want the person who is going to work hard and does the best work. I don't care what the race is or whatever. We have tried to hire multiple black women and they chose to go somewhere else. So it looks like we don't have diversity, but it's not that we haven't tried, things just didn't work out. It doesn't have to be forced and trendy. They were the best candidates at that time.
- More diversity in leadership positions
- Hire more people of color, particularly women. In athletic admin
- I would like to see a more unified department where everyone feels equal.
- Continue to take a more active role in programs and in internal education
- More support from people in higher positions on all aspects of the department. The Unity Walk was amazing - I wish there was more support from the development/TAF side of athletics as they are the ones on the front lines with people raising money for the department and representing our student-athletes to donors and fans.

13 - Event Recommendation

Participants had an opportunity to provide their recommendations for the kind of event(s) LSU Athletics should host.

Would you like to see the LSU Athletic Department host an event in support of racial equity?

- 91% of **all survey respondents** answered Yes (229 of 253)
- 92% of **all full-time employees** answered Yes (184 of 201)
- 86% of **URM full-time employees** answered Yes (38 of 44)
- 97% of **Black/African American full-time employees** answered Yes (29 of 30)
- 94% of **White full-time employees** answered Yes (145 of 155)

Question: Please provide recommendations for the kind of event(s) LSU Athletics should host:

- Voter registration event with special outreach to groups that haven't traditionally felt included in the LSU family
- Bonding events within teams
- Interactive programming that will continue drive meaningful conversation about race and diversity. Create a week long program of events during each semester consisting of speakers, workshops - partner with the Diversity Office on campus for ideas on programming. Partner with Southern University and local organizations for collaborative opportunities
- A discussion panel with representatives of the state, invite law enforcement on campus (LSUPD/EBRSD)
- PEACE, LOVE AND HAPPINESS FOR EVERYONE! ALL LIVES MATTER
- not sure
- More events where the athletes can voice their opinions and concerns.
- Gathering for all minorities Panel or speakers to educate
- Guest Speakers Greater use of local vendors/restaurants.
- Panel Discussion. Mandatory for all employees.
- Speaker events
- Tigers United in all aspects - not just BLM. Make sure that our civil service and hourly employees are included.
- I think the zoom call was really great in that it gave more perspective to situations I may not have experienced. I also think it helps bring our departments together. With there being so many employees, it's hard to get to know everyone, so I think this helps in getting to know people and gain overall understanding and respect for the individuals. I don't think it has to be a huge group, but maybe breakout groups where more discussion can be made.
- Informative/motivational speakers, marches, a second or two during athletic events
- Gathering, speech, support
- I'm not the right person to ask for the kind of events. It's not my fight, but I support the fight.
- Unsure
- An event that brings the community together on our campus.
- educational seminar and small group discussions
- I think the LSU community should required service hours to help the surrounding community especially during these times. I believe in service before self.
- community service in the BR community - panel discussions and open dialogues featuring diverse colleagues and staff
- A vendor fair or festival allowing minority-owned businesses to connect with the campus community.
- Speeches for everyone to understand what their intentions are
- I think a speaker series with high profile individuals for all staff members who be great. Community service projects helping those out who are minority.
- a cookout
- Cook offs, for charity that highlight minority owned restaurants and business.
- Some type of event centered around black speakers /educators.
- A talk or info session
- Any kind of event that will bring people together to create a dialog always works. The crawfish boil we had before the pandemic was a great day and things like that is what we need to keep good relations and the conversation going.

