A diversity statement that provides insight on how diversity, equity and inclusion are infused into the culture of your college, department or organization.

“The celebration of diversity is one of our very dearly held core values. Our sense of community is enriched by the collective cultural differences and backgrounds of the individuals we bring to this campus. We recognize that the diversity of those individuals provides a greater perspective and a more complete experience for us all.”
-Joe Castiglione, Director of Athletics

A summary of your diversity and inclusion framework:

- **Goals**
  - Appreciation of diversity is an Athletics Department core value and the Athletics Department Staff Council - Diversity and Inclusion sub-committee supports this core value through advising on departmental diversity initiatives, designed to increase awareness and promote the importance of diversity to the organization and its individual members. The Athletics D&I sub-committee strives to create a working environment where issues of diversity can be discussed comfortably while respecting differing opinions and views.

- **Strategies**
  - 5 Year Action Plan with a different year to focus on a different area to promote diversity and inclusion
  - Ex: Y1= Education; Y4=Infrastructure

- **Action plans**
  - The Committee is still developing a fully detailed action plan to submit to senior athletics department staff for approval.

- **Activities**
  - Activities being considered in our 5 year plan are:
    - Panels discussing specific issues
    - Education and awareness of cultural differences through food
    - Activities highlighting the definitions of D&I language

- **Programs**
  - The Athletics D&I sub-committee is developing a program to fit compatibly with our department’s strategic plan and climate
Policies, systems, practices that are in place to ensure that students, staff, faculty are part of a community that is welcoming and thriving. See above

Resources that are in place to help you meet your goals. See above

Profiles of success: Anything you’d want to share for 2017-18 or ongoing for the 2018-2019 AY
See above

Information from submissions will provide content for our Diversity Report that will go out to the president, provost and OU community.

Deadline for submission January 30th, 2019. Email your report to janeirungu@ou.edu