

2004-2005 NASSS Board Response to the Racial and Ethnic Diversity Report May 2, 2005

Last November the Board met at the NASSS annual meeting in Tucson, Arizona, USA. One issue discussed by the 2003-2004 Board was improving the conference climate. In doing so the Board discussed whether or not to form a Diversity Committee that more broadly addressed issues of social difference or a Racial and Ethnic Diversity Committee that would center issues of race and ethnicity. We decided to center race given that several members have repeatedly identified racism within NASSS and have noted that this hampers the recruitment and retention of scholars of color. The Board discussed ways to improve the conference climate, particularly for people of color. This goal was discussed in the context of the 2002-2003 NASSS Diversity Committee report and the responses gained from the membership during the "Rethinking NASSS" session that took place on Friday during the Tucson conference. The Board agreed that structural change must take place in order to have a more racially diverse and welcoming organization. At the Friday Business Meeting in Tucson, then President Ellen Staurowsky announced the formation of a Racial and Ethnic Diversity and Climate Committee. Laurel Davis-Delano agreed to chair the committee and drew from her own and Board nominations to invite NASSS members to serve on this committee. The 2005 Racial and Ethnic Diversity and Climate Committee consists of Chair: Laurel Davis-Delano, Ketra Armstrong, Jomills Henry Braddock, Delia Douglas, Pat Antonio Goldsmith, Louis Harrison, Jeffrey Montez de Oca, Yuka Nakamura, Haruo Nogawa, Fritz Polite, Geneviève Rail, Christina Ramirez, and Heather Sykes. The committee responded to the charge (below) from President Mary McDonald below. Listed after this charge in this document is a brief statement explaining how the Board's response was compiled. The 2004-2005 Board's reply follows this information and is embedded in Racial and Ethnic Diversity and Climate Committee's report.

To: Laurel Davis-Delano, Chair
From: Mary McDonald, NASSS President
Date: January 3, 2005
Re: Charge to the Racial and Ethnic Diversity and Climate Committee for 2005

Purpose: Create changes in the NASSS climate and organizational structure to increase and retain scholars of color in NASSS and to better support the latest thinking in scholarship focused on race/ethnicity in sport, physical activity and the body.

In order to make sure that some changes are immediately implemented please provide specific focus on two areas; recruiting and retaining scholars of color; making organizational structural changes that will improve the organizational and conference climate. Please work with the appropriate committee chair and send recommendations to me by March 15, 2005.

Specifically,

1. Work with the nominations chair, Mary Louise Adams, to offer a racially diverse set of candidates to run for the 2005 NASSS Board of Directors.
2. Work with the 2005 NASSS conference program chair, Steve Walk, to solicit session organizers and paper abstracts from scholars of color and help solicit session organizers and paper abstracts that explore race relations and sport. Suggest the names of scholars of color who can serve as keynote speakers.
3. Identify 2 specific strategies to enhance the NASSS conference climate. Work with the conference program chair, Steve Walk to implement these changes into the 2005 conference.
4. Offer suggestions for what specific cities the conference manager might investigate as future sites for NASSS to hold annual meetings.
5. Identify specific list serves (i.e. Black Sociologists, etc.) and/or individuals (including contact information) who are not members but whose work is sociological/cultural and/or deals with sport, physical activity and the body so that they might be contacted to join and/or present at NASSS.
6. Identify long-term strategies to enhance the conference climate, recruit and retain scholars of color and to make structural change in NASSS organization. E-mail these strategies to the Board of Directors for discussion and implementation.
7. A constitutional change must be proposed to make this a standing committee. Consult the NASSS Constitution and make recommendations as to what would be the duties of the proposed Diversity and Climate Committee. Make sure that this committee is linked to the wider functioning of the organization. (i.e. nominations chair will work with the Diversity and Climate Committee in securing names of candidate to run for NASSS Board).

Response from the 2004-2005 Board

Upon receiving the report from the Racial and Ethnic Diversity Committee in March, 2005, Board members were invited to respond via e-mail. After receiving these responses, President Mary McDonald edited the responses, synthesizing some answers, added additional material and in many cases used the exact language from individual NASSS Board members to form a draft Board response. Individual Board members were then invited to comment on this draft. Changes were made based upon this feedback. The 2004-2005 Board consists of: Stephan Walk, President-Elect, Ellen Staurowsky, Past-President, Dayna Daniels, Secretary, Dean Purdy, Treasurer and Conference Manager, Toni Bruce, Member-At-Large, Samantha King, Member-At-Large, Nancy Spencer, Member-At-Large, Emma Wensing, Graduate Student Representative, and Michele Donnelly, Graduate Student Representative. Ex officio members include Eldon Snyder, Archivist, Bryan Denham, Newsletter Editor, and Annelies Knoppers, Sociology of Sport Journal Editor.