- Professional speakers who have "walked the walk" like John Lewis did. People who have a platform that will captivate and educate.
- Black Vendor Fair Black Leadership Communication
- Events where the Athletic department members, similar to Our department Zoom, so our intra-relationships with one another are better.
- Speakers 2. discussions within the dept.
- Continue to promote events with other campus groups (like the rally in June), continue to allow BSAA to create events that the student-athletes help put together so it is something they can feel proud of and is something they want and support.
- I think we can start with the 2 events we already have the Christmas party and picnic by encouraging people to mingle more and NOT sit with their own department. I think it provides a more relaxed atmosphere to get to know others in our department without judgement.
- I think the efforts, activities and leaders we have currently influencing our opportunities are perfect.
- One which would utilize food vendors from the African American community and music / artwork played and displayed by people of color.
- Fundraisers
- Speaking opportunities and marches
- Maybe like a benefit or fundraiser in support of a local social justice organization
- Once Covid is over - look at live Heard Events, speakers like [Professor Name] or others that can help educate. Make it mandatory during work hours so we can start to include everyone.
- I LOVED the march we had on Saturday, but I think we can have more. It feels like we had one, just because its "expected" of us or like we "HAD" to do it (at least at first). But I was very moved by everyone who spoke. I think that's the same for the ZOOM call we had a few weeks ago. My heart is broken from my colleagues. It hits even harder when its someone you know.
- Something involving minorities kids through to adults.
- Speaker series that involves education on cultural competence.
- Unity walk with Southern University.
- Have more collaborative events with student-athletes from Southern University as well as include more of Southern's sport in regards to competition scheduling; do a better job at highlighting LSU student-athlete graduates that not only broke the color barrier in their sports, but also those who have had significant accomplishments outside of athletics to promote education and not just sport; building and promote events at the elementary, middle and high schools in black communities especially the one right near campus; sponsor Black History month events with input from black coaches and staff for ideas; not only have black Greek night at sporting events, but find a way to support black student-athletes who want to join a black Greek organization
- A White Fragility Book Review Definitely a community event. A Black Vendors event. A Speaking event to allow: Collis Temple Jr, Joannette Boutte, Maxine Crump, Renee Boutte Myer As well As other first Blacks here.
- Open Dialog
- Cultural events, black history events not only limited to February
- In lieu of Covid, this year may be a virtual Summit for 2 days, with expert panelists, student athlete engagement, educational material for social, racial, and economic justice.
- Networking event Find out how we can get to equity within the department. What does that look like?
- I liked the unity walk. I think more things like that as well as smaller discussion groups can help advance things forward.
- I think bi-annual en-mass events is healthy and smaller personal breakout sessions quarterly will keep the learning curve moving forward and will maintain a platform for sharing experiences open.

- Something involving local activists, the mayor, professors, etc. Nothing performative. Involve action items or educational opportunities.
- Support voting initiatives by having staff volunteer at local polls, or hosting a voting registration drive of some sort. There is a rift in LSU's relationship with the community, perhaps an event where we can invest in the lower income areas near campus
- Speakers/historians. Start the educational dialogue
- I would prefer small group discussions so everyone can talk and be heard. The zoom call made me almost feel lectured. I understand I have to listen first because I don't know everything that happens to black workers here at LSU but I would also like to be given the chance to be heard and maybe we can fix some of the assumptions that are out there about the other race.
- Voting Registration, Voting Education, Voting polls on campus -Anti Racism Education: speakers, series (A Long Talk, Dialogue on Race), book clubs -Black History Presentations (Not the stuff we learned in elementary school but true black history) -Highlighting black businesses in Baton Rouge -Uniting with Southern University for a Career Day for young black community in BR
- Food truck block party!!! This can consist of black-owned restaurants in Baton Rouge as well as local black-owned businesses.
- Discussions on humanity, what brings us together, what is the real american history
- More of what has happened. Marches, guest speakers, Zoom's, etc. Small group discussions could be interesting.
- I am not sure, but something that is genuine and not something to for appearances only. something meaningful
- I feel like we have done this already. But if we did more, I think it should be about unity as a people. Not just race. Unity as a working department. A family. We have more issues that just racial issues. We need to see each other as humans with lives outside of work instead of just employees that offer a service.
- Maybe a March across campus (with masks)
- I really enjoyed the walk and zoom calls. I would love to interact with the students more and constantly make sure they know they are in a place that cares about them.
- "Taste of BR" - bring in black owned restaurants and set them up around the PMAC and let people try out the food and mingle with the hopes of using them as vendors and developing relationships.
- I would recommend a former LSU professor, [Professor Name]. He has done several zoom calls at Ohio State now about the racial inequalities in the country and it was very eye opening to myself and others. He has since started his own consulting company to talk with organizations about diversity in the work place and I think he could do a great job educating this athletic department.
- Community outreach to surrounding, poorer areas

