



Today's Presenters:

- Erik Silis, Assistant Athletics Director for Compliance
- Sarah Tranelli, Athletics Communications Director
- D'Ann Keller, Sr. Associate Athletics Director/SWA



Why Stronger Together Task Force?

The UB Stronger Together Task Force (STTF) was created in September 2020 to reaffirm our commitment to sustaining a culture of diversity and inclusion across all dimensions and embrace and promote equality for all. The groups' charge is to identify areas of priority and help perpetuate positive change for the athletics department, UB campus and the Western New York Community.



Our work in these areas is wide ranging and addresses many facets of equity, diversity, inclusion, and social justice. New initiatives and a deeper investment in our ongoing efforts focus on the six pillars below:

- **Race & Culture**
- **LGBTQI+**
- **International/First Gen students**
- **Masculinity**
- **Empowered Women**
- **Mental/Physical Differences**



In the Beginning - Key Initiatives

Committee Composition: Eighteen-member committee is comprised of staff, coaches and student-athletes representing various interests and areas within our department.

Subcommittees: Our work is focused on the following three areas:

1. Education and Policy Review
2. Onboarding and Cultural Celebrations
3. Community Engagement and “Blue” Coalition

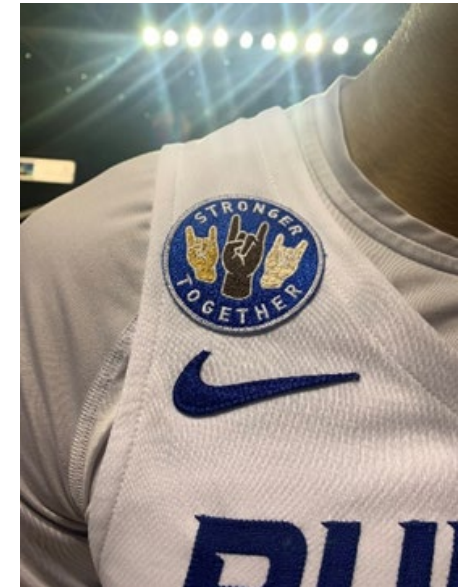


In the Beginning - Key Initiatives

Mission Statement: At UB, we are committed to the daily advancement of diversity and inclusion across all dimensions. We provide our staff and student-athletes with the necessary resources, environment and leadership required to promote engagement and action within the community.

We are Stronger Together.

Uniform Patches: It was created in unity with our student-athletes, coaches and staff as a symbol of our commitment to model and lead a diverse and inclusive culture throughout our campus, community and country. It is displayed on our uniforms as a reminder of what can happen when we are united behind a common goal.



EDUCATION & POLICY REVIEW SUBCOMMITTEE

Align educational competency programs for staff, coaches and student-athletes.

- *Require staff and coaches to participate in a minimum of 1 MAC DEI course.*
- *Share UBEdge programs with all staff and coaches and encourage self-education and growth.*
- *Establish student-athlete affinity groups based on common set of interests, identities, and/or experiences.*
- *Create and hold courageous conversations with student-athletes on our six EDI pillars.*
- *Identify student-athlete leaders to participate and complete the [Social Justice and Inclusion Micro-Credential](#)*



DEI – Bulls Digital Video Series (2022/2023)

Five videos developed in collaboration with student-athletes and Athletics staff

- ***Topics: Black History Month, National Girls and Women in Sport, Title IX, Gun Violence Awareness and Heritage***
- ***Student-athletes participated in a series of “tough conversations” over Winter Break***
- ***Videos were shared on all social media platforms and played in Alumni Arena on gameday***
- ***Incredible insight into the beliefs and opinions held by modern student-athletes.***
- ***Allowed administration to identify gaps in programming along with greater understanding of the effectiveness of recent programming.***



