



Influence and Impact: Leveraging Your Role as a FAR to Support Intentional Inclusion Strategies on Campus

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NCAA Office of Inclusion



- Inclusion is an NCAA core value.
- Five areas of focus:
 - Disability.
 - LGBTQ.
 - International student-athletes.
 - Race and ethnicity.
 - Women.



Importance of DEIB-Shared Responsibility



- Student-athletes are a unique and often the most diverse populations on campus
- Student-athletes are not on athletic scholarships, hence, its important to provide them with a meaningful and holistic college experience.
- You have access to the athletic administrators as well as faculty members.
- Smaller campuses provides an opportunity for larger impact.
- Create a positive and productive work environment.
- Retention

Think Pair Share



- Why should FARs help advance diversity, equity, inclusion and belonging on campus?
- What are one or two ways you have helped support athletics to provide inclusive and equitable opportunities for student-athletes?

Inclusion Strategies



- Develop a written job description with the athletics director and president/chancellor for the FAR designation
- Understand student-athletes' experiences outside of athletics, supporting their multiple identities:
 - Attend games to show support
 - Attend practices with prior approval from coaches
 - Travel with team whenever possible
 - Attend Student-Athlete Advisory Committee meetings
 - Attend head coaches and athletic administration meetings

Inclusion Strategies



- Partnerships:
 - Athletics Diversity and Inclusion Designees (ADID) Senior Woman Administrators
 - Academic and Student-Athlete Development staff
 - ❖ “Don’t let the street in between define your relationship”
 - ❖ Guest coaching program
 - ❖ Faculty Athletics Coalition
- Find ways to:
 - Support student-athlete led affinity groups
 - Support racial/ethnic minorities in predominantly white institutions
 - Support international student-athletes with cultural and academic differences
- Advocate for the faculty: relay their feedback/concerns to the athletics administrators

Inclusion Strategies



- Recognize the challenges and opportunities in engaging in DEIB efforts:
 - ❖ Lack of goals and metrics
 - ❖ Political landscape of DEI and cultural resistance
 - ❖ Inadequate training
 - ❖ No enough buy-in from leadership
 - ❖ Budgetary restrictions
 - ❖ You may not always be able to assist, but you can find someone who can!
- Utilize inclusion resources:
 - ❖ DEI Framework
 - ❖ 3-Part Disability Resource
 - ❖ Inclusive Language, etc.



NCAA Office of Inclusion Resources



- Athletics Diversity and Inclusion Designee (ADID) Resources
- Guidance on Inclusive Language
- Fostering International Student-Athletes' Inclusion - Action Steps for Athletics Departments
- Fostering International Student-Athletes' Inclusion - Considerations for Athletics Administrators
- Defining Disability
- Language Can Impact How Your Athletes Perform
- Title IX at 50 Report



Table Talk and Share



- What challenges are you facing with leveraging your influence to advance inclusion strategies?
- What is one strategy you can implement, and does it tie into the athletic department's DEIB plan or overall need?



If we didn't win, but we did what we came to do, we also didn't lose.
- Dr. Christine Grant

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