

# School of Kinesiology DEI Highlights 2019-20



Our diversity, equity, and inclusion (DEI) efforts in Kinesiology aim to: (a) increase the diversity of Kinesiology stakeholders, notably among Kinesiology students, (b) facilitate dialogue in Kinesiology among faculty, staff, and students to enhance the knowledge and understanding of issues and matters related to diversity, equity, and inclusion, and (c) establish a welcoming climate and supportive culture for Kinesiology faculty, staff, and students to thrive. We have made some progress in each of these strategic areas; however, more progress is needed for us to achieve the ideals of DEI. Our particular focus for 2019-20 was on our students' engagement in DEI. We were forced to navigate the ebbs and flows of the COVID-19 pandemic which resulted in the cancellation of a number of DEI events we had planned. Nonetheless, we offered a variety of DEI initiatives this past year. Among them were the following:



*Kinesiology's Lunar New Year Celebration. Courtesy photo.*

## Diverse Student Recruitment

We continued our dedicated efforts to increase the diversity among our undergraduate and graduate student populations. Our recruitment efforts included: (a) visits to Chicago-area high schools; (b) attendance at various college fairs that serve a majority underrepresented students (low income, first-generation to college, etc.) including the Midnight Golf College Major Fair (geared toward African American high school students); (c) invitations to targeted high schools in the metro Detroit area to personally

invite students (directly and through college counselors) to our fall prospective student day events (which resulted in a more diverse representation at our on-campus events); (d) attendance at the Greater Grace Church 2-day College Fair & Career Expo in Detroit, which served hundreds of students from the metro Detroit area; (e) hosting several students from our Historically Black Colleges/ University (HBCU) Alliance partners on campus where the students attended Kinesiology classes and met with Kinesiology students, faculty, and staff; and (f) continued outreach to HBCUs and Hispanic-Serving Institutions to attract a more diverse pool of high quality students.



*Participants in our 2019-20 Bridge Program Orientation. Courtesy photo.*

## DEI Student Support

We received a Rackham-funded DEI graduate student staff assistant. This award allowed us to have dedicated student leadership and it made a tremendous difference in the number and quality of student-focused DEI events we offered, and the number of students

who participated. We also funded a diversity career peer advisor to assist the Kinesiology Career Development Center in offering dedicated support for our international students.



*Students from our HBCU Alliance partners on their campus visit. Courtesy photo.*

## Kinesiology Bridge Program

We continued our Bridge Program (Connecting and Engaging Graduate Students for Success) which included a diverse array of 18 graduate students (comprised of first-generation students, students from Minority-Serving Institutions, students for whom English is not their native language, veterans, students with children, students with a unique/challenging academic profile, etc.). The students participated in educational, social, networking, and team-building events to introduce them to Ann Arbor, the U-M campus, and the Kinesiology community.

## Kinesiology Diversity & Inclusion Network

To engage and empower our students to be advocates and champions of diversity and inclusion, we continued to support the Kinesiology Diversity & Inclusion Network (KDIN). KDIN is comprised of a demographically diverse group of undergraduate and graduate students from various Kinesiology program areas. Our student organization elected officers and hosted a variety of events to promote inclusion and create community among our graduate and undergraduate students, which included:

- Chat & Chew: Dialogues on Diversity for Kinesiology students
- Trap Yoga (culture and movement)

- Dig Pink Volleyball (in support of breast cancer awareness)
- Diversity Trivia Game Night (featuring games on issues of diversity and inclusion)
- A KDIN promotional video
- Activities to increase KDIN's social media presence

## Lunar New Year Celebration

Our annual Lunar New Year event featured Asian cuisine, a celebratory video, activities, games, and items that are culturally significant to Asian cultures. The event was very well attended by a diverse group of Kinesiology students, faculty, and staff and included an open dialogue about the significance of culture and the importance of multicultural support for faculty, staff, and students within Kinesiology.



*KDIN members at the U-M 'Dig Pink' volleyball game supporting breast cancer awareness. Courtesy photo.*

## Faculty & Staff Events

To facilitate, enhance, and support our faculty and staff's involvement in DEI and to improve their service to our students, we offered two events: (a) a Lunch & Learn workshop on "Disability Awareness and Etiquette," and (b) a workshop delivered by the Center for Research on Learning & Teaching (CRLT) on mental health entitled "Distress Signals."

## Movie Night: *Woodlawn*

Our Movie Night for students, faculty, and staff featured the movie *Woodlawn*, based on a true story about how sports were ultimately used to promote unity

amid racial tension. The event featured popcorn and other traditional movie treats and the viewing was followed by a discussion about the role of sport in promoting social justice.



*KDIN members get social. Courtesy photo.*

## MLK Symposium: (Mis) Education of Us

Our MLK event this past year consisted of a Kinesiology Watch Party of U-M's Keynote MLK Presentation, "The (Mis) Education of Us," delivered by Dr. Angela Davis (activist, feminist, author, and academic). The viewing was followed by a discussion and a reception.

## Black Lives Matter

Given the increased racial tensions consequent to the tortures of systemic racism on the Black community at the fore our country's unrest, we released a statement pledging and professing our support for the Black community and the Black Lives Matter movement. We also shared information with our Kinesiology community about Juneteenth, a symbolic holiday commemorating the "official" end of slavery in the U.S., and encouraged everyone to do their part to help to dismantle systemic anti-Black racism. ■

Learn more about our diversity, equity, and inclusion efforts at [kines.umich.edu/DEI](https://kines.umich.edu/DEI).