Video #1 – Black History Month

Link: <https://youtu.be/FAWTjHwfR5U>

Video #2 – Title IX

Link: <https://youtu.be/6DOZGLQZ33k>



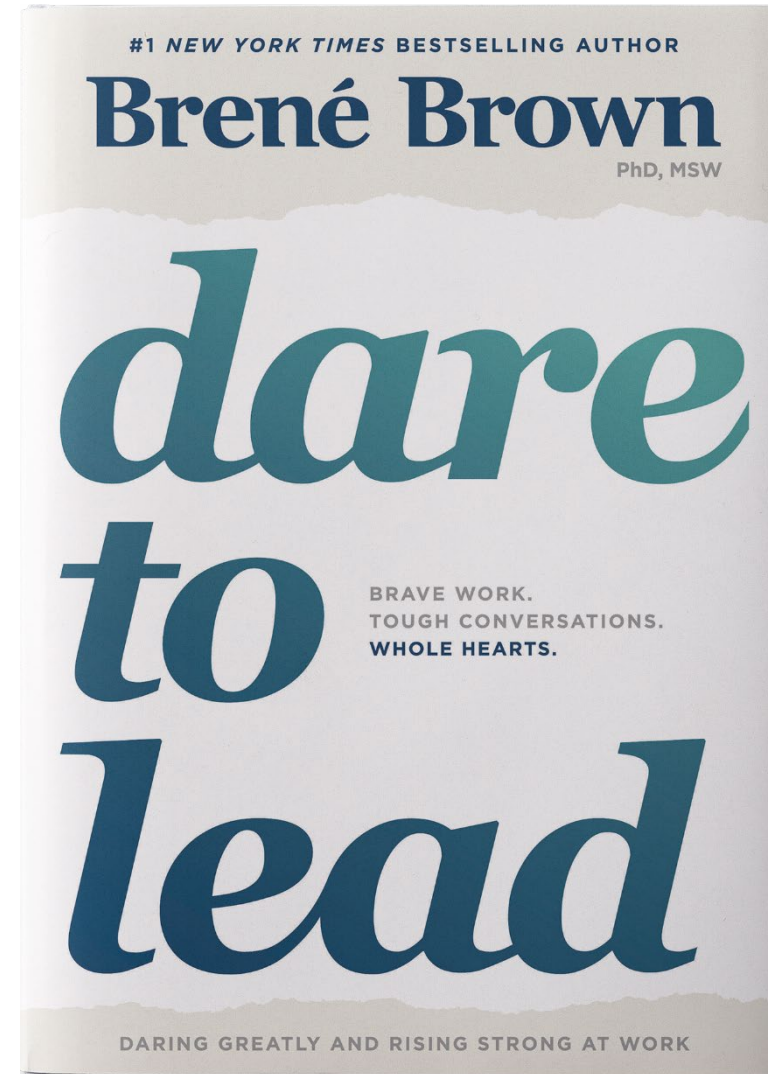
Video Series – Response

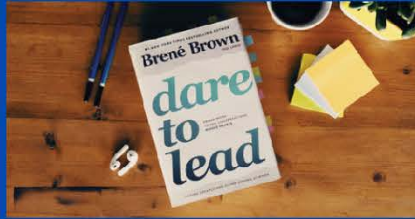
- **TERRIFIC!**
- *Student-athletes who participated were excited to be provided a platform to discuss these topics.*
 - *Misconception that all student-athletes have a significant platform. (Track/Swimming/Tennis vs FB/BBALL)*
- *Videos were shared on all social media platforms and played in Alumni Arena on gameday.*
- *Feedback from staff: Supports the mission of Stronger Together and a great tool to use in recruitment. We are committed to developing well-rounded and inclusive student-athletes*



Book Series

- **Summer 2022: Wanting to offer professional development in conjunction with DEI experiences**
- **Participants completed pre-reading work titled “Daring Leadership Assessment” which helped guide initial discussions as we moved through the material.**
- **Revelation: The intersections of DEI and Leadership are the subtext of the modern workplace**
 - **Brave Work = Addressing Privilege**
 - **Tough Conversations = Learning about new cultures and recognizing your areas for growth**
 - **Trust = Personal and Professional**





Reading Schedule

Please come prepared to discuss the following sections of Dare To Lead.

Wednesday July 6th 11am	Wednesday July 13th 11am	Wednesday July 20th 11am	Wednesday July 27th 11am	Wednesday Aug. 3rd 11am
Vulnerability	Leadership (Identity/ Armored Leadership/Daring Leadership)	Values (Confidence/ Values/Curiosity)	Trust (7 Elements of Trust)	Learning to Rise, (Recap/Reflection)
Sections 1 and 2	Sections 3 and 4	Section 5 and Part 2	Part 3	Part 4

From Brene: The goal of “Dare to Lead” is to share everything we’ve learned about taking off the armor and showing up as leaders in a skills-based and actionable playbook. Other goals of the book include:

- Build trust to improve collaboration
- Synthesize Diversity, Equity, Inclusion and Belonging (DEI&B) as integral to effective leadership
- Develop courageous, confident leaders



