



Virginia Military Institute

Alumni Engagement Conference

Allyship: Unlocking the Power of Diversity

July 23-24, 2021
VMI D&I Committee
Keniya Lee 19'
Caleb Furlow 15'
Jamaal Walton 07'

Breakout Session Agenda

Date: Friday July 23-24, 2021

- **Diversity and Inclusion**
 - VMI Demographics
 - Diversity & Inclusion Sites
 - Micro-aggressions

- **Allyship**
 - Who is an Ally?
 - Examples of Allyship
 - Do's and Don't's
 - Allyship in the workplace / barracks

- **Allyship in Athletics**
 - The McLendon Leadership Initiative
 - Ou Adc Program
 - The Engage Program

Diversity and Inclusion

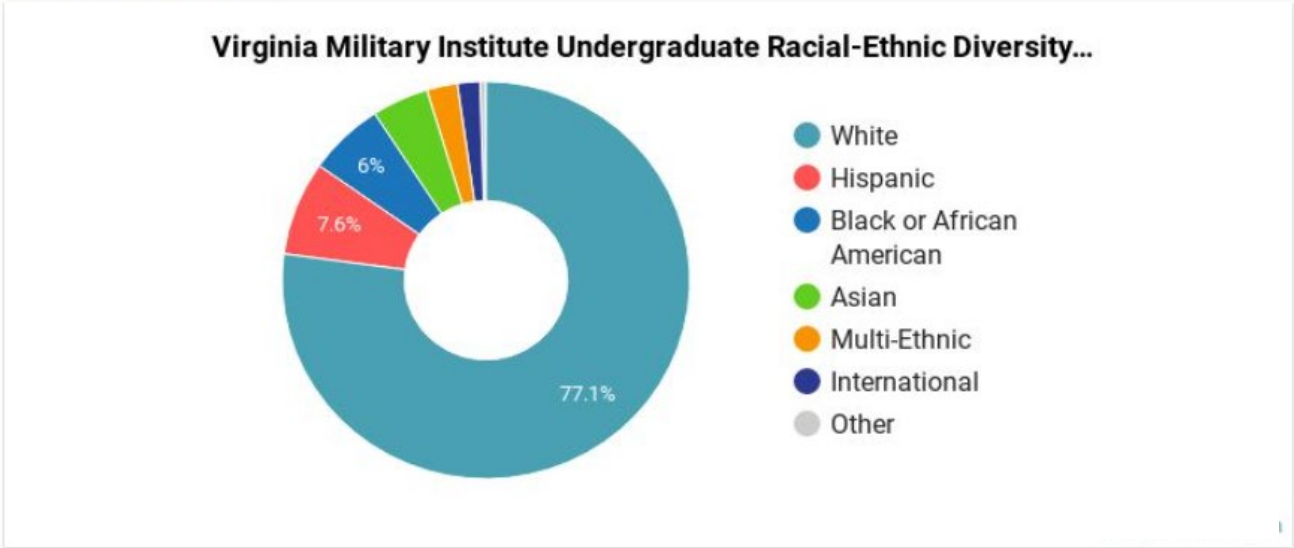
- Diversity:
the practice or quality of including or involving people from a range of different social and ethnic backgrounds and of different genders, sexual orientations, etc.
- Inclusion:
the practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized, such as those who have physical or mental disabilities and members of other minority groups
- Inclusive Diversity:
as a set of behaviors that promote collaboration amongst a diverse group





VMI Demographics: Racial/Ethnic Diversity

VMI Racial Demographics:



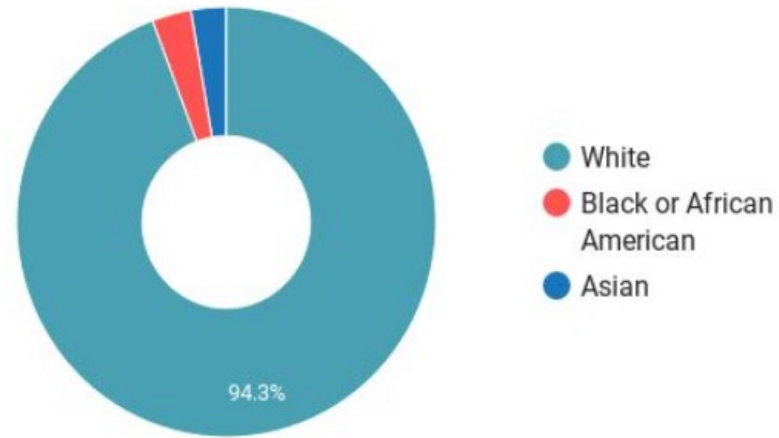
Race/Ethnicity	Number
White	1,301
Hispanic	129
Black or African American	102
Asian	76
Multi-Ethnic	41
International	30
Native Hawaiian or Pacific Islander	8

