**Anti-racist curriculum and pedagogy brainstorm session notes**

**Tuesday, August 18 and Friday, August 21, 2020**

**Co-Moderators**, Ms. Christina Wright, Ohio University and Dr. Daniel Kelly, New York University

[**Seven Pillars of Inclusion**](mailto:https://inclusivesportdesign.com/planning-for-inclusion/7-pillars-of-inclusion-using-commonalities-as-the-start-point-for-inclusive-sport%20) – Using commonalities as the starting point for inclusive sport

-- Align policies with opportunities

-- Motivational syllabus, language, tone

-- Content pieces that ensure representation

-- Similar to Maslow’s hierarchy of needs – start with “Access” and move through each pillar to “Opportunities”

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| **Areas of need:** | **Resources:** |
| Inclusive teaching strategies specifically for sport management | * Use your alumni! If they don’t have the answers, they know someone who does. * RFPs from NFL NBA – how to educate, inform the organizations and athletes about how to deal with social justice issues. * Connect to career aspects for our students – chief diversity office, director of diversity and inclusion * NCAA – have a designated person for all schools for diversity, equity and inclusion * HBCUs can contribute to this conversation? This is their mission/founding principles, they are the “experts,” benchmarkers, trendsetters. * “Each one, reach one.” * Fit and scaling up – include what you can and scale up and across classes, cohorts. Start with first-year students, intro classes – work your way up with complexity. |
| Curated list of textbooks in sport management from underrepresented communities | COSMA to put together |
| How to change the curriculum? | * Diversity committee – audit school curriculum. Identify each class to identify level of engagement. * Data-driven approach to diversity – where are you and where should you be? What are your goals? * Partner with a nearby HBCU for content expertise * Full tuition for grad programs for graduates of HBCUs – build the partnerships * Pay BIPOC content creators and include it within classes: particularly professional preparation, sport ethicsand sport admin classes (COSMA could compile and vet for quality and publish for members.) – Faster to implement than going through curriculum review and approval process. * Anti-racist book bundles * “Colin Kaepernick” syllabus * Talk about current events – start there! |
| Strategies to remove barriers for low-income and BIPOC students for required, (probably unpaid) internships | * [NBA “Future Sales Stars” Program](mailto:https://pages.beamery.com/nbateamcareers/page/futuresalesstarsprogram) – 6 months virtual internship, specifically looking for BIPOC * Sports industry alumni networking database at NYU – specifically reached out to minority alumni to get them engaged. * Use your alumni! If they don’t have the answers, they know someone who does. |
| International trips, travel, experiences cancelled – how to “replace” this in curriculum  International students – get lots of pushback, especially from Europeans | * Learn about race/ethnic differences between other groups internationally |
| Ensure students have high speed internet access and technology to access virtual classrooms | * Sample pre-course survey (courtesy of Ms. Wright, OU) |
| Fewer internships is NOT level the playing field – virtual internships not as highly valued as face-to-face and those who previously had access still do and is causing inequalities in job prospects | * Tap into alumni working in sport industry to create and validate virtual internships as a credible experience. * Include client projects, leverage community partnerships to offer internship opportunities to students (try to be proactive, and less reactive). |
| Expanding career opportunities | [The Career Leadership Collective](mailto:https://www.careerleadershipcollective.com) |
| Exploring race and gender within the curriculum | Dr. [Richard Lapchick – TIDE Sport](mailto:https://www.tidesport.org/) |
| My school is not urban and the student body is rural and not diverse. How do I teach them about diversity and race and equity issues? Resources within my institution are inconsistent. | Take multiple actions, a community of actions to make change happen – which will take time.  [Troy U alumni network](mailto:https://www.troy.edu/academics/colleges-schools/business/departments/hospitality-sport-tourism-management/alumni.html) |
| How to model for white students to discuss racism or to talk about inclusion/diversity?? Especially when you are white and you are talking primarily to white students. | [Jen Fry!!](mailto:https://jenfrytalks.com%20)  [Privilege walk](mailto:https://www.tolerance.org/magazine/beyond-the-privilege-walk) (some YouTube videos show how to do this virtually)  [Diversity bead activity](mailto:http://intercultural-learning.eu/Portfolio-Item/how-diverse-is-your-universe/)  [Beads of Privilege activity](mailto:https://feministagendapdx.files.wordpress.com/2012/06/beadsofprivilege.pdf) |