



The school's 2017-18 diversity, equity, and inclusion initiatives

Kinesiology continued its commitment to realizing the ideals of diversity, equity, and inclusion (DEI). As such, we continued offering existing initiatives while implementing new ones. Our DEI goals are to increase the diversity of Kinesiology stakeholders, notably among students; 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 establish a welcoming climate and supportive culture for Kinesiology faculty, staff, and students to thrive. In some instances, we revised some policies and procedures, and in other instances we developed new ones.

Among the DEI initiatives offered in Kinesiology this past year were:

Diverse Student Recruitment

Kinesiology faculty, staff, and students participated in campus visitation events for undergraduate and graduate students as well as various demographically diverse recruitment fairs/events to meet with students and share with them opportunities for undergraduate and graduate education in our school. Our recruitment efforts targeted high schools in the metro Detroit area and an active alliance and engagement with a number of Minority Serving Institutions such as Historically Black Colleges and Universities (HBCUs) and Hispanic Serving Institutions (HSIs). We are creating relationships that will undoubtedly increase the diversity of our undergraduate programs, and our collective efforts at the graduate level have resulted in the highest number of applications and enrollment of underrepresented students in Kinesiology's graduate program history!

Kinesiology Diversity and Inclusion Network

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

students from various Kinesiology programs. One of the activities of KDIN this past year was the establishment of stations in Kinesiology buildings by which individuals could donate goods to support the Puerto Rico Relief Drive subsequent to the devastation left by Hurricane Maria.

Kinesiology Kickback & Kinesiology Game Night

Kinesiology hosted end-of-the semester activities with food, fun, and games to create community and provide our undergraduate and graduate students with a space and opportunity to decompress from the semester and recharge for final exams.

Graduate Research Showcase

To celebrate ideological and disciplinary diversity within Kinesiology, we offered our annual Research Showcase featuring the research/scholarly activity of our graduate students. Seventeen graduate students shared their scholarship and the event was well-attended to capacity.

Kinesiology Bridge Program

Kinesiology instituted a program to connect and engage students from populations and educational settings that are underrepresented in graduate education and to facilitate their transition to and success at U-M.



*HBCU Alliance graduates with Dr. Ketra Armstrong.
Photo: Ketra Armstrong.*

Lunch & Learn: Intercultural Awareness

Kinesiology offered a workshop that featured engaging explorations and discussions about how culture affects our interactions with others, how cultural assumptions may be flawed, and how to navigate our cultural differences. The workshop was facilitated by U-M Organizational Learning and was well attended by Kinesiology faculty and staff.

Spectrum Allyhood Development Training

Kinesiology faculty and staff participated in workshop delivered by the U-M Spectrum Center that offered a social justice framework to inform, educate, and illustrate various elements of the lived experiences of LGBTQ-identified people. *Co-sponsored by Kinesiology's Office of Diversity, Equity & Inclusion and eMpower staff professional development group.*

Intercultural Development Inventory Training

The Intercultural Development Inventory (IDI) is a widely used and comprehensive process for ascertaining individuals' cultural competence. Kinesiology supported the training of academic advisors La'Joya Orr



Graduate Research Showcase participants highlight intellectual diversity. Photo: Emily Mathews.

and Vanessa Barton to become IDI Qualified Administrators. La'Joya and Vanessa will assist with IDI implementation in Kinesiology and throughout campus.

Movie Night: 42

Kinesiology hosted the movie 42 to engage students, faculty, and staff in a critical discussion about race and sport. The movie night was held in Bickner Auditorium and featured popcorn, soft drinks, and other snacks. The movie elicited rich dialogue and discussion. *A Kinesiology Dialogues on Diversity initiative.*

MLK Symposium: The Fierce Urgency of Now (Kinesiology Inspiring Communities & Impacting Lives)

Building on the U-M theme, Kinesiology hosted an MLK Symposium that featured Kinesiology faculty sharing and displaying their

research, teaching, and service that was inspiring local residents and impacting underserved communities. A lively question and answer session followed the faculty presentations and the event concluded with a reception. *A Kinesiology Dialogues on Diversity initiative.*

Intellectual Diversity & Global Engagement: Sport and Fitness in China

Consequent to the growing interest and enrollment of Chinese students in Kinesiology, Kinesiology cosponsored the U-M China Forum, which featured current and former Kinesiology graduate students. Dr. Ketra Armstrong made a presentation at the forum and discussed graduate education, the business of sport and fitness, and global engagement of Kinesiology students in China. ■

Learn more about our diversity, equity, and inclusion efforts at kines.umich.edu/DEI.

Members of the Kinesiology Diversity & Inclusion Network. Photo: Emily Mathews; Kinesiology faculty and staff at Lunch & Learn: Cultural Awareness. Photo: Ketra Armstrong; Students at Kinesiology Game Night. Photo: Ketra Armstrong.