Overview: We want to thank the members of this committee for taking the time and energy to put together a very detailed and excellent report. We are fully supportive of the end goals of enhancing the conference climate, challenging racism within NASSS, and improving diversity. Much like the paradigmatic differences that encompass NASSS, the Board's discussions produced differences about how best to proceed. As the dialogue in the document strongly suggests, these are not easy issues to address in practice without marginalizing and essentializing race, especially since that for the time being we are limiting diversity discussions to race. Despite these troubles, we believe that the differences and tensions about the best way to proceed can also be productive in stimulating further dialogue. We agree with many of the suggestions offered by the REDC and will also begin implementing the majority of the committee's ideas as we explain below. The charge to the REDC, the REDC's report as well as the response from the Board will be placed on the NASSS website to immediately communicate these discussions and to encourage a broader dialogue about these issues.

SHORT-TERM STRATEGIES FOR THE NASSS CONFERENCE

(1) Hire an expert consultant to formally assess the race/ethnicity issues that NASSS faces and suggest strategies for change. (As part of this effort, consult with organizations that have effectively addressed racial/ethnic diversity and climate issues to discover what strategies have worked for these organizations.)

The Board is fully supportive of channeling NASSS resources towards improving diversity. For a couple of reasons, however, we are a little wary of "expert consultants" and would want to be sure that if we do decide to hire someone that a) they have a good reputation and b) that we as an organization are prepared to follow their suggestions. As one Board member wrote in this regard: "As a former faculty member at the University of Arizona, which has been threatened with de-creditation because of a lack of racial diversity among its faculty, I saw numerous experts come and go, reports issued, policies produced and very little actual change take place. This was partly due to the process of consulting itself - changing a culture is, as we all know, complicated, and workshops to raise awareness or appointments of (usually one) high ranking official to oversee diversity, were the kinds of ineffectual changes we witnessed. But the failure of these efforts were due mostly, I think, to a lack of will on the part of the faculty, and especially the upper administration to act on some of the more promising recommendations. Hiring consultants worked as a form of window dressing, in other words, and a lack of racial diversity remains a problem at the university. "

As a board we are weary of reproducing what Chandra Mohanty calls the “race industry” approach to diversity that currently characterizes the academy (especially in the United States), where consultants help to commodify and then “manage” diversity without producing structural change. And yet, as academics we see the value of dialogue and learning from others who have important experiences and expertise to provide. Board members also suggest that we seek out someone who understands how race interacts with other categories of difference such as nationality, sexuality, disability and class.

Board Action: President will seek out and secure names of people outside the organization who can provide insight on how to change the conference climate. President will secure names to discuss with the Board and REDC by July 15, 2005 and based upon the information gained about availability then discuss the best way for the consultant to assist NASSS. The President will be sensitive to finding people who understand that the process is not about window dressing but bringing about meaningful change. This includes seeking out people who are not solely about changing attitudes, but who understand the racial histories of Canada, the United States, and Mexico, who understand how race interacts with other markers of difference (i.e. sexuality, class), and to provide ways to challenge organizational structure, practices and assumptions that reproduce whiteness as normative.

- (2) For the next couple of years, provide an open forum/luncheon/program (that could be split into small groups) at the NASSS conferences [for people to: (a) come and discuss **issues (e.g., practices, structures, networks)** related to race/ethnicity within NASSS, (b) form alliances, and (c) get support].

This is excellent advice and while you wrote this in the “short-term” category we also think that this suggestion should become a permanent structure or at least “until tangible/significant progress has been made.” We especially like that this suggestion also addresses the need for alternate social functions. Board discussions also produced another suggestion that such a forum provide a more specific focus (to tie the discussion to) and, a question about who would determine the topic (or a question) to guide the discussion. This theme or question also could be related to the site of the annual conference. Perhaps suggestion 3 (below) could be scheduled as one of the sessions and as part of suggestion 4?

Board Action: 2005 Program Chair, Steve Walk has ensured that this suggestion is incorporated into the new research network sessions that will be piloted at this year’s NASSS conference. The President will make sure that a written description of this forum is placed in the newly developed Policy and Procedures Manual for Board members to appraise future program chairs of the importance of this event.

- (3) For the next few years at NASSS, provide an open forum at the NASSS conference for people to discuss the topic of future **scholarship** on the topic of “race/ethnicity and sport/physical activity.”

See number 2 above.

- (4) For the next few years, find a way to highlight and promote a “series of sessions” that focuses on race/ethnicity issues (and the ways these issues intersect with other issues; e.g., “critical race studies and XXX”). These sessions should be coordinated with each other, for

continuity purposes. And, make sure that no other sessions that have a race/ethnicity focus conflict with the sessions in this series. (And, NASSS could facilitate publication of a monograph or special issue with papers from these sessions.)