14 - Further Comments to LSU Athletics Diversity and Inclusion Councils

Participants had an opportunity to extend extra feedback to the councils.

*Would you like to see the LSU Athletic Department proactively encourage voter turnout within the **department** for the November Presidential Election?*

- 89% of **all survey respondents** answered Yes (237 of 265)
- 91% of **all full-time employees** answered Yes (193 of 213)
- 91% of **URM full-time employees** answered Yes (41 of 45)
- 97% of **Black/African American full-time employees** answered Yes (29 of 30)
- 90% of **White full-time employees** answered Yes (150 of 166)

*Would you like to see the LSU Athletic Department proactively encourage voter turnout within the **Baton Rouge community** for the November Presidential Election?*

- 87% of **all survey respondents** answered Yes (230 of 264)
- 89% of **all full-time employees** answered Yes (189 of 212)
- 91% of **URM full-time employees** answered Yes (41 of 45)
- 97% of **Black/African American full-time employees** answered Yes (29 of 30)
- 89% of **White full-time employees** answered Yes (147 of 165)

Should the LSU Athletic Department require Hiring Manager Training for anyone hiring for a position (The training would be designed to uncover unconscious bias and challenge recruitment efforts to ensure diverse hiring pools)?

- 81% of **all survey respondents** answered Yes (213 of 262)
- 82% of **all full-time employees** answered Yes (172 of 210)
- 95% of **URM full-time employees** answered Yes (42 of 44)
- 100% of **Black/African American full-time employees** answered Yes (30 of 30)
- 79% of **White full-time employees** answered Yes (130 of 164)

Should the LSU Athletic Department implement a new employee orientation program?

- 80% of **all survey respondents** answered Yes (208 of 261)
- 83% of **all full-time employees** answered Yes (175 of 210)
- 86% of **URM full-time employees** answered Yes (38 of 44)
- 97% of **Black/African American full-time employees** answered Yes (29 of 30)
- 84% of **White full-time employees** answered Yes (137 of 164)

Should diversity training and education be required for all LSU Athletics and Sports Properties employees?

- 86% of **all survey respondents** answered Yes (224 of 260)
- 87% of **all full-time employees** answered Yes (182 of 210)
- 93% of **URM full-time employees** answered Yes (41 of 44)
- 100% of **Black/African American full-time employees** answered Yes (30 of 30)
- 86% of **White full-time employees** answered Yes (141 of 164)

Would you support initiatives designed to provide professional development opportunities for minorities in the LSU Athletic Department?

- 94% of **all survey respondents** answered Yes (246 of 262)
- 95% of **all full-time employees** answered Yes (202 of 212)
- 98% of **URM full-time employees** answered Yes (43 of 44)
- 100% of **Black/African American full-time employees** answered Yes (30 of 30)
- 95% of **White full-time employees** answered Yes (158 of 166)

Question: If you would like to provide further comments to the LSU Athletics Diversity and Inclusion councils, please do so here:

Positive (Compliment and/or Suggestion)

