

School of Kinesiology DEI Highlights 2018-19



The strategic thrusts of our DEI efforts in Kinesiology are 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. 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 Kinesiology. Our recruitment efforts include participating in special events such as: (a) Midnight

Golf College Major Fair (targeted to African American high school students), (b) Wolverine Express (in partnership with the Center for Education and Outreach) involving travel to selected high schools in the Ypsilanti, River Rouge, and metro Detroit areas, and (c) 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 and graduate student populations. Our collective efforts at the graduate level have resulted in a noteworthy number of applications and enrollment of underrepresented students.

It's Official: 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 program areas. This past year KDIN became an officially recognized U-M student association. This official designation of KDIN legitimizes our student association and will hopefully: (a) contribute to a growth in membership, and (b) allow us to increase our visibility within the School, U-M Campus, and where appropriate, respective communities.

Kinesiology Kickback & Kinesiology Game Night

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

Dialogues on Diversity

We offered a Dialogues on Diversity event in which we shared the results of Kinesiology students' responses to the U-M Climate Survey. We had an open discussion with our students about ways to improve the climate and culture in Kinesiology for all students.



2018 Bridge Program participants.



Clockwise from left: Lunar New Year Celebration; Kinesiology Diversity and Inclusion Network (KDIN) Meet & Greet; Faculty and Staff Unconscious Bias Workshop.

Graduate Research Showcase

To celebrate ideological and disciplinary diversity within Kinesiology, we held our annual Graduate Research Showcase featuring the research/scholarly activity of our graduate students. A record number of 22 graduate students shared their scholarship via oral and poster presentations, and the event was well-attended to capacity (by Kinesiology faculty, staff, students, parents, and community friends).

Kinesiology Bridge Program

We continued to offer a Bridge Program designed 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. The program featured presentations, social activities, campus tours, and team-building activities. We had a record number of 23 diverse participants in our Bridge Program (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.)

Lunar New Year Celebration Event

We offered an event on the Chinese New Year featuring Asian cuisine and a video celebration of the Lunar New Year. The event was 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.

Lunch & Learn: Cultural Competence Training

To continue to support our faculty's and staff's ability to be stewards of diversity, equity, and inclusion, we offered a workshop on "Unconscious Bias in Everyday Life." It was well-attended and generated an engaging discussion.

Movie Night: Black and Blue

Our Movie Night for students, faculty, and staff featured the documentary *Black and Blue: The Story of Gerald Ford and Willis Ward and the 1934 Michigan-Georgia Tech Game*, highlighting the compelling story of race, friendship, sport, and politics. The event concluded with a critical discussion about the role of sport

in promoting social justice and the local implications (on the U-M campus, in Ann Arbor, and in the Detroit metropolitan area).

MLK Symposium: The Power of Race: Unravelling the Illusion (Implications for Kinesiology)

Building on U-M's MLK Day Theme of "Unravel," Kinesiology presented the documentary *Race: The Power of an Illusion* and had a lively conversation about the power, perceptions, and implications of race in general, and noted the implications for Kinesiology in particular. The screening of the film was followed by a discussion among the audience (which consisted of Kinesiology faculty, staff, and students as well as U-M and community members). The event concluded with a reception. ■

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