We have mixed feelings about what we see is an ongoing discussion within NASSS about scheduling sessions on race/ethnicity. As one Board member wrote: "It seems to me that we want to continue to encourage scholarship that integrates attentiveness to race with other concerns, rather than "ghettoizing" racial scholarship (or research on other axes of difference/inequality such as gender) in a series of special sessions, and I'm just not sure if framing these sessions in terms of "critical race studies and xxxx" will ensure that this doesn't happen. Of course, our perspectives on how best to approach this complicated issue in large part reflect our theoretical and methodological orientation towards questions of identity and at the same time that I am wary about "flagging" race in this way, I also think it's crucial for us to be inclusive and encouraging of a diverse array of sociological paradigms. I don't have any answers to these questions (which I think remain unresolved not only in NASSS, but in progressive scholarly and political organizations in general), and I'm not necessarily opposed to the suggestions made here – I think we need to try a bunch of different things - but I am interested in keeping the debate 'alive.'"

Indeed some suggest that a singular focus on identity (gender sessions, race sessions, sexuality sessions, globalization sessions) is one mechanism that helps reproduces segregation in NASSS. We think it important to also provide forums where scholars talk across differences, not just bodily differences, but theoretical and methodological differences as well. That was the intent of the special session from last year's NASSS keynote on (Post)Identity and Sport where NASSS members from a varied set of worldviews engaged each other on a common theme of identity. In that way, the program committee believed that this keynote focus on identity is not incidental to the discussions that take place on the REDC and the Board.

We feel that a balance must be struck between having sessions that focus on race, ethnicity and sport with having sessions that encourage interactions on a variety of themes. The past two program chairs (and perhaps those prior) have made efforts not to have session themes conflict (not only for race, but media, subcultures, gender, etc where possible), but this is becoming increasingly harder to do. That is we now have so many sessions that deal with race, ethnicity and sport, totally avoiding conflicts is no longer possible. Having said that we think it important that future NASSS chairs be sensitive to scheduling conflicts and ensure as much as possible that sessions on race do not conflict with each other.

Last year's program committee did specially invite 3 young scholars who had not previously attended NASSS to contribute to the dialogue related to critical race theory and sport. The program committee identified the scholars and the program chair invited them to speak. The current program chair will continue this action. We also think it important that the work of scholars of color and ethnic minorities whose work does not explicitly discuss race or ethnicity be made more visible.

Board Action; 2005 Program Chair, Steve Walk will work to ensure that session topics do not conflict with each other, will work to provide sessions where people can come together across difference to have discussions and to recruit young scholars whose work contributes to critical race theory to the conference. The President will make sure that written

suggestions about scheduling and inviting scholars of color will be placed in the newly developed Policy and Procedures Manual for Board members. The President will discuss with the current SSJ editor the need to attend sessions on race in order to solicit manuscripts for the journal.

(5) Place pictures on the NASSS website that reflect the racial diversity of NASSS.

Webmaster Amy Hribar has just redesigned the NASSS website. This is a timely suggestion and it provoked several responses from the Board. These ranged from comments about whether or not visual representations are the best way to identify racial diversity (or race) to discussions about how photos will model the range of different races, genders and nationalities within NASSS. Another response suggested the photos could potentially suggest NASSS membership consists of more people of color than it actually does. One additional response suggested that as a professional organization's website should not have any photos at all. In sum, there is debate amongst the Board about whether visual images capture diversity or not and whether or not any pictures are appropriate for the newly designed web site. The general sensibility is that despite these reservations, any pictures placed upon the website should be not only be of white people.

Board Action: President will direct the Webmaster that any pictures placed on the web reflect the racial and ethnic diversity of NASSS as best as possible. President will ensure that this information is included in the Policy and Procedure Handbook given to Board Members.

(6) Invite and advertise high profile keynotes who are racial/ethnic minorities to each NASSS meeting.

Thanks to the recommendations of the REDC and the programming committee, program chair Steve Walk and the 2005 program committee had a list of well-over 50 high profile scholars who are racial/ethnic minorities and whose work deals with the body, sport and/or physical activity.

Board Action: Grant Farred of Duke University has already agreed to Steve Walk's invitation to serve as a keynote for 2005. The President will ensure that this list of high profiled keynotes and additional suggestions from this year's programming committee be circulated among future program committees. The President will discuss with the Board the best way to do this, perhaps again by placing this list in our Policy and Procedures Manual.

(7) At each annual meeting, allow **all** first-time meeting attendees to give a brief introduction about her/himself, and warmly welcome them to the organization.

