The University of Connecticut envisions itself as a community that welcomes, encourages, and supports individuals who desire to contribute to and benefit from the institution's missions of teaching, research, performance, and community service. The Division of Athletics embraces and supports the University's comprehensive commitment to diversity and equity. We strive to foster and sustain an environment of inclusiveness that empowers us all to achieve our highest potential without fear of prejudice or bias, and where differences are welcomed and valued. Through this Diversity Plan, the University of Connecticut Division of Athletics demonstrates a strong commitment to attracting, retaining, and supporting Division employees and student-athletes who reflect the diversity of our larger society.

"It is understood that the definition of diversity is ever changing and is constantly being ratified. Diversity encompasses the presence and participation of people who differ by age, color, ethnicity, gender, national origin, race, religion, and sexual orientation; and includes those with disabilities and from various socio-economic backgrounds. It encompasses not only individuals and groups, but also thoughts and attitudes. The fabric of diversity at our University must be woven in thought and in experience, within a climate where diverse views are welcomed and respected and where there is commonality that comes from working together to effect constructive changes."


**Program Area: Institutional and Athletics Department Commitment**

- **Issues:** The Division of Athletics has developed a Diversity Plan and will continue to work to ensure compliance and increase awareness of the identified goals of the Plan.

  1. Continue to ensure the Division of Athletics commitment to broad-based diversity policies and procedures, programs, and initiatives.

    - **Steps to Achieve Goal:**

      1. Create the Division of Athletics Committee on Diversity, to include the Senior Associate Director of Athletics/Administration, Senior Woman Administrator, Chairperson of the PAAC Diversity Subcommittee, and additional senior staff as necessary. The Committee will provide leadership and advocacy in the area of diversity and will also monitor compliance with this Diversity Plan. The Committee should use the Diversity Planning Tool (from ODE) as a resource.

      2. Direct all committees within the Division (including PAAC and SAAC) to continue to discuss diversity issues and raise concerns among student-athletes and staff.
3. Publicize this Diversity Plan on UConnHuskies.com.

4. Reference this Diversity Plan to student-athletes by means of the Student-Athlete orientation.

5. Continue to include state-mandated provisions regarding diversity and discrimination in all Division of Athletics contracts.

6. Continue to provide diversity updates in senior staff meetings.

7. Continue to promote diversity training among staff and student-athletes through the Office of Diversity and Equity and other outside organizations, as necessary.

8. In new employee and student orientation, stress the availability of the Office of Diversity and Equity and the Office of Student Services & Advocacy to address conflicts with regard to diversity-related matters (in case staff or students may not be comfortable seeking resolution from the Division of Athletics).

**Timetable**

Ongoing

**Individuals/Offices Responsible for Implementation**

Director of Athletics, Senior Associate Director of Athletics/Administration, Senior Woman Administrator, Associate Director of Athletics/NCAA Rules Education and Compliance Services, Division of Athletics Committee on Diversity, Office of Diversity and Equity

2. Develop and strengthen partnerships with diverse communities.

**Steps to Achieve Goal:**

1. Explore opportunities to interact with on-campus and outside organizations representing various backgrounds, cultures and lifestyles.

2. Provide information concerning outside organizations and their upcoming cultural events to staff and student-athletes and encourage involvement in such programs/events.

3. Continue to contact all minority campus organizations to encourage participation in the intramural program.

4. Maintain a working list of outside interest groups working with or that have worked with the Division of Athletics.
5. Poll Division staff and student-athlete interests in outside organizations that they feel would garner a strong interest or be beneficial to the Division.

6. Encourage student-athletes to participate in community service and outreach activities that provide mentoring of disadvantaged at-risk minority youth through the Husky Reach program.

7. Establish a contact person with various professional groups (including, but not limited to: NACDA, NACWAA, BCA, NCAA, and the Big East) to keep informed of upcoming events.

- **Timetable**

  Ongoing

- **Individuals/Offices Responsible for Implementation**

  Division of Athletics Committee on Diversity, Sport Administrators, Student-Athlete Advisory Committee (SAAC)

*Program Area: Assessment*

- **Issues:** The Division of Athletics currently collaborates with the Office of Diversity and Equity to review data related to the Division’s commitment to diversity, however, the Division does not independently assess diversity plans and programs.

- **Measurable Goals**

  1. Monitor the Division’s activities for consistency with the goals and objectives set forth in the institution’s and Division’s written commitments to diversity.

