

Integrating Diversity, Equity Inclusion and Justice (DEIJ) in the Role of the FAR

Dr. Alisse Ali-Joseph, FAR, Northern Arizona University

Dr. Nicole Been, Senior Director of Academics and Student-Athlete Success, Big 12

Dr. Niya Blair Hackworth, Director of Inclusion, NCAA



What does Diversity, Equity, Inclusion and Justice mean?

- **Diversity:** A range of human characteristics, identities and perspectives. Some of these dimensions of diversity include age, education level, ethnicity, family structures, gender, gender identity, income level, intellectual traditions and perspectives, learning and communication styles, personality traits, physical and mental ability, race, religion and sexual orientation.
- **Equity:** The intentional process of eliminating barriers and providing fair and bias-conscious access to opportunities, support, and resources.
- **Inclusion:** The outcome of proactive and ongoing engagement of individuals in respectful environments and of inviting, creating space for, and valuing diverse ideas, identities, talents, beliefs, and experiences.
- **Justice:** A core component of DEI, which is a set of values and practices that aim to create a more just society. A communal effort dedicated to creating and sustaining a fair and equal society in which each person and all groups are valued and affirmed.

Why is DEIJ important in the FAR role?



NCAA Constitution

- The [NCAA Constitution \(2022\)](#) emphasizes the association commitment to diversity, gender equity and inclusion.
 - **Organization 2c.** Promote gender equity, diversity and inclusion in all aspects of intercollegiate athletics.
- **Principle F. Diversity, Equity and Inclusion.** The Association is committed to diversity, equity and inclusion. The Association, divisions, conferences and member institutions shall create diverse and inclusive environments and shall provide education and training with respect to the creation of such environments and an atmosphere of respect for and sensitivity to the dignity of every person. The Association, divisions, conferences and member institutions shall commit to promoting diversity and inclusion in athletics activities and events, hiring practices, professional and coaching relationships, leadership and advancement opportunities.
- **Principle G: Gender Equity.** The Association is committed to gender equity. Activities of the Association, its divisions, conferences and member institutions shall be conducted in a manner free of gender bias. Divisions, conferences and member institutions shall commit to preventing gender bias in athletics activities and events, hiring practices, professional and coaching relationships, leadership and advancement opportunities.



DEIJ-Think Pair Share

- What's one area of DEIJ you are doing well in?
- What's one area of DEIJ that you need to grow in (gaps) ?

Challenges integrating the work

- Lack of expertise
- Time
- Awareness
- Institutional and athletic support
- Uncertainty
- Policy/ State laws
- Feeling overwhelmed

Athletics Diversity & Inclusion Designee

- The [ADID](#) is a designation appointed by the chancellor/president or commissioner (or their proxy), who serves as the conduit for information related to national-, local-, and campus-level issues of diversity and inclusion; and supports diverse and inclusive practices related to athletics.

ADID- Division I Change

- An active member institution shall designate a senior level administrator with appropriate training as an **athletics diversity and inclusion designee**, whose primary responsibilities shall include initiatives related to the institution's obligation to create environments and an atmosphere of respect for and sensitivity to the dignity of every person as required by the constitution of this Association. The legislation is effective August 1, 2025.

How have you worked with your ADID?



Ways you can support DEIJ in your role

- Identify your ADID/Scheduling a meeting with your ADID.
- Identify and connect with Campus Resources/Departments to collaborate with.
- Locate your Athletic Department's DEIJ Crisis Management Plan.
- Attend at least one SAAC meeting per semester.

Ways you can support DEIJ in your role

- Engage and build relationships with local community.
- Understand your conference structure.
- Engage in the hiring and retention process.
- Discover what your athletics department is doing within DEIB (diversity, equity, inclusion and belonging) and determine how you can support.

The NCAA Office of Inclusion

- We lead, advance and educate on diversity, equity and inclusion to foster belonging and well-being across intercollegiate athletics.
- VALUES
 - Accountability
 - Advocacy
 - Humanity
 - Learning
 - Social Justice

[Inclusion - NCAA.org](https://www.ncaa.org/inclusion)



Key Areas We Want FARs to Know

Common Ground

Diversity, Equity, and
Inclusion Review
Framework

International Student-
Athlete Handbook

Emerging Sports for
Women

USOPC & NCAA Para-
College Inclusion
Project.

Educational Disability
Resource Guides.

Racial Justice Efforts.

- Student-Athlete Activism Resources
- Civil Discourse
- Cultural Heritage Months

Inclusive Language
Guide.

Upcoming Programming

- NCAA Convention—Wednesday, January 15, 2025
 - NCAA Emerging Sports for Women Program session, 7:45 to 8:45 am CT
 - Featured Session - Elevating Equity: Expanding and Celebrating New Opportunities for Women's Sports, 2:30 to 3:30 pm CT
 - Navigating the Inclusion Landscape, 3:45 to 4:45 pm CT

- Inclusion Forum: **Nov. 10-12, 2025**, in Indianapolis



Questions/Feedback



Thank You!