In response to this suggestions two board members wrote: "We are concerned about the logistics of this and the potential for singling people out in ways that could make some uncomfortable. Perhaps it would be possible to have all first-time NASSS participants raise their hands, and do a general welcome, so that people can see who is new (though when this would happen could still be an issue -would it wait until the general meeting and, if so, that really is too late)." We still like "the idea of some sort of 'new member' identification (maybe a gold star?) to enable experienced NASSS-goers to make special efforts to be inclusive in discussions and social activities. We cannot forget that the effort has to go both

ways. We support the idea of a page on the web with 'tips for new members' or 'surviving your first conference,' so people have some idea of what to expect before they get there. This would also be a good place to connect graduate students (and faculty) who need rooms, etc. Another Board member built upon these remarks writing: How about we give the 1st-timers gold stars AND have the President-Elect read a list of the new attendees during her welcoming remarks (alongside a raising of new hands) first day? I also think that Board members have a particular responsibility to seek out and chat with new people." And still another response suggested that "I am very against the 'gold star' idea for new people at NASSS...I think it would be much more useful to have everybody's nametag say how many years they have been a NASSS member and/or attended a NASSS conference. This will be good for new people ('old' people will be able to identify them but they will also know who has been around for a while, etc.). in this way, we can start to address the fact that people at their 2nd or 3rd conference (especially if they skipped a year) can also have a hard time getting to know people"

Board Action: The President has discussed with the conference manager the need to compile a list of new members and he will do so for the coming conference. The program chair will read names out at the conference in order to welcome all new members to the conference. This will open the opportunity for other NASSS members to welcome new members individually as well. As NASSS moves toward new technology, such as on-line registration we will be able to more easily compile information about attendees previous attendance to NASSS. The President will put the suggestion that this information be compiled if and when NASSS goes to on-line registration so that years of attendance can be included on conference member's nametag. In the meantime, Members of the Board will work with the NASSS Webmaster to design a webpage that offers tips for new members. The Board will evaluate the success of reading out new members names during the Friday Board Meeting and offer suggestion whether or not to repeat the practice at the next conference.

(8) Set up a lunch/dinner/gathering for **all** new NASSS members (and anyone else who wants to come).

We do have a question here. As two board members write "how would we ensure that it is not only new people (students and faculty) who attend such an event?" As inferred by the REDC's suggestion that anyone else could attend, we think this should just be 'event' not 'new people's event.' All members should be encouraged to attend – but it could be particularly advertised as a good event for new members. Perhaps make it an option at registration for people to sign up to go somewhere for a meal if they have no other plans." Another Board member wrote: "On the socializing, issue, I have heard some suggest that, instead of having the traditional, open-ended "reception" that culminates in the results of the book raffle and then dissolves as people leave the hotel in cliques for parts unknown, that we include some entertainment or some kind of structured social event that invites people to stick around (and, gee wiz, socialize around something other than theory, public policy, or booze). Music, dancing, and/or dramatic presentations that invite all to interact, and which are perhaps linked to local traditions, come to mind (i.e. bring the local community to the conference, rather than just venturing out into it in fragments)."

Board Action: A few years back the NASSS Board offered a restaurant night, where all interested parties signed up and then met in the lobby before heading out to eat dinner

one evening. The purpose of the event was to provide a structured opportunity for people meet and network. This ended as few people participated. It might be time to try this event again. We suggest this event be hosted by the REDC and the NASSS Board and the event be called the NASSS FOOD network. The program committee will advertise this for Thursday lunch of the conference. We don't think that any member of the REDC or Board should be required to participate, but it would be great to have at least 3 members from each body attend the lunch on Thursday. The program committee should consider the financial situation of many graduate students and non-American faculty members when selecting the restaurant. In advertising this event we will make sure people know that this lunch is a casual affair designed for people who do not have plans for lunch the first day or don't know anyone and/or for those who would like to meet and interact with other people. And for other meals, especially dinners perhaps we can encourage members to put up a note up on the bulletin board to include new people in our groups as members go to dinner (i.e. we are going to XXXX, please join us in the lobby if you would like to come).

(9) The Conference Organizer should encourage all NASSS session organizers and presenters to socialize before and after their sessions.

Yes.

Board Action: The program chair will suggest that session organizers communicate with session panelists and will make this suggestion in the e-mail communication sent to session organizers. The program chair also will encourage session organizers to communicate via e-mail with their session panelists and to make sure that they greet and engage with the panelists before and after each session. President will ensure this suggestion is in the Policy and Procedures Manual.

(10) The Conference Organizer should facilitate the connection of people from related sessions via a listserv after the conference.

Board Action: The program chair will encourage via e-mail that NASSS members use the newly designed blog on the webpage to connect with each other. The program chair should also point out that all session organizers e-mails are listed on the conference webpage to encourage discussion across areas of concern. The President will ensure this suggestion is in the Policy and Procedures Manual.