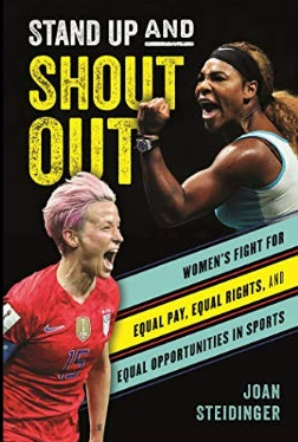
Book Series

- Stand Up AND Shout Out
- 50th Anniversary of Title IX
- Overlooked: Women in Athletics
 - Retention
 - Work/Life Balance
 - Socio-Economic Factors
 - Entrenched gender stereotypes



READING SCHEDULE

ALL SESSIONS TO BE HELD AT 10:00AM IN ALUMNI 173 (ACADEMICS)



STAND UP AND SHOUT OUT
WOMEN'S FIGHT FOR EQUAL PAY, EQUAL RIGHTS, AND EQUAL OPPORTUNITIES IN SPORTS
JOAN STEIDINGER



Thurs 1/5
CHAPTERS 1 AND 5

Thurs 1/12
CHAPTER 7

Thurs 1/19
CHAPTER 8

Thurs 1/26
CHAPTERS 9 AND 10

SCAN QR CODE FOR BOOK CHAPTERS:



STRONGER TOGETHER
BUFFALO BULLS

2022-23 DEI Coach/Admin Certificate Program

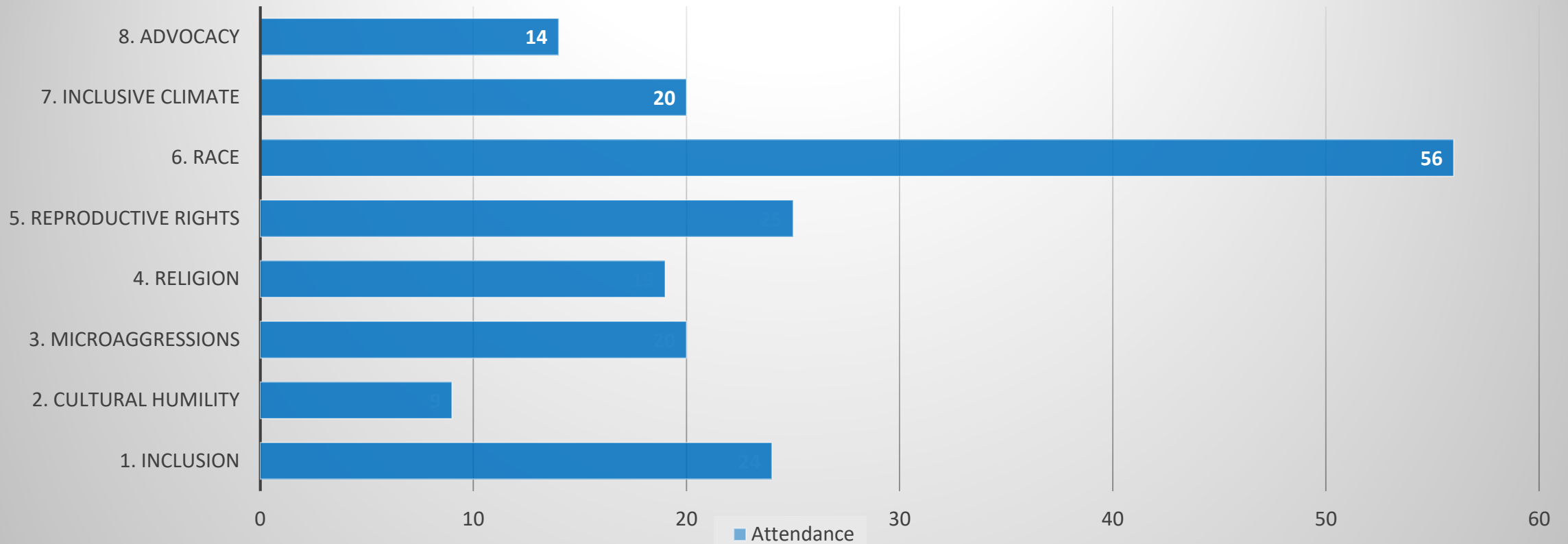
Programs taught by faculty and staff from MAC Institutions

- 1. Inclusion: Defined (Northern Illinois)
- 2. Cultural Humility (Central Michigan)
- 3. Microaggressions (Bowling Green)
- 4. Religion (Toledo)
- 5. Reproductive Rights (Kent State)
- 6. Race (Buffalo) (Dr. Christa Porter)
- 7. Fostering an Inclusive Climate (Buffalo) (Dr. Kristiana Feeser)
- 8. Advocacy (Eastern Michigan)

- Three different certificates available for this year (Religion, Reproductive Rights and Race).

