



KIN ALL IN!

DIVERSITY, EQUITY, & INCLUSION

BY DR. KETRA ARMSTRONG

The U-M School of Kinesiology continues to celebrate and elevate its commitment to making the ideals of diversity, equity, and inclusion (DEI) a reality. We are steadfast in our belief that diversity enriches the learning environment and enhances the School's innovation and overall productivity. We have developed and are implementing an ambitious and comprehensive DEI strategic plan consisting of various programs, policies, and practices to create a vibrant and supportive environment for all of our faculty, staff, and students to thrive. In the spirit of team, our motto is KIN ALL IN! Following is a summary of some of our DEI initiatives in the 2016-17 academic year.

Diverse Student Recruitment

Kinesiology faculty, staff, and students participated in various demographically diverse recruitment fairs/events to meet with students and share opportunities for undergraduate and graduate education in our school.

Alliances with Minority Serving Institutions

Kinesiology continues its successful alliance and engagement with a number of Minority Serving Institutions such as Historically Black Colleges and Universities and Hispanic Serving Institutions. We are exploring ways of enhancing the alliances by developing more mutually beneficial faculty and student initiatives.



Kinesiology Diversity and Inclusion Network (KDIN)

To engage and empower our students to be advocates and champions of diversity and inclusion, we continue to support the Kinesiology Diversity and Inclusion Network. KDIN is comprised of a demographically diverse group of undergraduate and graduate students from various Kinesiology disciplines.

Kinesiology "Kickback"

Kinesiology hosted an end-of-semester activity with food, fun, and games to create community and provide our students with a space and opportunity to decompress.

Research Showcase

To celebrate ideological and disciplinary diversity within Kinesiology, we offered our annual Research Showcase featuring the research/scholarly activity of our graduate and undergraduate students.

Kinesiology Bridge Program

This summer, Kinesiology instituted a program to connect and engage students from populations that are underrepresented in graduate education. The program featured presentations, social activities, campus tours, and team building activities.





A Thousand Cuts: Responding to Climate Concerns

This seminar was open to all Kinesiology faculty, staff, graduate students, and leaders of our undergraduate student organizations. It featured dramatic renditions of campus and classroom climate issues by actors from the U-M Center for Research on Learning and Teaching (CRLT).

Movie Night: Keepers of the Game

Kinesiology hosted the first of a planned series of movie nights—with popcorn, soft drinks, and other snacks. The featured movie, *Keepers of the Game*, focused on Native American women and the sport of lacrosse. It offered a poignant illustration of the intersections of race/ethnicity, culture, religion, and gender in sport. The movie elicited rich dialogue and discussion. *A Kinesiology Dialogue on Diversity initiative.*

MLK Symposium: Lyrics of Activism

Building on the U-M theme, we hosted a MLK Symposium entitled “Lyrics of Activism: Sounds of Change in Kinesiology.” The event featured Kinesiology faculty, staff, students sharing their thoughts and reflections (through poetry, readings, music, and song) about activism. The audience participated in an insightful discussion about activism, and the event concluded with a reception.

Moving Through the Centuries: The Empowerment of Women Through Physical Activity

To celebrate U-M’s bicentennial, Kinesiology partnered with the Institute for Research on Women and Gender, Women’s Studies Department, Athletics, and other U-M units to offer an event to celebrate gender equity. It consisted of a panel presentation and a semester-long archival exhibit showing the evolution of women in sport and physical activity at U-M.

Stamped from the Beginning: The Definitive History of Racist Ideals in America

In partnership with Munger Graduate Residence and other U-M entities, Kinesiology co-sponsored a book discussion of

Stamped from the Beginning with 2016 National Book Award winner and *New York Times* bestselling author Dr. Ibram X. Kendi. He provided a historical and contemporary overview of racial ideology and racism, and engaged the audience in a stimulating Q&A. *A Kinesiology Dialogue on Diversity initiative.*

Interested in contributing to or participating in our diversity, equity, and inclusion efforts? Send us an email at kines-dei@umich.edu or visit kines.umich.edu/DEI. ■

Opposite page top: Students at the “Kickback” embody DEI. Bottom: An attendee at the “Moving Through the Centuries” exhibit. This page top left: Attendees at the MLK Symposium. Top right: The Peace Neighborhood Center visits Kinesiology. Bottom: HBCU students visit campus; Dr. Ketra Armstrong (center) and attendees at the McNair Scholars Fair.