(11) Advertise NASSS and SSJ in publications and on websites that prominently feature race/ethnic subject matter and/or serve many racial/ethnic minorities.

This practice has been done in the past in advertisements for the conference. The new NASSS webpage has a list of links of such organizations and the REDC has provide others.

Board Action: The program chair sent the call for papers to the list serves of the organizations suggested by the REDC. It should be noted that some organizations do not have listservs and other organizations restrict postings to members only. The program chair will circulate the call for abstracts as widely as possible. Prior to the conference the program chair will also advertise the program widely. The President will ensure that this

practice is in the Policy and Procedure Handbook and will discuss with Human Kinetics Publishing their strategies for advertising SSJ and when appropriate make suggestions for expanding their marketing base.

(12) Modify all of the NASSS literature that inappropriately refers to Canadians and Mexicans as “international” members rather than “domestic” members (to eliminate the U.S.-centric perspective implied by this language).

Yes. North American and international should be the categories. If, for administrative purposes we need/want to differentiate, perhaps use [U], [C] or [M] to describe the geographic locations of North American members.

Board Action: Identify inappropriate language in NASSS materials and eliminate it.

SUGGESTED SITES FOR FUTURE NASSS CONFERENCES

(Note: These suggestions are in no particular order.)

- (1) Orlando
- (2) Atlanta
- (3) Toronto
- (4) San Francisco
- (5) Los Angeles
- (6) Detroit
- (7) Birmingham, Alabama
- (8) A city in New Mexico
- (9) New Orleans or Baton Rouge (Louis Harrison might be willing to host in this area.)
- (10) Sites in Southern California (Ketra Armstrong **might** be interested in working with others to host in this area.)
- (11) Sites where there are historically Black colleges/universities in close proximity (and notify and invite the faculty from these colleges/universities).
- (12) Sites in Mexico. We are unaware of which sites in Mexico might be most appropriate for NASSS. Rather than “taking a stab” in the dark,” we recommend finding a scholar who works in Mexico that might be able to become the site coordinator.

Thanks for these suggestions. In the past NASSS has chosen to travel to “second tier” cities, less populated cities that typically have cheaper hotel and meeting room rates. The average "downtown or city center" Tier I cost for a room (when we use the hotel's meeting space) will be in the neighborhood of \$200.00+ USD for many of the larger cities mentioned in the report. An alternative is to go to the suburbs or areas outside of the city where costs for conference hotels with meeting rooms will be about \$140.00USD, although this might mean that we will be located 25 miles or so from downtown. With respect to somewhere like Los Angeles, we cannot get into LA due to cost.....we could go to Fullerton, Long Beach, etc. Keeping costs reasonable is important as Canadian members constantly pay more money than US members due to the exchange rate. We also typically rotate to geographical areas (East, West, etc.) to be closer to various members.

Board Action: President will pass along the REDC suggestions to the Site Selection committee and include in the directions to the committee the fact that the diversity of a city serve as one important element to be considered during the selection process.

As far as Mexico is concerned, one Board member wrote: “We need to actively recruit in Mexico for members, before we can plan a conference there. While hosting conferences in the U.S. is expensive, having a conference ‘in the South’ on a regular basis helps to cover this accessibility issue until the time comes that a conference in Mexico is logistically possible. Maybe some of the site selection issues (e.g. cost vs. access) need to be conveyed to members and opened up for suggestions/volunteers (again, a page on the web might help here).” Another Board member wrote: “I agree that if we want to schedule a conference in Mexico we absolutely have to work on building connections with scholars there. The one ‘North American’ society that I’ve been involved with that holds its conferences in Mexico from time to time has very few Mexican scholars in the organization. What’s more, the meetings tend to be held in huge resorts that are responsible for all kinds of economic, social, and environmental damage. So, although I would like us to figure out how to do this, I think we need to be careful about how we proceed.”

Board Action: President and President-Elect will confer and then seek nominations to form a committee that will identify and recruit members from Mexico (or perhaps make this a duty of the Site Selection Committee). Direct the Webmaster to create a webpage in this regard. Continue to investigate the feasibility of hosting a conference in Mexico.

