

School of Kinesiology DEI Highlights 2020-21



During 2020-21, the School of Kinesiology continued its focus on various aspects of diversity, equity, and inclusion. However, we also sought to elevate our conversations about race and intensify our focus on anti-racism. Due to the pandemic, we were unable to offer events in person. Nonetheless, we were able to deliver some very impactful virtual events that facilitated engaging and stimulating conversations about DEI to inform theory, to promote understanding, and to improve everyday practices. Following is a summary of our DEI efforts and initiatives.

EDUCATION & INFORMATION

DEI Summit Brown Bag Lunch.

Following our virtual participation in U-M's Diversity Summit on "Art + Social Change: Building an Anti-Racist World Through the Arts," Kinesiology faculty and staff gathered via Zoom to discuss sport and physical activity as art and performance, and the role of Kinesiology in promoting social change.

Communicating About Culturally Sensitive Issues. We offered some virtual Brown Bag Lunch sessions for our staff based on information contained in the U-M and LinkedIn Organizational Learning Modules

on communicating about culturally sensitive issues. The sessions addressed why conversations around culture are tricky and principles for culturally sensitive conversations.

Anti-Racist Workshop.

In partnership with the U-M Center for Research Learning & Teaching (CRLT), we offered a virtual Anti-Racist Pedagogy Workshop discussing the principles and practices of anti-racist pedagogy.

Anti-Racism Pedagogy Mini-Retreat.

As a follow-up to the larger Anti-Racist Pedagogy Workshop, a small group of Kinesiology faculty participated in a virtual mini-retreat to share ideas and discuss practical ways in which to be more intentional in engaging in anti-racism pedagogy in our Kinesiology sub-disciplines.

Health Sciences MLK Series.

"Where Do We Go From Here: Body Politics and Movement Towards Racial Empowerment" represented a U-M Ann Arbor and U-M-Flint Health Sciences collaboration that was led and hosted by Kinesiology. This initiative consisted of a three-part virtual webinar series addressing the various ways in which racial bodies are politicized and the role of movement as a source of racial empowerment. The events consisted of panel discussions; a keynote presentation by Dr. Monique

Butler, a Kinesiology alumna and CMO of HCA Healthcare North Florida Division; mental wellness exercises; and an Afrobeats movement demonstration. The topics addressed during the series included:

- Body politics of race/ethnicity, sex/gender, ability, class, age, and intersections
- Social determinants of health: health inequities and health disparities
- Physical activity and stroke and cancer recovery
- Community-based physical activity programs for communities of Color
- COVID-19, vaccine hesitancy, and the impact on communities of Color
- Black women's maternal mortality
- Health care and treatment of politicized bodies (podiatry, physical therapy, internal medicine, sports medicine, and athletic training)
- Racial representation and social justice in health sciences
- Racial trauma, movement, and mental health and wellness
- Movement as empowerment; Afrocentric-inspired movement

The events were well attended, including over 400 attendees at our keynote presentation. This was a successful series by all accounts.

Sport Management DEI Series.

This unique DEI endeavor was spearheaded by student leaders in the Michigan Sport Business Conference (MSBC), Michigan Sport Consulting Group (MSCG), Michigan Women Empowerment in Sport & Entertainment (MWESE), and Sport Business Association (SBA) student groups, and supported by a team of Sport Management faculty. The three-part series included discussion around the following: (a) “How Did We Get Here? Tracing the History of Inequity and Exclusion in American Sport;” (b) “Breaking Barriers: Promoting Intersectionality in Sport (gender, race, ethnicity, nationality, and ability in sport);” and (c) “Winning with Diversity: Implications for College Sport.”

Kinesiology Center Initiatives.

Kinesiology faculty-led centers hosted or were involved in a number of virtual events throughout the year, including: (a) webinars offered by the Michigan Concussion Center —“Social & Cultural Disparities in Sport Concussion” and “The Tough Talk: Examining SES & Racial Disparities in Concussion Evaluation & Management;” (b) webinars offered by the Center for Race & Ethnicity in Sport—“Race, Sport, & Restorative Justice: Implications for Higher Education,” in partnership with the National Center for Institutional Diversity, and “Minding My Body: Race, Mental Health and Student-Athletes of Color” in partnership with the Steve Fund.

City of Champions: A History of Triumph and Defeat in Detroit.

This endeavor featured two webinar discussions of the newly released book, *City of Champions: A History of Triumph and Defeat in Detroit*, coauthored by Sport Management Professor Stefan Szymanski and German Studies & Comparative Literature Professor Silke-Maria

Weineck. This endeavor also included a web exhibit on the history of sport, politics, and culture (i.e., race, ethnicity, gender, class, etc.) in Detroit. This endeavor was partially supported by a KIN-ALL IN! DEI Grant.

SUPPORT, ENCOURAGEMENT, RECRUITMENT, & ASSISTANCE

DEI Resources. We provided our faculty with a wide array of resources (articles, handouts, best practices, video links, etc.) in an e-portal on our intranet to support their learning and encourage their engagement in DEI. Such resources included anti-racist and inclusive instruction material from external sources as well as U-M sources (notably LSA and CRLT).

DEI Professional Development.

We proactively advertised the various anti-racist programs and events offered by U-M’s Organizational Learning and CRLT and strongly encouraged our faculty and staff to attend (of which many did).

DEI Student Recruitment.

To assist with our recruitment of a more diverse student population, we funded a DEI internship to assist our Office of Undergraduate Student Affairs (OUSA). Special kudos to La’Joya Orr, managing director of recruitment & admissions, and her student intern, Bhavani Bindiganavile, who set up night classes, classroom visits, a new scheduling tool, high school outreach, and late night programming to accommodate for different time zones. These collective efforts resulted in the largest pool of applicants in our

school’s history, a dramatic increase in our student diversity, an increase in the number of matriculated committed students, and a yield of over 200 students (which far exceeded our set target of 165 students).

DEI Student Support. Given the likely economic impact of the pandemic on students who are underrepresented at U-M and in Kinesiology, we continued to offer Kinesiology Merit Fellowships (KMF) to our graduate and undergraduate students who were from underrepresented or marginalized communities who also experienced financial hardships. Addressing the economic diversity within our student population continues to be an important element of our DEI strategic plan.

CELEBRATION & RECOGNITION

Faculty Spotlight. To celebrate our faculty who had successfully engaged in inclusive instruction, we offered a Faculty Spotlight on Inclusive Instruction event featuring an initiative involving some of our faculty’s partnership with CRLT. This event was well received and some of the practices highlighted were successfully adopted by other faculty. The initial impact of these changes on our students’ learning, the classroom climate, and faculty enjoyment, were notable.

DEI in Annual Reviews.

To systemically encourage and increase the overall contributions of Kinesiology faculty and staff to DEI, we implemented a system in our annual evaluations that was more intentional in recognizing our faculty and staff’s annual contributions to DEI. ■