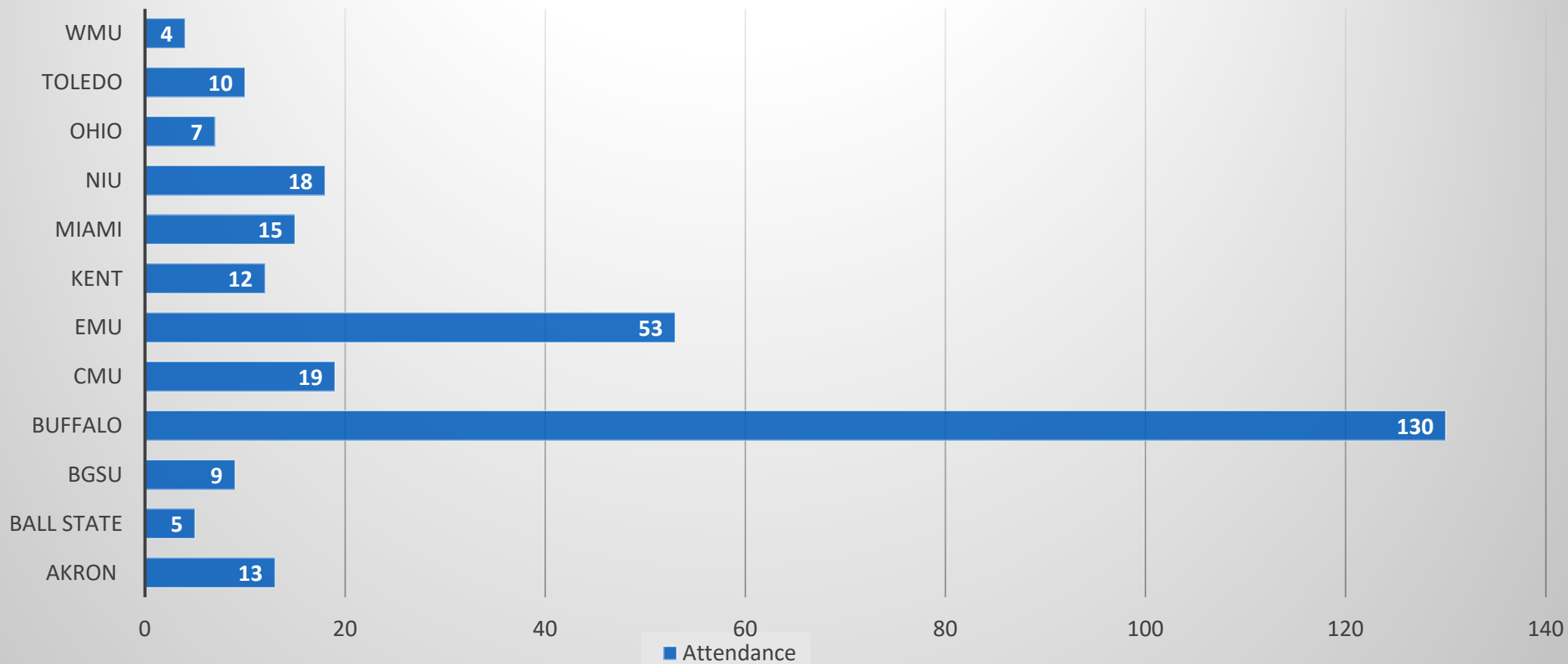


MAC DEI Coursework Requirement UB Attendance



MAC DEI Coursework Requirement Peer Comparison

MAC Participation in DEI Sessions



ONBOARDING & CULTURAL CELEBRATION

Create and implement onboarding and orientation programs. Plan in coordination with SAAC celebrations that focus on increasing awareness and celebrating the diversity of our department that coincide with notable observances that align with 6-pillars.

- ***Create programming for new staff as part of on-boarding.***
- ***Develop themes, timelines, and coordinate 'launch' of monthly observances.***
- ***Continue to include engagement opportunities on DEI, Title IX, or mental health at full staff meetings.***
- ***Share ideas with External group on ways we can execute DEI awareness at athletic events and via social media.***
- ***Establish a staff, coach, student-athlete DEI recognition award that would be presented at the annual Victor's Awards show.***



LOOKING TO UPDATE YOUR
PREFERRED PRONOUNS
ON THE UB ATHLETICS
WEBSITE?

SCAN
HERE:



UNDERSTANDING GENDER PRONOUNS

Here are some key things to remember with pronouns

ASK

Don't assume a person's pronouns just by looking at them. Instead, ask what their pronouns are. You can also introduce yourself using your pronouns.

