

# WMU ATHLETICS DIVERSITY TASK FORCE

DECEMBER 3, 2020



# HOW IT STARTED.....

This summer the Athletic Department formed the Diversity Taskforce to address, educate and advocate racial disparity within our community and country. We have about 45 members of staff, coaches and student-athletes who have been working together since June.



# MISSION

The core of WMU Athletics, *Excellence with Integrity*, is not just something we say. It must be embedded in all we do. We recognize the issue of social injustice and racial disparity is pervasive across our society and felt deeply in our communities. We know it is time to act.

WE MUST UNITE



# MEMBERS

## Baseball

Drew Devine  
Logan Hudson

## Men's Basketball

Rafael Cruz  
Josiah Freeman

## Football

Ernest Allen  
Sean Davie  
Ralph Holley  
Christian Singleton  
Sean Tyler

## Men's Tennis

Jack Randall  
Zac Faveri

## Women's Basketball

Maddie Watters  
Reilly Jacobson  
Lauren Ross  
Taylor Williams

## Gymnastics

Tess Abbott  
Stacie Harrison  
Sarah Shirley

## Women's Soccer

Victoria Kyriakopoulos  
Hannah Sargent

## Softball

Emily Koperdak  
Morgan Amarante

## Women's Tennis

Taylor Smith  
Elizabeth Trupp

## Track & Field/Cross Country

Kennedy Campeau  
Taylor Eaton  
Jasmine McLemore  
Rebecca McNamee

## Volleyball

Charley Andrews  
Rachel Bontrager  
Janell Williams

## Coaches/Staff

Makiba Batten  
Sammy Boateng  
Billy Gernon  
Tim Herrmann  
Penny Jernigan  
Kathy Leitke  
Colleen Munson  
Keanah Smith  
Danny Walen  
Luchara Wallace  
Amy Washington  
Cetera Washington  
Ashley Williams





# GUIDING PRINCIPLES

WMU Athletics is committed to:

- ▶ **Providing a Safe Inclusive Space.** A place where all are welcome ... every race, color, creed, sexual orientation and religion.
- ▶ **Listening.** Everyone will be encouraged to come with open ears, open minds and open hearts to listen to the stories and experiences that will provide all with a reality of what occurs in our world past and present.
- ▶ **Providing Education and Awareness.** Making resources and educational opportunities readily available to all student-athletes, coaches and staff members.
- ▶ **Advocating for Equality.** We believe in fighting for equal opportunities for all and to participate in activities that will contribute to and ultimately benefit a better future.
- ▶ **Creating Real Change.** Using community service, volunteer activities and outreach programs to continue to spread our message beyond the WMU Athletics community.

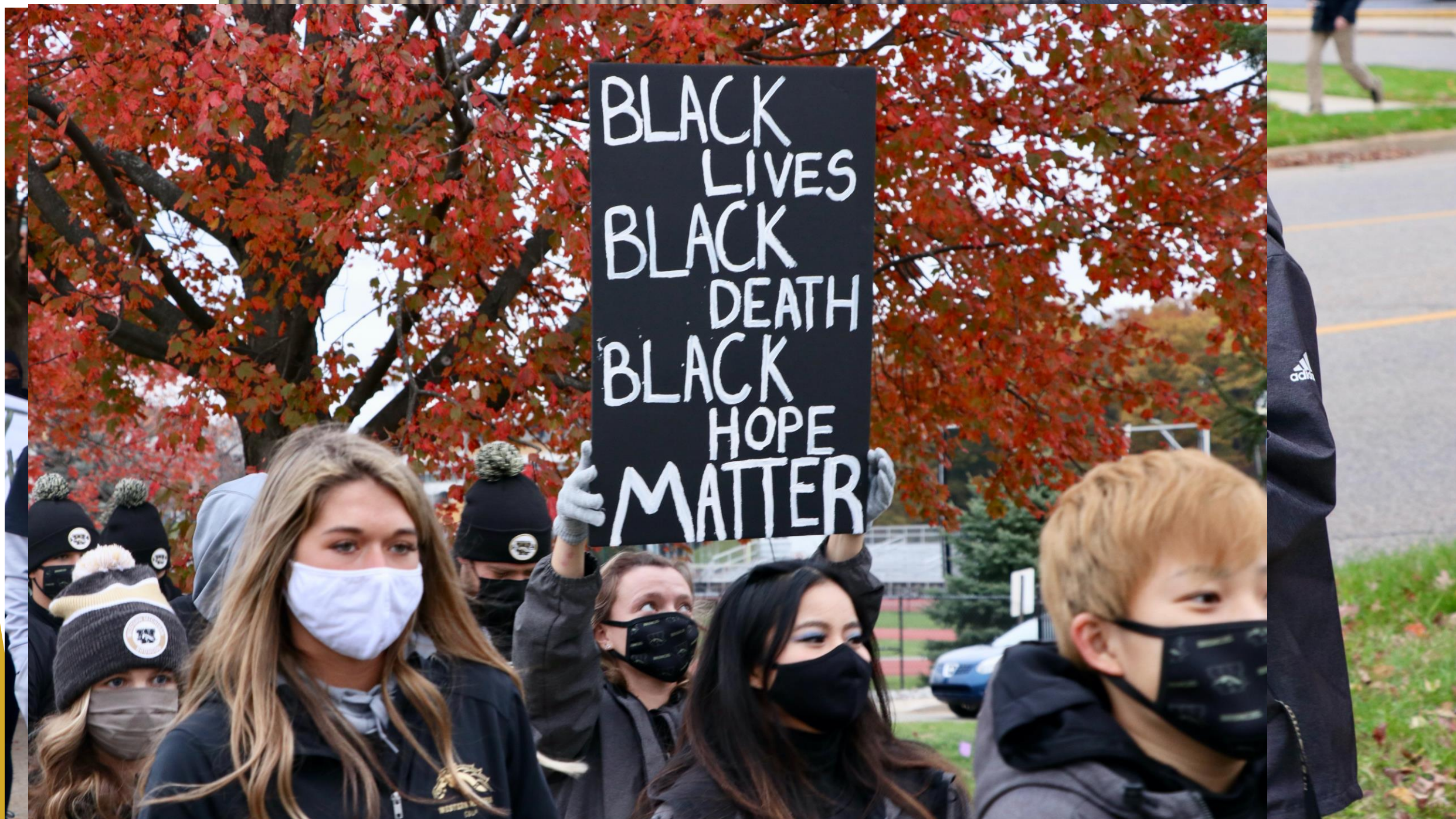
## HOW IT'S GOING.....