ORGANIZATIONS THAT SERVE SOME RACIAL/ETHNIC MINORITY SCHOLARS (THAT NASSS COULD CONTACT FOR POTENTIAL MEMBERS)

- (1) Black Women in Sport Foundation- www.blackwomeninsport.org
- (2) Black Coaches Association – www.bcasports.org
- (3) Association of Black Sociologists – www.blacksociologists.org
- (4) National Association for Ethnic Studies – naes@wwu.edu
- (5) National Association of African American Studies & Affiliates – www.naaas.org
- (6) National Association of Hispanic & Latino Studies
- (7) National Association of Chicana and Chicano Studies – www.naccs.org
- (8) Puerto Rican Studies Association – www.puertorican-studies.org
- (9) Latin American Studies Association – lasa.international.pitt.edu
- (10) Association for Asian American Studies – aaastudies.org
- (11) International Association of Asian Studies
- (12) Native American Studies Association – <http://facstaff.uww.edu/mohanp/nasa.html>
- (13) Asociacion Mexicana de Sociologia – Torre de Humanidades, 9 Piso, 04510 Mexico DF, MEXICO
- (14) Research Focus on Black Education (which is a special interest group in the American Educational Research Association) – AERARFBE@asu.edu, barbarawilliams@westat.com
- (15) Brothers of the Academy (BOTA) – www.brothersoftheacademy.org
- (16) Black Radical Congress – www.blackradicalcongress.org

- (17) Association of Black Women Historians – www.abwh.org
- (18) National Association of Black Journalists – www.nabj.org
- (19) Native American Journalists Association – www.naja.org
- (20) Asian American Journalist Association – www.aaja.org
- (21) National Association of Hispanic Journalists – www.nahj.org
- (22) National Association for the Advancement of Colored People – www.naacp.org
- (23) Organization of Women Writers of African Diaspora, Association for the Study of Afro American Literature and History – www.asalh.org
- (24) National Association of Asian American Professionals – www.naaap.org

Thanks.

Board Action: President will write to these organizations to solicit new members. President will ask the Webmaster to include these organizations on our links list.

INDIVIDUAL RACIAL/ETHNIC MINORITY SCHOLARS WHO (ARE NOT MEMBERS OF NASSS BUT) STUDY SOCIAL ASPECTS OF SPORT AND/OR PHYSICAL ACTIVITY (AND COULD BE INVITED TO JOIN NASSS)

- (1) **See the list of scholars previously submitted for “suggested keynotes”.**
- (2) Tony N. Brown – U of MI – tony.n.brown@Vanderbilt.edu
- (3) Doris Corbett (Howard)
- (4) Marvin P. Dawkins, U of Miami (Coral Gables, FL) – mpdawkins@aol.com
- (5) Gina Dent (U of CA Santa Cruz) – ginadent@ucsc.edu
- (6) Jamel Donner (PhD can.) U of WI Milwaukee - jkdonner@students.wisc.edu
- (7) Ann DuCille (Wesleyan) – aducille@Wesleyan.edu
- (8) Alexandre Dumas
- (9) David Eng (Rutgers U)
- (10) Beverly Guy-Sheftall (Spelman) - 404-270-5625 (dept. #)
- (11) Patricia Hill Collins (U of Cincinnati) – patricia.hill-collins@uc.edu
- (12) Simon Corneau
- (13) Guylaine Demers
- (14) Jean-Francois Dore
- (15) Sylvie Fortin
- (16) Lynn Harris – independent scholar - heyelynn@aol.com
- (17) Jean Harvey
- (18) Karine Henrie
- (19) Sut Jhally, Media Education Foundation (Northampton, MA)
- (20) Robin D. G. Kelley (Columbia) – rdk21@Columbia.edu
- (21) Mark Konty, Washington State Univ.
- (22) Kevin Kumashiro (Director, Center for Anti-Oppressive Education)
- (23) Suzanne Laberge
- (24) Melisse Lafrance
- (25) Chunlei Lu (graduate student, U of Alberta)
- (26) Wahneemo Lubiano (Duke) – wah@duke.edu
- (27) Jabari Mahiri, U of CA – Berkeley
- (28) Leonard Moore, Louisiana State Univ. – lmoore7@lsu.edu
- (29) Anne Paulin
- (30) Barbara Ravel
- (31) William C. Rhoden, NY Times sportswriter – wirhod@nytimes.com

- (32) Greg Rodriguez, U of Arizona
- (33) Josianne Roma
- (34) Tricia Rose (U of CA Santa Cruz) – trose@ucsc.edu
- (35) Kendall Thomas (Columbia) – kthomas@law.Columbia.edu
- (36) Sylvie Trudel
- (37) Michele Wallace (City College of NY) – olympiax@aol.com
- (38) Michael Wilbon, sportscolumnist at Washington Post
- (39) Patricia J. Williams (Columbia) – Williams@law.Columbia.edu
- (40) Franklin Wilson, U of WI – Milwaukee – chocchip@uwm.edu
- (41) Earl Wright III, Fisk University

The list of individual scholars who are not NASSS members includes a number of people who have been NASSS members. This needs to be addressed. NASSS has no formal policy or practices about “exit” surveys. In terms of keeping and growing the membership, maybe we need to be more active in identifying those who do not renew and chasing them down for payment, or a reason why they have not renewed.

