Diversity, Equity & Inclusion Philosophy Statement and Policy Actions

Philosophy Statement

UC Davis Athletics believes in the power of intercollegiate athletics to build trust, unity, and togetherness among people from all backgrounds. We also acknowledge that the sports world is not immune to the impact of bias or discrimination. Accordingly, we accept that it is our responsibility to take action to reduce the impact of bias and discrimination so that our student-athletes, coaches, and staff from all backgrounds are provided with the best opportunity to be successful.

We view diversity, equity and inclusion (DEI) as mission critical elements of a top-tier Division I intercollegiate athletics program. In alignment with the UC Davis Principles of Community, we are committed to fostering an environment of equity and mutual respect where student-athletes, coaches, and staff of all backgrounds are empowered to engage, educate, grow, compete, and lead together.

Policy Actions

Human resources and hiring

- Require all searches at the head coach and senior staff level to include qualified candidates from traditionally underrepresented minority backgrounds in the finalist pool.
- Require implicit bias and DEI training for all coaches and staff. This training will take place as part of the onboarding process for new employees.
- Prior to interviews, provide information reminding hiring managers and interviewers about the pitfalls of implicit bias, along with suggestions about how to avoid them.
- Require that all interview panels include individuals from diverse backgrounds and that every interview includes questions about diversity.
- Review the terminology used in job postings to minimize language and unnecessary requirements that can cause diverse candidates to be unintentionally screened-out.

Culture

- Establish a formal DEI Advisory Committee to replace the informal group that previously worked on DEI. This committee, comprised of student-athletes, coaches and staff, will consult directly with the Director of Athletics.
- Establish a student-led peer resource group for student athletes from traditionally underrepresented minority backgrounds. Send student leaders from this group to appropriate summits and conferences each year.
- Create programming within the Aggie EVO System that specifically helps first generation student athletes navigate college and the job search process. This programming will include additional integration of diverse alumni and community members to serve as role models for traditionally underrepresented student athletes.
- Create a staff and coaches resource group for employees from traditionally underrepresented minority backgrounds.
- Establish cross-campus partnerships to provide wrap-around supports to traditionally underrepresented minority student athletes.