VMI Demographics: Diversity among Faculty

Low Racial/Ethnic Diversity Among Faculty

Virginia Military Institute Faculty Racial/Ethnic Demographics:

Racial-Ethnic Demographics of VMI Faculty



Ethnicity	Number of Faculty
White	625
Black or African American	20
Asian	18
Hispanic	0



VMI Overall ranking (Nationwide)

Below Average Ranking in Overall Diversity Nationwide



#2542

OVERALL DIVERSITY



#2403

RACIAL-ETHNIC DIVERSITY



#3370

MALE/FEMALE DIVERSITY

VMI achieved a College Factual diversity rank of #2,542 out of 3,514 total schools in the ranking.

Overall Diversity Ranking 2542 out of 3514



Overall Diversity Score 27.67 out of 100

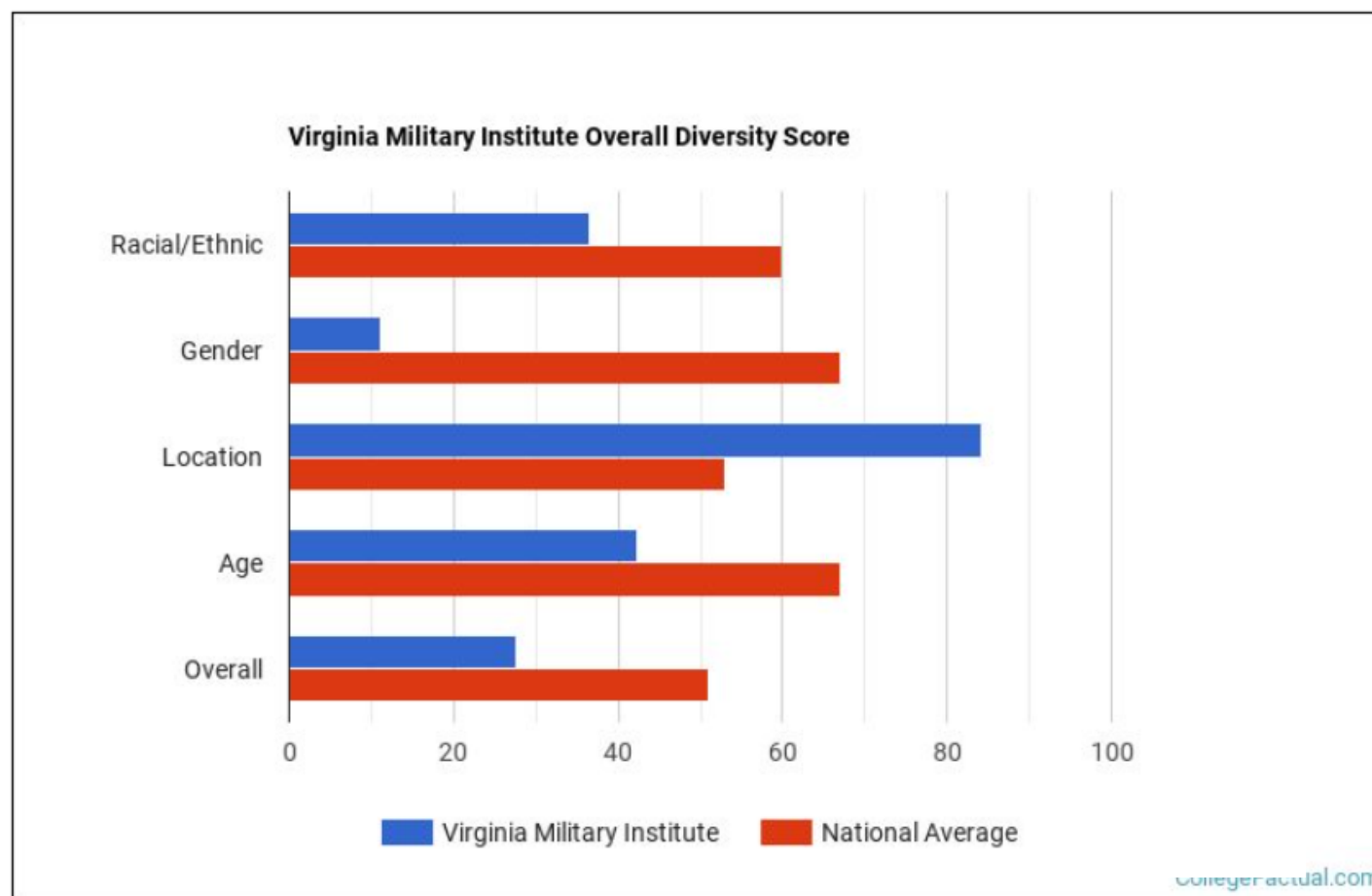


A lower overall diversity school means the student body is not very diverse when it comes to race/ethnicity, ages, genders, and locations.



