



DIVERSITY IN SPORT

Tuesday March 13, 2012

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- Welcome!
- Introductions...

- Dr. Doris L. Watson
- Ted Peetz, doc candidate
- Kenneth Browder MS





**"Diversity is just another way of saying,
why can't you be more like me?"**

Session Objectives

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- Discuss key terms associated with diversity
- Discuss key categorical effects of diversity in context of sport – race/ethnicity, gender, religion, etc.
- Discuss how diversity effects groups processes and outcomes
- Discuss personal issues relative to development of a diversity action plan



Get out of Jail Free
**To be used during times of blissful
ignorance;
not to be confused with and
independent of stupidity**

Who is here?

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Circle of Diversity

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Diversity 101: Exploring Language

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What is Diversity??



Diversity

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- Diversity is **“any mixture of items characterized by differences and similarities.”** (Thomas, 1996, pg. 5)
- Diversity **“refers to differences between individuals on any attribute that may lead to perceptions that another person is different from self.”** (van Knippenberg, De Drue, & Homam, 2004, p.108)
- Diversity refers to **“differences among people that are likely to affect their acceptance, work performance, satisfaction, or progress in an organization.”** (Hayes-Thomas, 2004, p. 12)

What is Prejudice??



Prejudice

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An attitude about another person or group of people based on stereotypes.

What is Racism??



Racism

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The systemic conditions that provide some people more consistent and easier access to opportunities based on (perceived) race or ethnicity.

What is Sexism??



Sexism

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The systemic conditions that provide some people more consistent and easier access to opportunities based on (perceived) sex, gender, or gender expression.

What is Heterosexism??



Heterosexism

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The systemic conditions that provide some people more consistent and easier access to opportunities based on (perceived) sexual orientation.

In sport...





Power and Diversity

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- A discussion of power differences among social groups is critical to the understanding of diversity
- Some diversity forms are more meaningful than others:
 - ▣ Socially constructed power differences among group members
 - ▣ The historical context
 - ▣ The political nature of organizations

Our Privilege

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- What is Privilege?
- Does it matter how we get it??
- Our Privilege Examined.... Your Examination!

Category	Have	Have Not	NA
Race / Ethnicity			
Gender			
Class / SES			
Ability			
Sexual Orient.			
Age			
Religion			

Juggling the Issues

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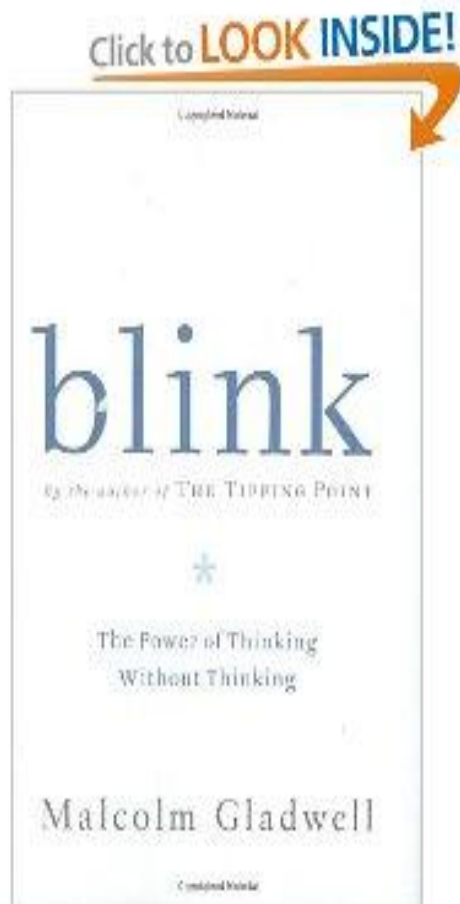
Circles of My Multicultural Self

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The Power of Thinking without Thinking!



- ❖ Adaptive Conscious
- ❖ Thin-Slicing
- ❖ Ability of our sub conscious to find patterns in situations and behaviors based on very narrow slices of experience
- ❖ Positive AND Negative

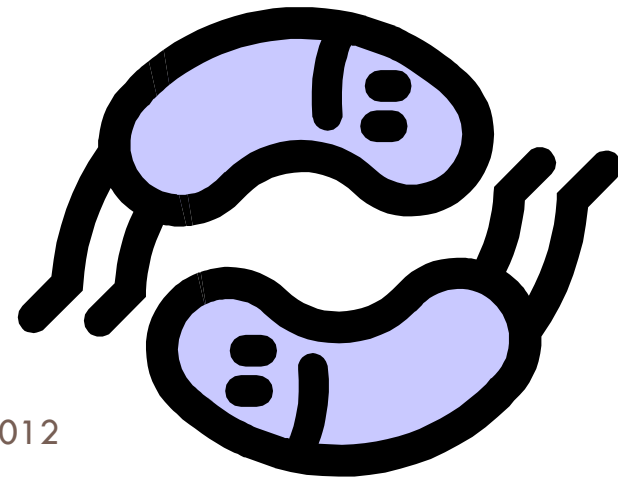
President Warren Harding

- Lawyer and Lobbyist – Harry Daugherty
 - “Wouldn’t this man make a great President?”
- 29th President of the US
 - Served only 2 years (1921-1923)
- Worst President EVER