- All of the above are so incredibly important. Black student athletes need to know you care about them and their plight and any person hired within the athletics department should be on board and buy in to being a positive part of change.
- YES YES YES to all of this - professional development, networking, on boarding.
- I do support initiatives designed to provide professional development opportunities for minorities but I think we should extend those same opportunities to everyone within athletics.
- As long as all minorities are considered, I would be supportive of any training/initiatives.
- All of the above improvements would be helpful moving forward.
- I think more is better; our world is made up of black lives- our athletes, our staff members, our coaches, our professors, so why not make sure we uncover any intentional or unintentional bias we may have when it comes to race. We can only get our athletes to be their best selves on and off the field/court, if we ourselves are at our best. We are in too big of a crucial role of these student athletes lives, being 18-22.
- Professional Development particularly for employees of color has been sub-par. A major effort to increase that would be awesome and also making sure that compensation is equal around the board.
- I would support any initiatives to provide professional development opportunities for all races of people that are interested in the Athletic Department
- Thank you so much for your efforts. LSU Athletics has so much potential, but we need to get out of our own way. There is a way to preserve tradition while also creating an inclusive, progressive environment. You all have taken on a huge task, and I commend you for your dedication and thoughtfulness. There are educated, compassionate, angry white people in your department who acknowledge our Black students' and staff members' enduring pain and want to help and see change too!
- Actively pursuing the idea that Athletics should "proactively encourage voter turnout within the Baton Rouge community" is the same as I said before....a powder keg that will marginalize some of the fan base, because as I see it, when associated with this topic you can only interpret that as opposing the current administration. Do it anyway.
- I think all of these initiatives are great.

Negative (Dissent and/or Suggestion)

- Should diversity training and education be required for all LSU Athletics and Sports Properties employees? -Our sport is the most diverse sport on campus. The training and our ability to deal with a diverse group of people is constant. I do not feel that would be the best use of our time and dollars. Would you support initiatives designed to provide professional development opportunities for minorities in the LSU Athletic Department? -I wouldn't want this to be specifically about minorities. I, being Hispanic, would want opportunities for professional development for anyone if it makes sense/relates to their position or professional path.
- I often feel that my natural demeanor often makes me an acceptable person of color. I have actually been told this in very indirect ways. It is not a compliment to me. The reality is there are people of color that are simply and naturally different from me. A training discussing the core right to be different will definitely assist in reshaping some pre determined mind sets

- Coaches are already overworked without all this additional load, and why is it assumed that they are personally deficient in these areas?
- I have worked at 3 other universities and our new employee orientation and training is terrible, it's non-existent. It's the worst that I have ever seen, you have to be able to do something. I know that we are all very busy, but no one isn't so busy that they can't properly train and take care of new employees.
- Professional development opportunities should be provided to all employees.
- why personal development opportunities for ONLY minorities!!!!??? i'm not a minority but would love to have such opportunities
- I don't like the idea of requiring training but I think training could be helpful if it wasn't something people hated doing, make it entertaining or offer a fun incentive like food or coupons, do things that bring people together not apart
- political candidates should not be pushed through department heads or place of employment. This creates a sense of bias in the voter due to fear of job loss or not fitting in for policy beliefs. — professional development is not a tool accessible to a lot of people. Not just the minorities.
- I think initiatives designed to provide professional development opportunities need to be available for everyone - not only singling out minorities. Yes, encourage their participation but these incredible resources shouldn't be limited only to minorities
- I don't think we need a Hiring Manager Trainer; however, maybe there could be a video or webinar that the coach/supervisor could take prior to the interviewing process for a particular position.
- I think the best person for the position should be hired, regardless of background
- I think that suggesting minorities need extra professional development is insulting to them. It seems to suggest they need the extra help to succeed.
- I think it's important that we find the right, most qualified people for the job, regardless of race.
- As someone who rarely misses an election, I don't feel it's my employer's job to make an effort to encourage me to vote. If you are of voting age, and are not registered, or do not vote, that is your personal choice. My choice is to vote, but I still do not believe there should be added pressure from my employer to do so. If someone feels strongly enough to vote, there are plenty of resources available to let them know how.
- I don't feel ppl want to hear about politics/ voting info from LSU. I've had many discussions where ppl are fed up with this. It's not LSU's place to provide or be involved with politics etc. I've spoken to ppl that don't want to support LSU bc they support BLM which has turned violent and anti American.
- The voting initiative sounds great. But, it appears that it is almost an act against one political party. Americans should have the right to do whatever they want. Right now, we are not shown the data of people who are registered to vote. Academia is almost anti-conservative right now. That's not how you open people's minds up. I have never voted for a conservative, but have many friends that are and they feel shamed to be conservative right now. I also believe we have corrupt politicians who are from both parties. We have serious problems in politics right now. We have corrupt leaders in Louisiana. The current politicians here, Dem and Repub, have overseen this state/community for a long time and have not made meaningful change.
- When it comes to hiring manager training I believe that racial and ethnic backgrounds do not matter. The only thing that matters is if the person who is most qualified for the job is hired.
- I think the voter encouragement should be clear in its intention. Civic duty, etc. I just don't think giving jobs and opportunities to people because of their race is the way to go about things. I do think it is healthy to have discussions about unconscious bias, etc. I think this will aid in a more diverse work place.
- I'd support initiatives designed to provide professional development opportunities for all. We don't have that at all...for all. I support it for minorities, but I think it should be available for everyone.