Board Action: President will invite all the individuals identified by the REDC (where addresses/institutional affiliations are noted or can be secured) to join NASSS. In the case where she knows that the person has previously attended NASSS, she will ask the person to rejoin. The President will add to the list of long term items to be address by the Board, the need to survey those not renewing their memberships to identify why former members choose to not renew.

LONG-TERM STRATEGIES FOR NASSS

- (1) Have the Sociology of Sport Journal publish abstracts in Spanish (in addition to French, which is currently published).

Absolutely yes. This is long overdue. As one Board member wrote: “It is my understanding that HK has been the obstacle to this change, but I think we have to argue this one out with them. We also need to translate at least the title of the organization on the conference program and the website into Spanish as well.” Another Board Member picked up on this second point about the website, suggesting that much more of the content be translated into French and Spanish.

Board Action: President has discussed this issue with the current SSJ editor. She is in favor of the idea, although this may necessitate a change in format (similar to IRSS) and the editor will consult with Human Kinetics about his matter. Future plans should also include investigating the possibility of securing grants to fund web translation.

- (2) Modify the Sociology of Sport Journal research guidelines to encourage researchers to attend to issues of race/ethnicity and to select samples that reflect racial/ethnic diversity (when appropriate).

Board Action: President will discuss this issue with the current SSJ editor.

- (3) Every 4 years, schedule the NASSS conference in Mexico. (Example of possible schedule pattern: Canada, U.S., Mexico, U.S.)

See previous discussion about Mexico.

(4) Create a position on the NASSS Board dedicated to improving the racial/ethnic diversity and climate of NASSS.

The Board previously discussed this possibility during meetings at the 2004 conference. Based upon these discussions, we are preparing to propose a change to the NASSS Bylaws that will create either a new Vice-President position or a new Member-at-Large position to lessen the workload that the conference program chair faces each year. We are proposing that this new position serve as the Board's representative to the proposed standing Diversity and Climate Committee.

Board Action: Develop position description for either a new Vice-President or Member-at-Large position and then propose this Bylaw change to the membership.

Propose that one duty of this position to serve as ex officio member of the proposed standing Diversity and Climate Committee. Bring this legislation forward to the NASSS membership for approval at the 2005 conference in Winston-Salem, NC.

(5) Establish, and monitor progress on, specific (quantitative) goals toward the recruitment of racial/ethnic minority members.

We see as useful suggestion and will place this on the future items agenda. Perhaps the most immediate way to measure progress is to see how well the NASSS Board implements the suggestions of the REDC.

Board Action: Place this item on the long-term list for future Boards to consider.

(6) On a yearly basis, the NASSS President contacts racial/ethnic minority scholars and organizations that serve (many of) these scholar, inviting them to join.

(7) On a yearly basis, create panels or sessions that may be of high interest to racial/ethnic minority scholars, perhaps tied to proposed special journal issues.

(8) Make various efforts to identify and interrogate whiteness (and other aspects of dominance/privilege) in NASSS language, practices, and scholarship.

(9) At every NASSS conference, find at least one organization within the city that is managed by and serves racial/ethnic minorities, and work to involve this organization in the NASSS Conference (e.g., create a forum composed of various groups within the local community to talk about issues related to sport/physical activity).

Items 6-9 could be the job of the new Vice-President or Member-at-Large position that the Board will propose.

Board Action: Board will write these duties into the proposed job description of the Vice-President or Member-at-Large (see number 3 above).

(10) Adopt a code/philosophy for NASSS related to racial/ethnic harassment, climate issues, cultural relevance, equity, and anti-racist policy/practice.

We currently have no harassment policy (related to race, gender or sexuality) neither do we have a code of ethics.

Board Action: We will put this on the long-term list that a future Board should address.

(11) Make efforts to recruit people who study/write about sport/physical activity in venues other than the academy such as journalists, writers and lecturers.

Board Action: We will put this on the long-term list that a future Board should address.

DUTIES OF FUTURE NASSS "RACE & ETHNICITY AND CLIMATE COMMITTEE"

(1) Conduct an annual forum at the NASSS conference focused on something related to race/ethnicity.

This is very broad. Is it possible to include examples of potential topics? This could be tied to a conference theme, and/or the race/ethnicity sessions at the conference.

(2) Manage the NASSS Conference Scholarship for Graduate Students of Color.

(3) On a yearly basis, assess (via a survey) the racial/ethnic diversity & climate of NASSS (including acting as a liaison for racial/ethnic minority members of NASSS), report the findings to the NASSS President and Board, and propose strategies to address problems.

One member wrote about proposed duties of a Diversity and Climate Committee "I especially liked #3 about doing an assessment of the climate. However, since many in NASSS have begun to utilize qualitative methodology, why not also employ focus groups, and/or follow-up interviews with persons who would be willing to participate? It seems that we could get much richer feedback and could provide much more meaningful input. I think it would be a great idea to send an exit survey or questionnaire to members who have not renewed their NASSS membership, and it might also be a way to reflect on areas that we need to address in regard to the climate."

