

Brief Context for the Report from the 2005 NASSS Racial and Ethnic Diversity and Climate Committee

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 and their detailed report is listed after this charge. Following the Racial and Ethnic Diversity and Climate Committee's report is the response from the 2004-2005 Board.

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).

REPORT TO THE NASSS PRESIDENT & BOARD
FROM THE RACIAL & ETHNIC DIVERSITY AND CLIMATE COMMITTEE
March 4, 2005

WE FORMALLY SUBMIT THE FOLLOWING SUGGESTIONS TO THE NASSS PRESIDENT AND BOARD...

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.)

(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].

(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.”

(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.)

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

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

(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.

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

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

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

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

(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).

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.

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) Nationa 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

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

LONG-TERM STRATEGIES FOR NASSS

- (1) Have the Sociology of Sport Journal publish abstracts in Spanish (in addition to French, which is currently published).
- (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).
- (3) Every 4 years, schedule the NASSS conference in Mexico. (Example of possible schedule pattern: Canada, U.S., Mexico, U.S.)
- (4) Create a position on the NASSS Board dedicated to improving the racial/ethnic diversity and climate of NASSS.
- (5) Establish, and monitor progress on, specific (quantitative) goals toward the recruitment of racial/ethnic minority members.
- (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).
- (10) Adopt a code/philosophy for NASSS related to racial/ethnic harassment, climate issues, cultural relevance, equity, and anti-racist policy/practice.
- (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.

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.
- (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.
- (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.

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.
- Manage the distribution of the money for the NASSS Conference Scholarship for Graduate Students of Color.

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).

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.

Chair: Laurel Davis-Delano

Ketra Armstrong

Jomills Henry Braddock

Delia Douglas

Pat Antonio Goldsmith

Louis Harrison

Jeffrey Montez de Oca

Yuka Nakamura

Hauro Nogawa

Fritz Polite

Geneviève Rail

Christina Ramirez

Heather Sykes