VMI Demographics: National Average

How Does VMI Diversity Compare to National Averages?



VMI is considered below average in terms of overall diversity on a national level. Some areas of diversity in the school may be better than others.



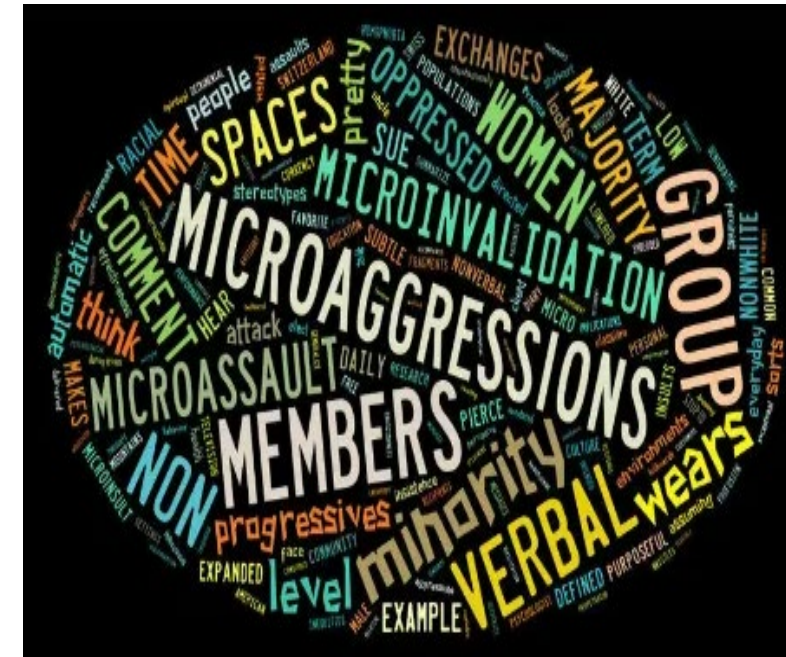
University DE&I Sites

- [Welcome to Diversity & Inclusion at The Citadel](#)
- [Office of Diversity, Inclusion and Equal Opportunity | United States Military Academy West Point](#)
- [W&L Diversity & Inclusion](#)
- [VMI Diversity & Inclusion](#)

Micro-aggressions

a statement, action, or incident regarded as an instance of indirect, subtle, or unintentional discrimination against members of a marginalized group such as a racial or ethnic minority

- **Verbal:** A verbal microaggression is a comment or question that is hurtful or stigmatizing to a certain marginalized group of people
- **Behavioral:** A behavioral microaggression occurs when someone behaves in a way that is hurtful or discriminatory to a certain group of people
- **Environmental:** An environmental microaggression is when a subtle discrimination occurs within society



Allyship

When persons of a non-marginalized identity support and act in solidarity with those who have experienced marginalization, discrimination or violence

- ✓ Allyship starts with self-reflection
- ✓ Allyship needs research
- ✓ Allyship needs action
- ✓ Allyship needs humility and improvement when we make mistakes
- ✓ Allyship needs to be ongoing



TO BE AN ALLY IS TO...

1. Take on the struggle as your own.
2. Transfer the benefits of your privilege to those who lack it.
3. Amplify voices of the oppressed before your own.
4. Acknowledge that even though you feel pain, the conversation is not about you.
5. Stand up, even when you feel scared.
6. Own your mistakes and de-center yourself.
7. Understand that your education is up to you and no one else.