(4) On a yearly basis, recommend racial/ethnic minority scholars: to run for the NASSS Board, to serve on other NASSS committees, to serve on the SSJ Board, as keynote speakers, and as session organizers.

(5) On a yearly basis, update the list of the names of racial/ethnic minority individuals, and organizations that serve (many) racial/ethnic minority scholars, who might be interested in NASSS (so that the President can invite them to join NASSS).

(6) Work with the NASSS Board on other race/ethnicity issues.

Board Action: These are very useful. We will incorporate many of these ideas into the stated duties of the proposed Diversity and Climate committee. We will also ensure a mechanism for wider discussions about these duties.

Final concerns:

NASSS CONSTITUTION AND BY-LAW CHANGES

NASSS Treasurer:

- Offer 1 year of free memberships to any racial/ethnic minority scholars who: are untenured, never been a member of NASSS, and have presented or published at least one paper on sociology of sport/physical activity.
 - a. Manage the distribution of the money for the NASSS Conference Scholarship for Graduate Students of Color.

Free membership? At this point we are not really convinced about this one - is this based on a concern expressed by scholars of colour about the cost of joining NASSS? We are both opposed to free membership, although we understand the need to improve diversity in this area. Perhaps we could offer a reduced (student) 1-time only rate instead and certainly like to keep the conversation open.

Board Action: Seek more feedback from the REDC about the advantages of offering free/reduced membership.

Elections Committee

- Consult the Race & Ethnicity Diversity and Climate Committee to obtain recommendations of racial/ethnic minority scholars to run for NASSS positions.

Site/Conference Director

- Consider race/ethnicity issues when selecting sites for NASSS conferences.
- Consult with the REDC committee about the site before securing it.

NASSS President Elect

- Recruit multiple racial/ethnic minority scholars to organize sessions at NASSS conferences.
- Obtain the names of, and consider, scholars of color as potential keynote speakers.
- Make sure that there are numerous sessions at NASSS that focus on a variety of issues related to race/ethnicity, and attempt to reduce conflicts between these sessions (i.e., so these sessions are not competing with each other for audience members).

Board Response: As mentioned above, the commitment to reducing conflict between sessions addressing similar topics should, as much as possible, be applied across the board.

NASSS President

- On a yearly basis, contact the individuals and organizations that the REDC committee suggests, informing them about the nature of NASSS and inviting them to join.
- Work to ensure that racial/ethnic minority scholars serve on NASSS committees.

SSJ Editor

- Work to ensure that racial/ethnic minority scholars are represented on the SSJ editorial board.

Board Action: We will discuss each of these suggestions more fully and incorporate this discussion into the Policy and Procedure Manual.

REDC Chair: Laurel Davis-Delano
Ketra Armstrong

Jomills Henry Braddock
Delia Douglas
Pat Antonio Goldsmith
Louis Harrison
Jeffrey Montez de Oca
Yuka Nakamura
Haruo Nogawa
Fritz Polite
Geneviève Rail
Christina Ramirez
Heather Sykes

Future Board Action: As mentioned in the opening address, the Board struggled with whether or not to identify this as a Diversity Committee that more broadly discusses issues of social difference or a Racial and Ethnic Diversity Committee that would center issues of race and ethnicity. We decided to center race give the persistent discussions regarding racism within NASSS. We do see value in dealing with race/ethnicity issues as areas of immediate concern, but are also troubled that in doing so we are reducing issues of diversity to people of color and ethnic minorities and also that there is not a mechanism to address other issues of social difference. We don't see this as pitting race vs say sexuality, but we see all issues of social difference as about power differentials and hierarchies.

Our initial plan during the 2004 Tucson discussions was to center race in the formulation of a diversity committee. As currently written the NASSS bylaws only allow for a President to appoint a committee that serves for one year. Since Presidents rotate each year, it is hard to gain the continuity necessary to make changes as the committees also rotate each year and much of the change must take place over time, and can't be accomplished in one year. (Of course subsequent Presidents can appoint the same committee, but rarely do so). In our experience diversity committees have come and gone in NASSS, but the structure of one-year committees works against implementing structural change. At the last annual meeting in Tucson, Arizona the Board suggested that during the 2005 conference we propose a Bylaw change to add a standing diversity committee (broadly conceived) with members serving three-year terms. The existing President will outline a committee agenda for that three years, although subsequent presidents will be able to offer input. This means that the agenda for the next three years will be to center race and ethnicity, and written into the duties of this committee will be items such as those suggested by the REDC that specifically address issues of race and racism. We also think the committee should be more broadly named as The Diversity and Climate Committee in order to have a structured space to address other issues of social difference.

Submitted by:
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