Understand, Build, and Advance: Creating an Inclusive Two-Year Athletics Department

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Objectives

- Understand- Define identities, foundational terminology and the current climate
- Build- Explore the benefits of inclusion
- Advance- Discuss ways to create inclusive spaces within our athletic departments
Expectations

- Sender, be aware of your words and who is in the room
- Receiver, try not to take things personally
- What we say in here, stays in here
- Use "I" statements
- Write down any questions that you have
Identity Activity

- Move under the identity sign that best fills in the blanks for the following questions
  - The part of my identity that I am most aware of is ________
  - The part of my identity that was most emphasized or important in my family growing up was ____________
  - The part of my identity that was most emphasized or important in my family growing up was ____________
  - The part of my identity that I am least aware of is ___________
  - The part of my identity that garners me the most privilege is ____________
  - The part of my identity that I feel is difficult to discuss with others who identify differently is ____________
Current Climate for LGBT

- 5% of college students identify as LGBT (2011)
- 9% of student-athletes who identify as LGBT report harassment; the majority report this in the form of coach/teammate comments
- Experiences with harassment place individuals, who identify as LGBT, at a higher risk for alcohol and drug abuse
- LGBT student-athletes generally experience and perceive a more negative climate than their straight peers
Definitions

The Genderbread Person

Identity
Gender Identity
Woman, Genderqueer, Man

Orientation
Gender expression
Feminine, Androgyneous, Masculine

Expression
Biological Sex
Female, Intersex, Male

Sex
Sexual Orientation
Heterosexual, Bisexual, Homosexual
Build

- Benefits to Creating an Inclusive Department
  - Higher job satisfaction from coaches and staff
  - Increase student-athlete health and well being
  - Creates a supportive team climate
  - Positively influence cohesion which influences performance (in the office or on the field)
  - Decreased vulnerability to legal challenges
Advance

- The Power of Language
  - Microaggressions
    - A subtle but offensive comment or action directed at a minority or other non-dominant group that is often unintentional or unconsciously reinforces a stereotype
Advance
Microaggression Activity
Advance

- Goal is not to judge whether we interpret a statement as a microaggression or question why others see it that way.
- Intention may not equal impact.
- Recognizing the way others may be affected by our language builds empathy.
Ways to Increase Inclusion

- Offer a visible and supportive presence
- Take inclusive training another step further
- Develop inclusive policies
- Prohibit homophobic, transphobic, and heterosexist behavior at athletic events
- Offer an opportunity for student-athletes who identify outside of the gender binary the ability to self-identify their gender identity/gender expression if they choose
Resources

- Office for Civil Rights Guidance on Bullying and Harassment
- NCAA Inclusion Handbook
- Go! Generation Out
- AthletesAthlete Ally
- GLAAD
- National Center for Lesbian Rights
- Br{ache the Silence
References