Examples of Allyship



- Becoming a sponsor – champion someone from an underrepresented community to support career growth and increase company retention
- Calling out inappropriate behavior – People in privileged positions have the ability to call out unacceptable behavior towards underrepresented people
- Championing - similar to the sponsor, but much more public. deferring to those in underrepresented communities, allowing their voices to be amplified
- Using inclusive language – Be aware of gendered terms, and use language which embraces all walks of people. For example, using “partner” instead of gendered terms such as “girl/boyfriend” or “husband/wife” to be more inclusive of those in the LGBTQI+ community
- Educating yourself and others - There is always an opportunity to learn more. Information is easily accessible, but the lessons can be learned from members of other communities as well as your own



Examples of Allyship

- Rolling out unconscious bias training regularly – Understand that unconscious, unchecked bias cannot and will not be fixed after one unconscious bias training session
- Trying different recruitment methods – To attract and retain different kinds of people, use different recruitment methods
- Recognizing privilege and use it to amplify underrepresented voices – Understanding and recognizing privilege can be a daunting and uncomfortable task
- Challenge yourself to cross-examine your bias after learning from different voices
- Advocating - recommending women, people of color, and other underrepresented communities to land more leadership positions (ie. keynote speakers, board members) in order to amplify their voices

DO'S

- Do be open to listening
- Do be aware of your implicit biases
- Do your research to learn more about the history of the struggle in which you are participating
- Do the inner work to figure out a way to acknowledge how you participate in oppressive systems
- Do the outer work and figure out how to change the oppressive systems
- Do use your privilege to amplify (digitally and in-person) historically suppressed voices
- Do learn how to *listen* and accept criticism with grace, even if it's uncomfortable
- Do the work every day to learn how to be a better ally

Dont's

- Do not expect to be taught or shown. Take it upon yourself to use the tools around you to learn and answer your questions
- Do not participate for the gold medal in the "Oppression Olympics" (you don't need to compare how your struggle is "just as bad as" a marginalized person's)
- Do not behave as though you know best
- Do not take credit for the labor of those who are marginalized and did the work before you stepped into the picture
- Do not assume that every member of an underinvested community feels oppressed

Allyship In the workplace

You are working for a marketing company. You have been tasked with creating a presentation on the importance of women in the office. You feel conflicted, seeing it as a great opportunity, but realize, you have at least 2 female colleagues in your department that are just as qualified to take on this task. After reviewing our allyship presentation, what are some forms of allyship you can display in this moment? (We may want to adjust this to an LGBTQ+ example)



Allyship in the Workplace

Franklin and his coworkers have a meeting with their boss where he selects Franklin to spearhead the creation an initiative in order to empower women within the company. He feels conflicted, seeing it as a great opportunity. However, he knows he has 2 female colleagues in his department that are just as qualified to take on this assignment. After reviewing our allyship presentation, what are some forms of allyship Franklin can display in this moment?



Allyship in the Barracks



ALLYSHIP IN ATHLETICS



WHAT IS ALLYSHIP?

https://ncaaorg.s3.amazonaws.com/ncaa/programs/a4/LD_A4Allyship.pdf



8 ways to be a better Ally

1. Do your RESEARCH
2. LISTEN
3. Don't Practice Performative Allyship
4. Speak up in your own circles
5. Get comfortable being uncomfortable
6. Learn from your mistakes
7. Amplify the voices and messages of the marginalized
8. Show Up



The McLendon Leadership Initiative

The purpose of the McLendon Minority Leadership Initiative (MLI) is to provide minorities a jump-start to their careers through practical experiences, opportunities to build their network, and instilling the values of John McLendon: Integrity, Education, Leadership, and Mentorship.



The McLendon Leadership Initiative

MLI is a new program under the umbrella of the John McLendon Foundation. It is a coach-driven program to create access to and opportunity for meaningful employment experience for minority candidates - known as MLI Future Leaders - and enhancing their career options.



OU ADC PROGRAM

The mission of the ADC Graduate Assistant program is to provide underrepresented, talented and diverse candidates a comprehensive experience in the field of Intercollegiate Athletics. Our purpose is to promote initiatives that will educate, cultivate, and prepare tomorrow's leaders with the objective of embracing principles of diversity and inclusion.



“My favorite part of the Athletics Diversity Council Graduate Assistant Program was the opportunity to closely interact with both the practitioners and professionals which made OU Athletics run and using their blueprint to craft my own career. Most importantly, ADC granted me a firsthand experience of how intercollegiate athletics can forever transform the lives of student-athletes for the better.”

ORAL BLANKSON
 ASSISTANT DIRECTOR OF LEADERSHIP ANNUAL GIVING - UNIVERSITY OF CHICAGO - LAW SCHOOL
 ADC ROTATIONS (2012-14): VARSITY O, SOONER CLUB



OU ADC PROGRAM

Interested candidates are enrolled in one of the University's master's programs. Most participants have chosen the Adult & Higher Education, Intercollegiate Athletics Administration Master's degree program. Candidates are selected based on their undergraduate experience, extracurricular activities, prior job experience and their commitment to diversifying the field of athletic administration both in values and practice.