  - **Steps to Achieve Goal:**

    1. Modify the annual student-athlete surveys and exit interviews to include additional questions regarding diversity issues, and review this data annually.

    2. Review demographic data on staff and student-athletes annually.

    3. Review progress toward the implementation of this Diversity Plan and revise as necessary.

    4. As current Diversity plan ends develop and approve a new plan.

- **Timetable**
Individuals/Offices Responsible for Implementation

Division of Athletics Committee on Diversity, Office of Diversity and Equity

2. Institutionalize this Diversity Plan.

Steps to Achieve Goal:

1. Submit Diversity Plan to the Office of Diversity and Equity and the President’s Athletic Advisory Committee for review and approval.

Timetable

Reviewed and approved by Office of Diversity and Equity in May, 2010.

Individuals/Offices Responsible for Implementation

Senior Associate Director of Athletics/Administration

Program Area: Recruitment

- Issues: No issues identified within this program area. A maintenance plan is included below.

- Measurable Goals

1. Attract, retain, and graduate increasing numbers of minority student-athletes, while maintaining the percentage of minority student-athletes at or above the percentage of minorities in the general student body population.

Steps to Achieve Goal:

1. Continue recruitment of minority student-athletes.

2. Showcase the University’s various clubs, programs and facilities that accommodate students from diverse backgrounds during recruiting visits.

3. Identify special interests and needs of prospective student-athletes prior to their visit and schedule accordingly.

4. Ensure that minority prospective student-athletes have an opportunity to meet with minority coaches, student-athletes, and/or Office of Diversity and Equity representatives during official recruiting visits to campus.
5. Increase external recognition of University and Division diversity-related achievements and communicate such achievements with recruits and job applicants.

6. Director of Athletics (or his designee) should meet annually with the Admissions Office to review current admissions and recruitment initiatives that can be applied to recruiting student-athletes. Results of this meeting should be communicated with all coaches.

7. Sports Supervisors should meet annually with coaches to emphasize the Division's commitment to the recruitment of minority student-athletes.

- **Timetable**
  
  Ongoing

- **Individuals/Offices Responsible for Implementation**
  
  Director of Athletics, Division of Athletics Committee on Diversity, Sport Administrators, Coaches

2. Maintain student-athlete graduation rates at or above the graduation rates for the general student body population.

- **Steps to Achieve Goal:**
  
  1. Ensure appropriate use of academic orientation and use of summer credit hours for freshman student-athletes prior to full-time enrollment.
  
  2. Continue to support CPIA programs, including study halls and tutoring for student-athletes.
  
  3. Utilize mentoring programs for academically at risk student-athletes.
  
  4. Distribute academic reporting data to coaches and administrators using APR program guidelines.
  
  5. Schedule regular meetings between coaches and CPIA counselors to review reports and discuss specific issues.

- **Timetable**
  
  Ongoing

- **Individuals/Offices Responsible for Implementation**
  
  Division of Athletics Committee on Diversity, Sport Administrators, Coaches, CPIA Staff
Program Area: Hiring Practices

• Issues: No issues identified within this program area. A maintenance plan is included below.

• Measurable Goals

1. Continue to seek diverse candidates for positions within the Division of Athletics.

   ▪ Steps to Achieve Goal:

   1. Follow procedures defined by Human Resources and the Office of Diversity and Equity when recruiting and hiring staff.

   2. Advise all staff involved in hiring personnel of applicable policies and procedures (this information has been distributed to all staff as part of the Division of Athletics Employee Handbook).

   3. Seek qualified minority candidates for all positions through targeted searches. Publicize job openings with encouragement for minorities to apply. Publish postings in publications/websites of organizations that serve underrepresented populations (including the Black Coaches Association and Minority Opportunities Athletics Association), and utilize personal contacts with staff at other institutions and professional associations.

   4. Support the Division I Athletic Directors “Acceptable Standards” policy regarding interviewing and hiring practices for head coaching vacancies.

   5. Increase the number of diverse students working for the Division by encouraging and soliciting diverse student-athletes to apply for the work-study program, departmental internships, and graduate assistantships in athletics.

   6. Provide opportunities for recently graduated student-athletes in assistant coaching, staff and volunteer positions, and encourage minorities to apply.

   7. Strengthen relationships with groups who represent and have a large number of historically underrepresented populations of individuals involved in coaching and athletic administration by further developing existing relationships and creating new ones.