Suggestions

- While i think the above questions are good, one thing that needs to be considered is the effectiveness of the training. Is this something just to satisfy a checklist? In my previous institution, I served on numerous search committees and was required to sit through trainings on diversity. I must admit, the majority of those trainings were a waste of time. Administration was excited by the speakers yet those attending were asking thought provoking questions that made individuals (trainer and administration uncomfortable) and responses were glossed over. For instance, sitting through a diversity training and never having the speaker address what is meant by diversity. Question asked about how diversity was being defined, such as racial, gender, religious, etc. Speakers response was "Great, next question" (I can't make this up). Also having been in a position of hiring, I fully understand the challenges associated with hiring a diverse population. To make meaningful change, difficult conversations need to be had. One isn't learning and growing if one is not uncomfortable.
- I think it is so, so, so, SO important to get athletes out for voting this November. Please let them use their likeliness, image, voice to encourage more people our age to vote. It is so important, especially this election, for young people to turnout to vote. I know our athletes, especially some football players and basketball players, have influence over people their age. I know the football players are registered to vote. Why not have them out there actually exercising their right also.
- The diversity training needs to truly be training and education, not just someone coming in to speak for an hour. We need to be required to invest. The new employee program is vital. We have no on-boarding process and that provides numerous challenges for all new staff members. The department's diversity training should be part of the on-boarding process.
- The TRUCE group with Clay Young would be a great addition for our staff to join in for volunteering
- This needs to go beyond creating a diversity statement. It needs to go beyond hiring. How are we creating inclusive environments to retain employees from marginalized populations?
- Regardless of diveristy or inclusion, we should have a new hire orientation program. Surprised we dont.
- We are here for the student-athlete. We should not make this a political stronghold or push a political agenda. Therefore, I am against the promotion of voter turnout. That being said, I believe we should assist/give direction to those who are seeking assistance/knowledge of voting processes. Because we deal with student-athletes, who are mostly comprised of 17-22 year old people who are brand new to voting, we will have these types of opportunities. I believe Hiring Manager Training should be required not only for diversity reasons but for overall hiring quality. Some hiring managers have never had to hire an employee before whether that be due to youth, exclusion, or promotion into the position. Knowing how to review applicants, how to interview, how to interact is beneficial to not only hiring manager, but to the department as a whole. Hire the best possible candidate for the position. Training should be required because most people don't even know. Bringing it to the surface shines light where darkness once prevailed. An innocent person should not be shunned upon because they were uneducated of the issue as well as an innocent person should not be treated unfairly because someone was not educated. Why not require the training? We currently are required to perform ethics and sexual harassment training because people need to be educated on these issues. Again, all humans are not the same, don't think the same, don't believe the same, don't feel the same. This training should be part of new employee orientation training as well. I support initiatives designed to provide professional development opportunities to all members of our team. Team success is the end goal. If we only provided development opportunities to our skilled position players and not our offensive line, we will end up with highly talented skilled players that never get the opportunity to show their talent because the play never gets a chance to develop. If we only develop our pitchers, we will continue to lose 1-0 because we can't hit the ball. TEAM should be the focus, no one left behind.

