

Colorado College  
Antiracism Commitment  
AY 22-23 Athletics and Recreation Division Action Plan

The four areas of opportunity that emerged as divisional priorities are:

- **Mission, value, department operations (Goal 1 & 2)**
- **Educational programming and student-athlete engagement (Goal 3, 4 & 5)**
- **Recruiting, admissions, student-athlete compositional diversity (Goal 6)**
- **ADEI Divisional Communication including event marketing (Goal 7)**

**College Plan Goals**

- Goal 1: Make diversity, equity, and inclusion central to College leadership
- Goal 2: Establish antiracism, equity, and inclusion as foundational to our community expectations
- Goal 3: Invest in student antiracism resources and efforts
- Goal 4: Support and engage all faculty and staff in antiracism work
- Goal 5: Make antiracism a central value in CC's academic and co-curricular programs
- Goal 6: Increase compositional diversity of CC community
- Goal 7: Make antiracism central to CC's communication

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**ACTION PLAN:**

**Goal 2A & B** *Review & revise division mission, core values & department policies & operations*

**Action plan:**

- With the goal of AR, equity and accessibility in mind, be intentional by setting consistent expectations via policy development and communication, budget planning, department policy review, staff and student-athlete handbook update and communication, team rules review and templates, sport program reviews, NSO and parent communication (AY 22-23)
- Assign a committee to review and develop new divisional mission and core values (End of Fall 2022)
- Call for antiracism inventory form once per semester to track antiracism commitment and work from programs (AY 22-23)

**Goals 3A, 4E & 5D** *Staff Educational programming & Student-Athlete education & engagement*

**Action Plan:**

- Work with campus DEI leadership/resources, divisional committee and NCAA to inform a plan for programming, community service and speakers at least once per semester per team/division (AY 22 – 23)
- Create a database/resource list for past & future speakers, books, readings, podcasts (AY 22 – 23)
- Work with SAAC committee on student programming and increased access to leadership work. Continue to develop and support the ADEI subcommittee within SAAC (AY 22 - 23)

**Goal 6A** *Extend admissions efforts to high schools in major urban areas that draw from a range of races and ethnicities*

**Action plan:**

- Add formal Admissions/Athletics committee to serve and support campus wide admissions goals and strategies, serve as education and best practice to the coaches and to learn from college diversity strategies/programming (End of Fall 2022)
- As part of the expectation for recruiting in NCAA Athletics, prioritize identifying and recruiting qualified student-athletes of color (AY 22-22)

**Goal 7B** *Highlight achievements & contributions of community members from marginalized groups*

**Action plan:**

- Intentional storytelling, social media representation and web presence through athletic channels promoting ADEI work at least Blockly (AY 22 – 22)
- Partner with a third-party vendor to promote and educate all student-athletes on Name, Image & Likeness opportunities (Sept 2022) (Partnership signed August 2022)

- Intentional promotion, marketing and programming to create access and community on campus to athletics events i.e. Stroud Scholar hockey night, Step show at basketball, community service, block break marketing, All Sport camp (AY 22 -23)