   8. Pre-identify and monitor the availability of strong minority coaching talent.

   9. Evaluate the annual ODE review of Division of Athletics data regarding hiring (for coach and trainer positions), which is shared with the CHRO.
2. Ensure compliance with laws in hiring.

**Steps to Achieve Goal:**

1. Continue to submit applicants to the Office of Diversity and Equity for approval in interviewing and hiring.

2. Continue to post Division employment opportunities on the University and Division website.

**Program Area: Retention**

- **Issues:** The Division does not currently collect data on staff and student-athlete retention.

- **Measurable Goals**

1. Collect retention data for Division of Athletics staff.

   **Steps to Achieve Goal:**

   1. Work with Human Resources to obtain Division of Athletics staff retention data.

   **Timetable**

   Spring 2012 and annually thereafter
2. Monitor the retention of minority staff within the Division of Athletics.

- **Steps to Achieve Goal:**
  
  1. Evaluate retention data annually to determine if adjustments should be made.

- **Timetable**
  
  Ongoing

- **Individuals/Offices Responsible for Implementation**
  
  Division of Athletics Committee on Diversity, Associate Director of Athletics/NCAA Rules Education and Compliance Services

3. Continue to provide and encourage career development and leadership opportunities for minority staff.

- **Steps to Achieve Goal:**
  
  1. Provide opportunities and support, working within the existing budget, for staff to attend professional development workshops and conferences, to enhance the ability of current staff to gain employment in coaching and athletics administration. Specific programs to consider include, but are not limited to: the NCAA Leadership Conference, the NCAA Leadership Institute, NCAA Coaches Academies, and NCAA Matching Grants for Minority Women Coaches.
  
  2. Recommend diverse candidates to leadership positions within the University and national athletics organizations.
  
  3. Establish a voluntary mentoring program that matches new employees with current staff mentors.

- **Timetable**
  
  Ongoing

- **Individuals/Offices Responsible for Implementation**
  
  Director of Athletics, Division of Athletics Committee on Diversity
4. Ensure that minority student-athletes feel welcome and comfortable during their careers.

- **Steps to Achieve Goal:**

  1. Maintain minority student-athlete representation on the Student Athlete Advisory Committee (SAAC) and solicit SAAC feedback and suggestions regarding Division policies and initiatives.

  2. Utilize annual student-athlete surveys and exit interviews to gain insights on how diversity issues are perceived and what improvements can be made.

  3. Encourage student-athletes to meet with the Director of Athletics or an Associate Director of Athletics if they have suggestions, concerns, or additional information.

  4. Continue participation in the NCAA CHAMPS/Life Skills Program.

  5. Address student-athletes’ concerns at senior staff meetings.

- **Timetable**

  Ongoing

- **Individuals/Offices Responsible for Implementation**

  Division of Athletics Committee on Diversity, Associate Director of Athletics/NCAA Rules Education and Compliance Services, Counseling Program for Intercollegiate Athletes

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**Program Area: Partnerships**

- **Issues:** No issues identified within this program area. A maintenance plan is included below.

- **Measurable Goals**

  1. Utilize on-campus resources to identify internship and employment opportunities for student-athletes.

  - **Steps to Achieve Goal:**

    1. Encourage continued collaboration between CPIA and career services to identify internship and employment opportunities.

    2. Distribute information concerning available opportunities to all student-athletes and encourage student-athletes to apply.
- **Timetable**

  Ongoing

- **Individuals/Offices Responsible for Implementation**

  Division of Athletics Committee on Diversity, Counseling Program for Intercollegiate Athletes, Career Services Office

2. Utilize on-campus resources to assist in the implementation of this Diversity Plan and other diversity programs.

- **Steps to Achieve Goal:**

  1. Work with Cultural Centers, the Women’s Center, and the Rainbow Center on programming initiatives, as described in the Programs and Activities Program Areas.

  2. Work with ODE and Human Resources to ensure continued compliance with University policies pertaining to Diversity.

- **Timetable**

  Ongoing

- **Individuals/Offices Responsible for Implementation**

  Division of Athletics Committee on Diversity, Campus Cultural Centers, Women’s Center, Rainbow Center, Office of Diversity and Equity, Human Resources

*Program Area: Programs and Activities (staff and coaches)*

- **Issue:** No issues identified within this program area. A maintenance plan is included below.

