In the four months following the release of the Bowdoin athletic department Building and Supporting an Inclusive and Diverse Athletic Community action plan, athletic department staff, athletes, and partners within our community have continued our efforts in support of developing and nurturing an inclusive community that recognizes and values diversity and is supportive of underrepresented students, coaches and staff. We are grateful for the investment in these efforts by our athletes, the leaders of our Athletes of Color Coalition and Student Athlete Advisory Committee, our coaching and administrative staff, and our partners within and outside of our community. We have made progress toward our inclusive community goals, but recognize our diversity, equity and inclusion work has no finish line, and we look forward to building upon our progress in the months ahead.

The information provided below is the first bi-annual update to the athletic department action plan, a living document that will guide our diversity, equity and inclusion efforts going forward. A further report of our work during the 2021 academic year will be provided prior to the start of the 2021-22 academic year.

**What We've Been Working on Since mid-October:**

- The Diversity, Equity and Inclusion Committee comprised of administrators, coaches, colleagues from across the campus community and student leaders from the Athletes of Color Coalition and the Student Athlete Advisory Committee met weekly during the fall semester and will continue with weekly meetings during the spring semester.
- The DEI Committee, department coaches and staff, Athletes of Color and Student Athlete Advisory Committee leaders, and team captains partnered to develop an athletic department allyship statement (available within the resources tab on our Diversity, Equity and Inclusion website).
- Head Coaches and team leaders met with Diversity, Equity and Inclusion Coordinator Katie Greene at the end of the fall semester to review team action plans and discuss future DEI goals.
- The department will implement a participation apparel purchasing program, which will provide all varsity athletes with clothing apparel to participate on a team beginning in the fall semester of the 2021-22 academic year.
- Department coaches and staff completed an online 21 Day Allyship training program as part of a NESCAC conference-wide initiative with Women2.0 and em|PACT Strategies.
- Anti-racism and social justice in athletics educator Jen Fry provided two workshops for athletic department staff entitled “Understanding of Personal Macro & Micro Perspectives” (December) and “Cycle of Socialization” (February).
- Head coaches and hiring managers participated in an inclusive hiring practices workshop with Senior Vice President for Inclusion and Diversity Michael Reed and Associate Director for Talent Strategy Brian Robinson.
- The department partnered with the Athletes of Color Coalition leadership team to develop and administer an anti-racism allyship training workshop for captains and team leaders.
- Completed an external review and discussion with athletic department administrators of department handbooks and surveys with Jen Fry.
- Bowdoin teams met throughout the semester to follow up on their action plans, with several engaging in community service efforts that raised over $24,000 for social justice and community-based organizations.

**What We Have Planned:**

- All Bowdoin teams will participate in an anti-racism workshop conducted by Jen Fry during the spring semester.
• Staff workshops scheduled with Jen Fry during calendar year 2021 include Leading with an Anti-Racist Lens (March), Microaggressions (April) and Whiteness (May).
• The department has partnered with the Institute for Sport and Social Justice to provide a series of diversity, equity and inclusion workshops for coaches and staff during the 2021-22 academic year.
• The Athletes of Color Coalition, Student Athlete Advisory Committee and the department Diversity, Equity and Inclusion Committee are partnering to develop a framework for an athlete Diversity Equity and Inclusion Committee.
• The Diversity, Equity and Inclusion Committee will continue to review best practices for bias incident reporting and response in collegiate athletics, which to date has led us to continue to direct athletes to the College bias incident reporting process.
• The department will host a series of talks by LGBTQ educator Lex Horwitz.
• Work will continue with campus partners on the development of a restorative justice response process.
• Work will continue on a review of the structure and fees associated with camps and clinics administered on campus.
• Plans will be developed for a diversity, equity and inclusion climate survey of athletes which will be coordinated to avoid conflicts with campus wide surveying efforts.

Our Commitment

Diversity, Equity and Inclusion education and programming will remain at the forefront of our work in the department, both in the near and long term. It will be imperative that we make previously uncommon conversations common as we transition to traditional athletic activity in the months ahead. We look forward to enhancing current relationships, listening to our students and staff, and working together in developing and nurturing an inclusive athletic community at Bowdoin.