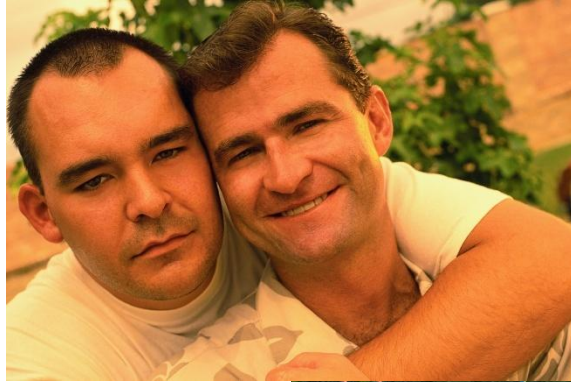


The role of the subconscious

- Implicit Association Test (IAT) (Greenwald, Banaji & Nosek)
 - www.implicit.harvard.edu
- Associations of Black & White / Good & Bad
- Approximately 50,000 AA have taken the test and show stronger associations with whites
- Power of every day messages!!



Subconscious Matters...



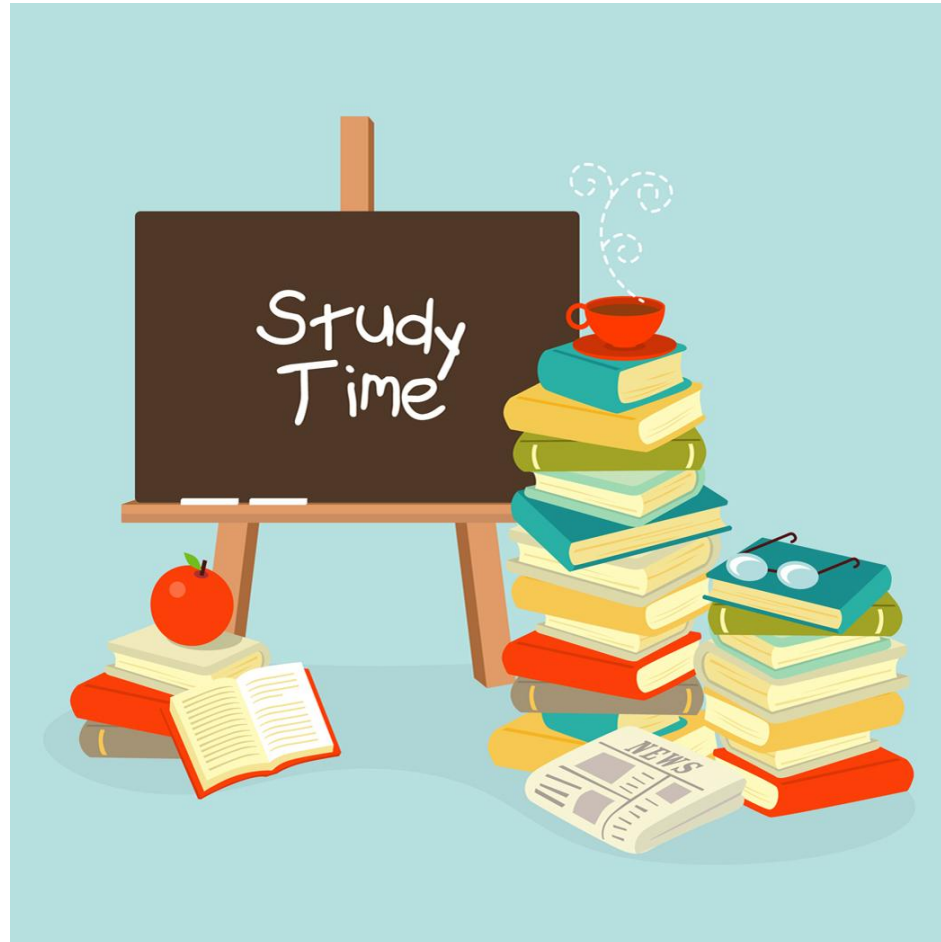
Break...

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Case Studies

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Creating Your Action Plan

- **Clearly State Your Goal**
 - A clear goal is needed to start the process
 - A goal should state what you hope to accomplish and by when it should be achieved.

- **Identify The Main Tasks Needed To Accomplish The Goal**
 - Outline the strategies or tasks that will make you successful
 - Spell out critical tasks and timing for each task

Creating Your Action Plan

- Monitor Your Progress
 - ▣ Utilize journals, reflective writing to identify your progression towards your goal
 - ▣ If progress is slow, modify goals
 - ▣ Add more tasks to increase activities, or to increase the pace of existing tasks
 - ▣ Close gaps between goals and progress

Creating Your Action Plan

□ Remember

- Be realistic, but make your goals and plans important priorities in your life
- Make goals that will make you feel better about yourself as you accomplish them
- Obstacles are ok....we're all human.
- Draw on support of your colleagues, family members, mentors

Creating Your Action Plan

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Creating Your Action Plan

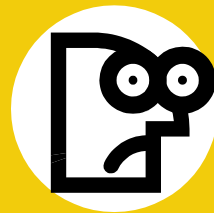
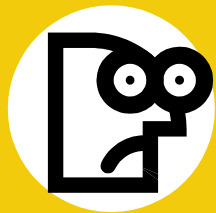
- 1. What will be the greatest challenge in living out your personal action plan?
- 2. What will be the least challenging?
- 3. What resources do you need to live out your action plan?
- 4. How can other participants and facilitators assist you in accomplishing your personal action plan?

Summary

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It's QUESTION TIME!!

Thank you!!

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