- **Measurable Goals**

  1. Continue to provide diversity education and programs to Division staff.

- **Steps to Achieve Goal:**

  1. Continue to monitor and communicate State and University policies regarding diversity programs and education.

  2. Create specific programs and education for Division staff concerning new and hot topic issues relating to diversity (e.g. gender identity issues).
3. Stress the availability of the Office of Diversity and Equity to address conflicts with regard to diversity-related matters (in case staff may not be comfortable seeking resolution from the Division of Athletics).

- **Timetable**

  Ongoing

- **Individuals/Offices Responsible for Implementation**

  Division of Athletics Committee on Diversity, Office of Diversity and Equity

**Program Area: Programs and Activities (student-athletes)**

- **Issues:** No issues identified within this program area. A maintenance plan is included below.

- **Measurable Goals**

  1. Continue to provide diversity education and programs to student-athletes

     - **Steps to Achieve Goal:**

       1. Continue to monitor and communicate State and University policies regarding diversity programs and education.

       2. Create specific programs and education for Division staff concerning new and hot topic issues relating to diversity (e.g. gender identity issues).

       3. Stress the availability of the Office of Diversity and Equity and Office of Student Services and Advocacy to address conflicts with regard to diversity-related matters (in case students may not be comfortable seeking resolution from the Division of Athletics) and include ODE and OSSA contact information in the Student-Athlete Handbook.

       4. Encourage student-athlete participation with various organizations as set forth in the Institutional and Athletics Department Commitment Program Area.

- **Timetable**

  Ongoing

- **Individuals/Offices Responsible for Implementation**

  Division of Athletics Committee on Diversity, Office of Diversity and Equity, Office of Student Services and Advocacy
2. Prepare student-athletes (and student-employees within the Division of Athletics) to become coaches and administrators in a diverse world.

- **Steps to Achieve Goal:**

  1. Continue to monitor and communicate State and University policies regarding diversity programs and education.
  2. Encourage students to take courses addressing diversity and cultural issues.
  3. Provide training/workshops through CPIA for other career skills (e.g. resume writing, interviewing).

- **Timetable**

  Ongoing

- **Individuals/Offices Responsible for Implementation**

  Division of Athletics Committee on Diversity, Sport Administrators, Associate Director of Athletics/NCAA Rules Education and Compliance Services, Office of Diversity and Equity, Counseling Program for Intercollegiate Athletes

3. Continue to encourage minority student-athletes to participate in leadership opportunities within the Division of Athletics/University.

- **Steps to Achieve Goal:**

  1. Encourage diverse participation on SAAC.
  2. Encourage minority student-athletes to assume leadership positions on campus and participate in student organizations, clubs and honor societies.
  3. Nominate minority candidates for NCAA committees and councils and other leadership opportunities.

- **Timetable**

  Ongoing

- **Individuals/Offices Responsible for Implementation**

  Director of Athletics, Division of Athletics Committee on Diversity, Counseling Program for Intercollegiate Athletes
4. Increase the number of minority student-athletes with an interest in employment in intercollegiate athletics.

- **Steps to Achieve Goal:**
  1. Establish an athletic administration mentoring program for student-athletes who express an interest in pursuing a career in coaching and/or athletics administration.

- **Timetable**
  2012 and ongoing thereafter

- **Individuals/Offices Responsible for Implementation**
  Division of Athletics Committee on Diversity

5. Continue to encourage minority student-athletes to take advantage of NCAA scholarships and internships in the areas of coaching and athletics administration.

- **Steps to Achieve Goal:**
  1. Inform eligible student-athletes about available opportunities and encourage them to apply, using the CPIA e-mail distribution list.
  2. Encourage graduating student-athletes to apply for the NCAA internship program.

- **Timetable**
  Ongoing

- **Individuals/Offices Responsible for Implementation**
  Division of Athletics Committee on Diversity, Counseling Program for Intercollegiate Athletes

**Program Area: Participation in Governance and Decision Making**

- **Issues:** No issues identified within this program area. A maintenance plan is included below.

- **Measurable Goals**
  1. Continue to maintain involvement of coaches, staff, and student-athletes from diverse and underrepresented groups in the governance and decision making process of the Division.
- **Steps to Achieve Goal:**
  
  1. Encourage diverse participation on the Student-Athlete Advisory Committee (SAAC).

  2. Recommend diverse candidates to leadership positions within the University and national athletics organizations.

- **Timetable**

  Ongoing

- **Individuals/Offices Responsible for Implementation**

  Director of Athletics, Division of Athletics Committee on Diversity, Associate Director of Athletics/NCAA Rules Education and Compliance Services