- ▶ Education via Social Media
- ▶ March for Social Justice
- ▶ Jamal Williams – Program & 68 Seconds
- ▶ Partnership with WeVote – registering students to vote





BLACK  
LIVES  
BLACK  
DEATH  
BLACK  
HOPE  
MATTER







wmubaseball • Following



Comment icon, Retweet icon 14, Like icon 60, Share icon

WMU Men's Soccer @WMUMensSoccer

#MentalHealthAwarenessWeek

68 seconds in remembrance of our fellow Bronco gone too soon...

#number68  
#JamalWilliams  
#ItsOKtonotbeOK  
@WMU\_Football  
@WMU\_SAAC  
@WMUBroncos  
@WMU\_WeMustUnite

1:12 PM · Oct 14, 2020 from Kalamazoo, MI · Twitter for iPhone

13 Retweets 1 Quote Tweet 60 Likes

Reply icon, Retweet icon, Like icon, Share icon

Add a comment...

Post





# Terms



# SOCIAL ACTION

06

[Racial]

Everyone slights verbal on the aggress false a perso by do

Example:

- "You speak
- "So where a
- Speaking sl
- Assuming a
- Failing to le

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04

Over vs. Under Representation

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### Example:

Overrepresented in the crim - 13% of US identify as B

Underrepresented disproportionate movies and

08

## Color-blind Racism

The false concept that ignoring race and racial differences erases "racism" and promotes racial equality and harmony between racial groups. This type of racism ignores the institutional nature of racism and is difficult to detect as it allows dominant groups to protect their own interests without "sounding racist".

Example:

- "I don't see color"
- "I don't see people as Black or Brown"
- Actively avoiding conversations about race because it is "inappropriate"
- #ALLLIVESMATTER



**WE MUST UNITE**

**WE MUST...**

**REGISTER TO VOTE**

**&**

**MAKE IT COUNT**

GET REGISTERED TO VOTE TODAY  
([WMICH.EDU/VOTE/INFORMATION](http://WMICH.EDU/VOTE/INFORMATION))



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RCE

S

# IN YOUR SHOES

WITH SAMMY BOATENG & TIM HERRMANN



wmu\_wemustunite • Following



wmu\_wemustunite In your shoes

A couple of weeks ago we marched as an athletic department. There were 16 sports but we were united as 1 team. During the summer we started wanted to tell our staff and athletes stories in a series called "In Your Shoes." Here is our first episode

2w



keanahata ❤️❤️



2w Reply



\_kimcatmurray\_ Loved this!  
Thank you, Sammy



2w Reply



125 views

NOVEMBER 13

Add a comment...

Post



0:04 / 9:51



Western Michigan Athletics Diversity Retweeted



WMU Football 🏈🏆  
@WMU\_Football

ways UNITED AS ONE 🤝🤝🤝🤝



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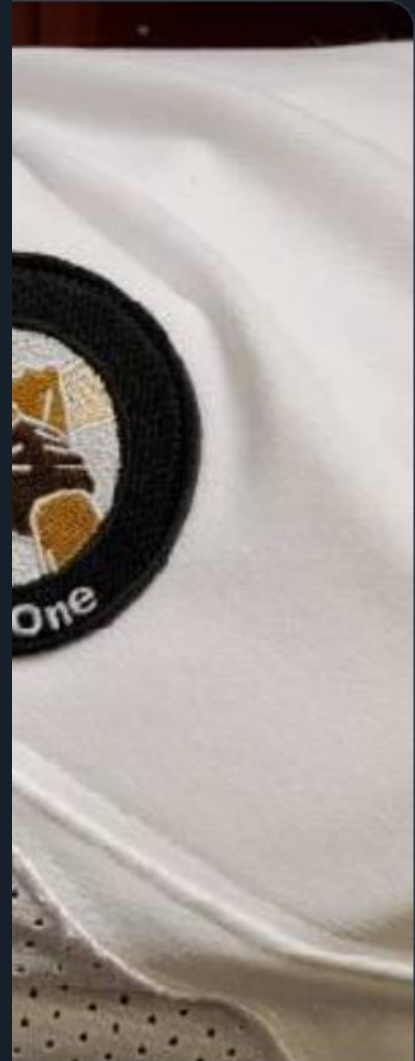
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QUESTIONS?

