FORDHAM ATHLETICS

#ONERAMILY
SOCIAL JUSTICE PLAN
Fordham Athletics is committed to taking the following action:

- **By September 1**
  - Fordham Athletics will work with our Student-Athlete Advisory Council (SAAC) to organize a student-led space for our student-athletes to connect and engage in dynamic conversations with one another monthly.
    - *Connect* will have an executive board who will provide oversight to all programs and initiatives. Their executive board is Maggie Grossman, Jenna Devine, Jade Dyer-Kennedy and Jaden Vazquez.
    - *Connect* will have 3 sub-groups:
      - Female student-athletes led by Jenna Devine.
      - BIPOC student-athletes led by Jade Dyer-Kennedy.
      - LGBTQ+ student-athletes led by Jaden Vazquez.
    - Diverse graduate interns through Fordham University and Boston University will potentially help in facilitating safe and open discussions held by *Connect*.
    - Progress will be measured by participant surveys taken before, during, and after the semester.
  - Fordham Athletics will aid in organizing a volunteer-led and elective anti-racism book club opportunity for all coaches, staff, and administrators.
    - There will be two discussion groups meeting bi-weekly to cover different chapters of the book.
    - The discussion will be guided by the book’s discussion guide.
    - Progress will be measured by the number of participants and surveys.
  - Fordham Athletics will implement annual mandatory Diversity, Inclusion, and Anti-Racism training and education for all coaches, staff, and administrators employed by Fordham Athletics.
    - Employees of Fordham Athletics are required to attend a minimum of 2 sessions per semester.
    - To ensure 100% participation, no practice or weight training will be scheduled on session days.
    - For future planning, the Fordham Athletics Department will ensure each session will be scheduled on Mondays in order to account for practice, travel, and competition dates.
    - Attendance will be taken at the beginning of each session.
    - Employees will be surveyed before, during, and after each semester to measure progress and understanding.
  - SAAC will appoint two new positions to the SAAC executive board focused on inclusion and student-athlete welfare and wellbeing.
    - Progress will be measured by initiatives completed and/or implemented by the new positions and by training given to new positions.
      - The diversity, equity and inclusion position will meet with Fordham’s Chief Diversity Officer at least once a year.
      - The student-athlete welfare and wellbeing position will meet with the Fordham Athletics behavioral health team at least once a year.
  - Fordham Athletics will schedule annual informational sessions program collaboration with our Human Resources department for our student-athletes, coaches, staff, and administrators to better understand the process of reporting an incident and their rights as student-athletes and employees.
    - Progress will be measured by the number of participants as well as surveys indicating understanding and knowledge.
Fordham Athletics is committed to taking the following action:

By October 1

- Fordham Athletics will release our strategy for showing support for Black Lives Matter at our home competitions.
  - Progress will be measured by new initiatives and efforts implemented.
- The Fordham Athletics Compliance Department will have met with every team to educate our student-athletes on their rights as an NCAA athlete.
  - A document on student-athlete rights will be created for the compliance section on the FordhamSports.com.
  - Progress will be measured by the number of participants and surveys assessing understanding and knowledge.
- Fordham Athletics will elect a student-athlete to serve as the Rose Hill student representative on the Student Development and Athletics Committee of the University Board of Trustees.
  - SAAC will assist in identifying a minority Student-Athlete representative.
  - Progress will be measured by how many meetings the student-athlete attended and how many times the student-athlete spoke to the Committee.
- Fordham Athletics will release our outline on how the department will better engage the Bronx community.
  - Partnership with Brotherhood Restored, Bronx Prep Middle School, Empress Girls Conference, St. Ignatius Middle School, etc.
  - Progress will be measured by the number of activities, initiatives, participants, and programs implemented.

By November 1

- Fordham Athletics will release a new student-athlete handbook including a reporting protocol for bias-related incidents and hate crimes, a demonstration policy, and a revised mission and purpose statement.
  - Student-athletes can use RealRecruit for reporting incidents and issues.
  - Progress will be measured by releasing the new handbook.

From this day forward

- Fordham Athletics will promote various free diversity, inclusion, and anti-racism educational programs for all coaches, staff, and administrators to voluntarily join.
  - Progress will be measured by how many programs we promoted, participants and surveys.
- Fordham Athletics is committed to appointing a Chief Diversity and Inclusion Officer to aid in the monitoring and implementation of this plan and any future diversity and inclusion initiatives.
  - Progress will be measured by hiring date, job responsibilities, programs/initiatives implemented, etc.
From this day forward

- Fordham Athletics will continue to enhance and improve our Mindset Development Program for all of our student-athletes.
  - Fordham Athletics will hire diverse, first and second year graduate interns through Fordham’s Graduate School of Social Work and the Boston University Sports Psychology program.
  - Progress will be measured by how many new programs and/or initiatives are implemented as well as information and topics communicated to student-athletes.
- Fordham Athletics will ensure the SAAC roster better represents the demographics of the student-athlete population.
  - Prior to the beginning of each academic year, the SAAC advisor will do a review of the roster demographics to ensure it properly represents the student-athlete population.
  - Progress will be measured by demographics.
- Fordham Athletics will revise how we recruit our employment applicants and by November 1, 2020, will release our plan for growing our ethnic and gender diversity of our coaches, staff, and administrators.
  - Progress will be measured by diversity of new hires.
- Fordham Athletics will permanently honor Juneteenth as a paid holiday and will coordinate department-wide community service opportunities benefitting Black Lives Matter leading up to June 19.
  - Progress will be measured by the number of participants and opportunities given.
- Fordham Athletics will no longer host any athletic activities on Presidential Election Day. Moreover, we will support our student-athletes, coaches, and staff with voting education, political education, and assistance to their voting locations if needed.
  - Progress will be measured by the number of voters, education initiatives in both local and national elections, and the number of participants taken to voting locations, if applicable.
- Fordham Athletics will participate in various conference, coach, professor, or student-athlete driven diversity initiatives.
  - The Atlantic 10 Connecting for Change Initiative
  - The Atlantic 10 Commission on Racial Equity, Diversity, and Inclusion
  - The John McLendon Minority Leadership Initiative
  - Fordham Bronx Advocates