RESPECT

Respect someone's pronouns. If someone takes the time to tell you their name and pronouns, use it and respect it. It's not up to you to determine someone's identity.

PRACTICE

If you have difficulty using someone's pronoun and name, practice. If you accidentally misgender someone, apologize, correct yourself and try to do better in the future.

LOVE HAS NO BOUNDARIES

- **Pronouns Usage.** On behalf of our Stronger Together Task Force and our continued commitment to diversity and inclusion, we launched a new option for student-athletes, coaches and staff to list their preferred pronouns on our athletic website UBBULLS.com. The information below was included in the departmental email that was sent announcing this initiative and providing the link to submit preferred pronouns. The process is ongoing and we will continue to encourage all to participate. For more information: www.mypronouns.org/what-and-why



DISTANCE / SHE/HER/HERS

RILEY JONES

SENIOR / ENVIRONMENTAL SCIENCES & BIOLOGY / HOLLAND, NY /
HOLLAND
▶ FULL BIO



HORIZONTAL JUMPS / HE/HIM/HIS

JUSTIN KLEPPEL

JUNIOR / PUBLIC HEALTH / QUEENS, N.Y. / FRANCIS LEWIS
▶ FULL BIO





JEDI AWARD

The Justice, Equity, Diversity, and Inclusion (JEDI) Award recognizes a coach, student-athlete or staff member who has made an outstanding contribution toward advancing the goals of UB Athletics' mission, which is to create greater diversity, inclusivity and equitable opportunities at UB and within the communities we serve.

DUE
3/31/23



spirit day

**stand up
to bullying.**

Support lgbtq youth



Spirit Day is an annual observance that takes place on the third Thursday in October. This day aims to create awareness for the bullying and harassment that the LGBTQ+ community faces.



October 20

- WSOC vs Central Michigan
- Volleyball vs Kent State

October 21

- Volleyball vs Kent State

October 22

- Football vs Toledo
- Swim/Dive vs. Cornell/Niagara



Athletic Equality Index (AEI)

PERFECT SCORE = 100

ATHLETE ALLY

Athlete Ally believes sport will change the world when it welcomes and empowers all people. We educate individuals and institutions to understand obstacles to inclusion for LGBTQI+ people and how they can build an inclusive culture.

AEI

The AEI is an ongoing assessment of the NCAA athletic departments' policies and practices around LGBTQ inclusion.



Celebrating 50 Years of Title IX

UB Contemplative Spaces. This program showcases art that celebrates both the history and diversity of UB in spaces that provide for contemplation on issues that resonate with the campus community.

COMMUNITY ENGAGEMENT & 'BLUE' COALITION SUBCOMMITTEE

Foster positive police-community partnerships and engage with the UB campus and greater Buffalo community providing lasting, positive impact.

- *Plan and execute second program with Buffalo Public Schools.*
- *Develop list of community resources (i.e., black-owned businesses, cultural grocery stores, restaurants, churches, etc.) to share department-wide.*
- *Create community connection with police agencies (i.e., meet and greet, ride-a-longs, career exploration, PAL).*
- *Continue quarterly newsletter to keep department informed of STTF initiatives.*
- *Participate in University Police Advisory committee focus groups.*



February 21, 2023

MBB vs. Central Michigan

Awareness: End Gun Violence

- [Stronger Together - Gun Violence - YouTube](#)
- Each year, more than 39,000 people in the United States die as a result of gun violence, and tens of thousands more suffer non-fatal gun injuries.
- Among U.S. residents ages 15-24, homicide is the fourth leading cause of death for non-Hispanic whites, the second leading cause of death for Hispanics and the leading cause of death for non-Hispanic blacks.





February 4, 2023

National Girls and Women in Sport Day

Youth Clinic and Junior Helpers



G
A
M
E

CHANGEHER

Female Student-Athlete

Leadership Summit

April 17, 2023 | 6pm

Student Union Room 145 A&F

With Guest Speakers:



Amy Bueme
Owner | Catalyst Fitness



BALANCEDBODY

Ashley Abend
Owner | Balanced Body Foods

M&T Bank

Michelle-Marie Gant
Senior Vice President | M&T Bank

-
- Women's Sports Teams
 - Leadership & Empowerment
 - Community Partnerships
 - Career Connections

- [UB GameChangeHER Event - April 2023 - YouTube](#)



JUNE 9
Buffalo Public Schools
Coming to UB



<https://ubbulls.com/sports/2022/4/12/diversity-equity-inclusion-newest.aspx>