“My favorite part of the Athletics Diversity Council Graduate Assistant Program was the opportunity to closely interact with both the practitioners and professionals which made OU Athletics run and using their blueprint to craft my own career. Most importantly, ADC granted me a firsthand experience of how intercollegiate athletics can forever transform the lives of student-athletes for the better.”

ORAL BLANKSON
 ASSISTANT DIRECTOR OF LEADERSHIP ANNUAL GIVING - UNIVERSITY OF CHICAGO - LAW SCHOOL
 ADC ROTATIONS (2012-14): VARSITY O, SOONER CLUB



OU ADC PROGRAM

The program has been designed to create an opportunity to rotate through various areas of the athletic department. First-year participants complete rotations depending on their athletic interests and department availability, with a maximum of four areas.



"I chose ADC because the diversity and inclusion component that was unique to GA positions around the country. I do believe it has successfully transitioned many of the ADC GAs into full-time careers in college and professional sports. It allowed me to get invaluable experience in both learning the athletic landscape and preparing to be a great media relations director."

AKILAH LASTER
 ASSISTANT MEDIA RELATIONS DIRECTOR - UNIVERSITY OF TENNESSEE
 ADC ROTATIONS (2014-15): ACADEMICS & COMMUNICATIONS

OU ADC PROGRAM

Year two participants select one area of focus from the previous year for the duration of the program. During the participant's second year of the program, an administrative role is taken as program coordinators. These responsibilities include, but are not limited to, planning and implementing initiatives to continually improve the growth and purpose of the ADC Graduate Assistantship program.





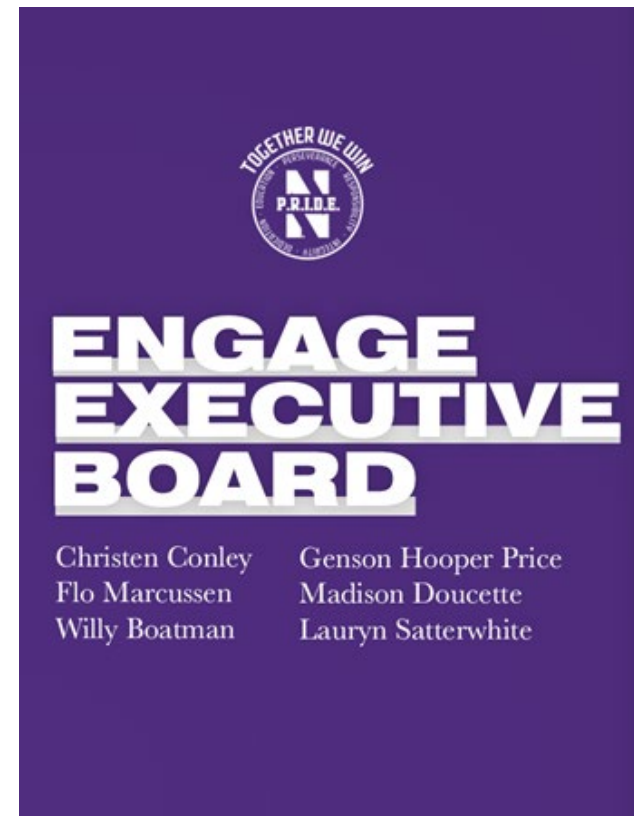
"I chose ADC because the diversity and inclusion component that was unique to GA positions around the country. I do believe it has successfully transitioned many of the ADC GAs into full-time careers in college and professional sports. It allowed me to get invaluable experience in both learning the athletic landscape and preparing to be a great media relations director."

AKILAH LASTER
 ASSISTANT MEDIA RELATIONS DIRECTOR - UNIVERSITY OF TENNESSEE
 ADC ROTATIONS (2014-16): ACADEMICS & COMMUNICATIONS



THE ENGAGE PROGRAM

In collaboration with Campus Inclusion and Community, this program seeks to create an inclusive culture within the student-athlete community through intentional conversations and meaningful programming. In an effort to encourage collaboration with the larger campus community, an event sponsored by Campus Inclusion and Community will be highlighted each quarter by Engage.



UNITED AS ONE

The four groups of student-athlete leaders released the pledge and logo Oct. 23.

The logo includes three different colored hands holding one another's wrists inside a circle with "United As One" at the bottom. The mark was sent to all NCAA schools in the form of a patch to consider placing on uniforms.



UNITED AS ONE

The three divisional Student-Athlete Advisory Committees and the Board of Governors Student-Athlete Engagement Committee recently collaborated to create a national Unity Pledge and logo, symbolic gestures to continue generating stronger unity among the NCAA's 1,100-plus schools and nearly 500,000 student-athletes.





Thank you