- One thing we should work on is the hiring of minority interns to get them the training need in athletics. It can be part of the educational services we provide for students and student-athletes on our campus. This is how we can use education to drive diversity.
- I believe there are different groups on-campus that have different events and programming for diversity and inclusion already, so it might be good to join with them to have speaker series, different events, etc. For example during the rally in June, one of the speakers mentioned that the African American Cultural Center- they usually have different events that we can join with.
- I think Election Day should be a Paid Holiday. It would make sure that people could actually go to the polls instead of having meetings, or getting so busy they don't go and vote. LSU Athletics shouldn't just put out a message of "GO VOTE" but continuously push out information on how people can vote, where they can do their research, info on how to find your polling place. We live in the capitol of Louisiana. The Governor is just down the street from us. We should be able to team up and do our part.
- I would recommend that those who are corporate partners of LSU to provide paid internships for LSU student-athletes. This will greatly assist with the professional development of our students. The valuable experience they would receive would be very beneficial to building their resumes.
- The Councils need to be streamlined.
- I have been through diversity training at my old employee. It shed a light on the need for education throughout the university and athletic department.
- We definitely need a new employee orientation

15 - Additional Comments, Questions, Concerns – Final Questions

Question: Do you have any additional comments, questions, or concerns you would like to share?

Positive

- Thank you for listening.
- I have been in this department over half of my life, this is totally new approach and I am pleasantly Impressed with this start.
- I am cautiously optimistic that LSU Athletic Department is headed in the right direction. The trap that we must not fall into is having a couple of events and then letting them fall by the wayside, i.e. Heard series. This must continue. At the same time, there is a balance that you don't want to do things too frequently. I am passionate about working with diversity and inclusion and have been fortunate to have some supervisors that fully support and embrace my interest and involvement in these areas. What I have also learned in living and working in different parts of the country, racism is every where but how it plays out is different. Past events in the country are taught differently and amount of time spent on them varies, depending on where one was schooled, particularly in the K-12 era. I have had some fascinating eye opening discussions with colleagues that reinforced these beliefs. I think this is something that is overlooked in trainings - we are not all starting from the same starting line. Sometimes when these differences show up, one is perceived as ignorant or not caring, but it might be due to the educational system in which one was educated.
- I love what am doing for the university and the community.
- Over the past several months, I have learned that we don't live in a "colorblind" society, and I greatly appreciate the efforts of LSU Athletics in moving our department toward the goal of attaining racial equity.
- Inclusion is necessary in life, which drives across all race, gender, and ethnicity. There should be no discrimination whatsoever across the entire spectrum. We all have a love for what we do and we should strive towards making our workplace environment better in any aspect.
- Thank you for having this survey.
- I think it is extremely important to fully support our Black student-athletes and staff through education and action, especially hiring a more diverse staff, and I think we also need to be having the conversations about other minority groups to fully move forward in inclusion.
- I feel with surveys as this we are going in the right direction.
- I appreciate the opportunity to speak freely in this setting as I have not felt the same opportunity in many other settings within the department. I believe in the TEAM! I believe in HUMANITY! I believe in US! I believe GOD will get us there! I believe we will SUCCEED!
- Thank you for allowing us to give some input!
- Thanks for allowing this opportunity. I just pray that in being honest on my values and beliefs, I'm not looked at in a different way. I believe in One America, Justice for All and One Nation under God. LSU has been my family for over 30 years. All colors, races, religious beliefs etc. the division is very heartfelt.
- I appreciate the effort to change and make this environment inclusive and more equitable.
- Professional development opportunities for all would be a great idea. All information coming from this survey will be a wealth of knowledge and an enormous amount of positive changes.
- Thank you for This.

- I believe these are great conversations that are being had and we are moving forward as a school. With that being said, if we are expressing our opinions and beliefs we must remember that we can not discriminate against others that differ in beliefs, political opinions, or oppositions.
- As a former athlete at LSU and now staff member at LSU I feel the Athletic Department has always gone above and beyond for its athletes and staff members. The support I received as a student athlete was more than I could of imagined and it is EVEN BETTER now than when I was an athlete. To see where it has progressed over the last decade is a true testament to the people who run the department. They always strive to do more for the student athletes; on the field, off the field, academically, mental health, physical health, etc. I don't think anyone should ever second guess the efforts that are put in and I believe that they have risen to the occasion again.
- Thank you for doing this survey

Negative

- Unfortunately, the results of this survey will be skewed because of the lack of diversity within the department currently. However, I think understanding where people are through surveys like this is vital. You have to know where people are in order to create trainings, events, etc. that will speak to them.
- This is a very sensitive subject and some of the questions seemed to be worded with a bit of bias. It's a given that LSU employees should respect others regardless of their race and acknowledge their possible ignorance of others life stores. We should not discriminate against any employee or job applicant because of race, color, religion, national origin, sex, physical or mental disability, or age.
- If we are going to make a change, the change shouldn't be just about making a community more diverse. It should include educate about the history of LSU, what it means to be apart of a community, and being able to stand together as one community.
- We should distance ourselves from the Baton Rouge Police Department, because they killed Alton Sterling and faced no jail time.
- I just wish that we could all get a long.
- I'm concerned about us "losing" people if we're not organized and don't communicate effectively.

Neutral

- Just as it is important to include athletes in these marches, I think it is also important to remember having staff by their side shows unity and support.
- No I do not
- Just hope that we are considering real change and just not for show.
- I really hope this is not a smoke and mirror, checking the box, C.Y.A. survey and nothing changes.
- education is the most vital piece for anything that we do. Also getting non blacks to actively and purposely be bigger voices is the only way to move the needle towards real and lasting change
- Not at this time.
- I feel the efforts the department are making are good ones. However, I have never want to feel forced by my employer that I had to support certain causes or participate in certain activities. I have worked at companies where employers "strongly encourage" participation in things and employees tend to start taking notes of who showed up and who didn't. I've always felt that supporting causes should be a personal choice, and one that if asked about I will discuss. I feel that when an employer pushes the cause, it begins to feel like it is a job requirement to attend.

- many people do not understand the issues and challenges of others - teaching and education is the key to making change and having an impact. key professionals need to help foster the progress - not judged from within - have an outside support structure to hold individuals accountable.
- no
- Intentional, communication & transparency are 3 key factors in moving towards a better understanding of diversity, equity and inclusion which in return will provide an environment in which black coaches, staff and student-athletes feel they are valued, important and most importantly, feel that they truly matter.
- I just want people to know that I am willing to have a conversation in order to help. I am willing to answer tough and uncomfortable questions and also ask tough and uncomfortable questions. As long as people see it as helping and not being judged for things said in the conversation.
- Find ways to include everyone. Shaming those who are uneducated is not how you change their minds. Shaming those who have never been exposed to the outside world is not how you get them on your side. Give people real information. Let them make decisions on their own. Be ok that they may not agree with you. Feel grateful to live in America. I have traveled extensively and believe we have racism in America. I think it is much worse around the world. It takes time, unfortunately. We can all do better. LSU is a great place and we seem to have leaders who are trying to make a difference.
- None that I can think of, thank you!
- I think LSU or atleast, LSU [Sports Team Name] has a humanity problem, not a racial problem. People need to care more about others as humans instead of just caring about what that person can do to benefit LSU Athletics. We need to care more about lives and overall health of the human that is employed by LSU. We need to improve heavily on the small things - communication, the power of saying "thank you", respect for other's time, etc.