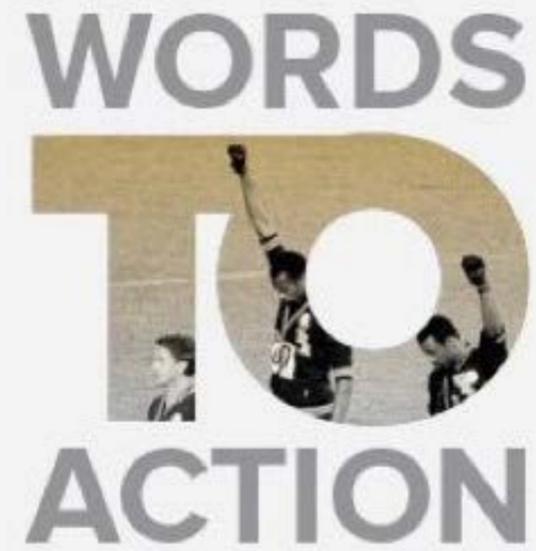


Join the conversation
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UNIVERSITY



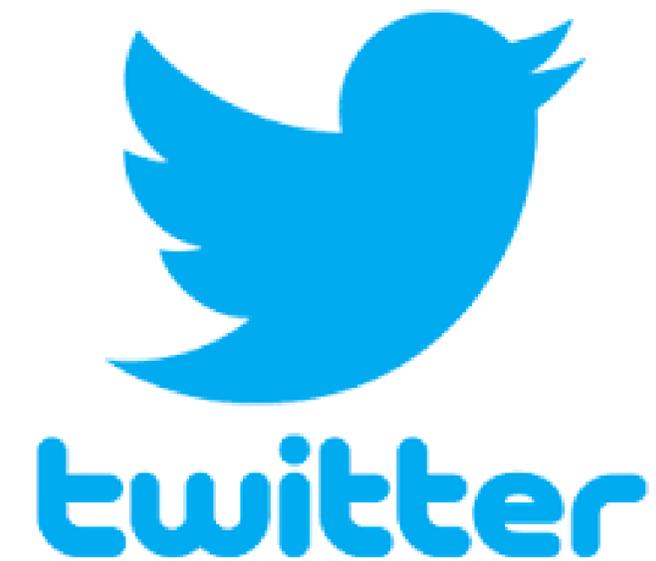
Website

www.sjsuwordstoaction.com



Facebook

facebook.com/sjsuwordstoaction



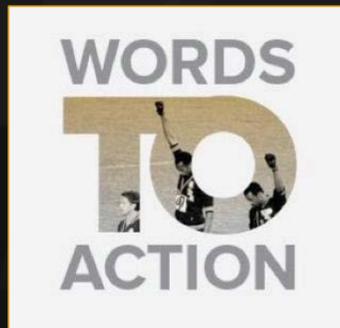
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San José State University's Institute for the Study of Sport, Society and Social change

The Institute for the Study of Sport, Society and Social Change is dedicated to research, analysis and education at the intersection of sport and society.



- In January 2017, SJSU launched the Institute for the Study of Sport, Society and Social Change.
- San Jose State occupies a unique niche in the history of sport and social change—because of its people. The university is the birthplace of the Olympic Project for Human Rights (OPHR), a movement led by Harry Edwards that culminated in the iconic protest of Olympic medalists Tommie Smith and John Carlos.
- The legacy of equity and social justice is a part of SJSU's DNA. The university was founded on education for all and providing a voice for those who may otherwise remain silent. The ISSSSC honors this legacy and continues the dialogue about athlete activism and the influence of sport in effecting positive social change.
- As our nation confronts and explores deeply complex social issues, it is critical that we continue to challenge the boundaries of sport and activism. Sport offers the occasion to pose big questions, not just of athletes, but also of ourselves and provide enlightened perspectives.

Dr. Amy August, Assistant Director for ISSSSC

- An Assistant Professor of Sociology at SJSU. She does cultural sociological research on youth sports, education, and how families choose extracurricular activities. She is currently working on a new project investigating female gymnasts' activism in the #MeToo movement.



SJSU Institute for the Study of
Sport, Society and Social Change

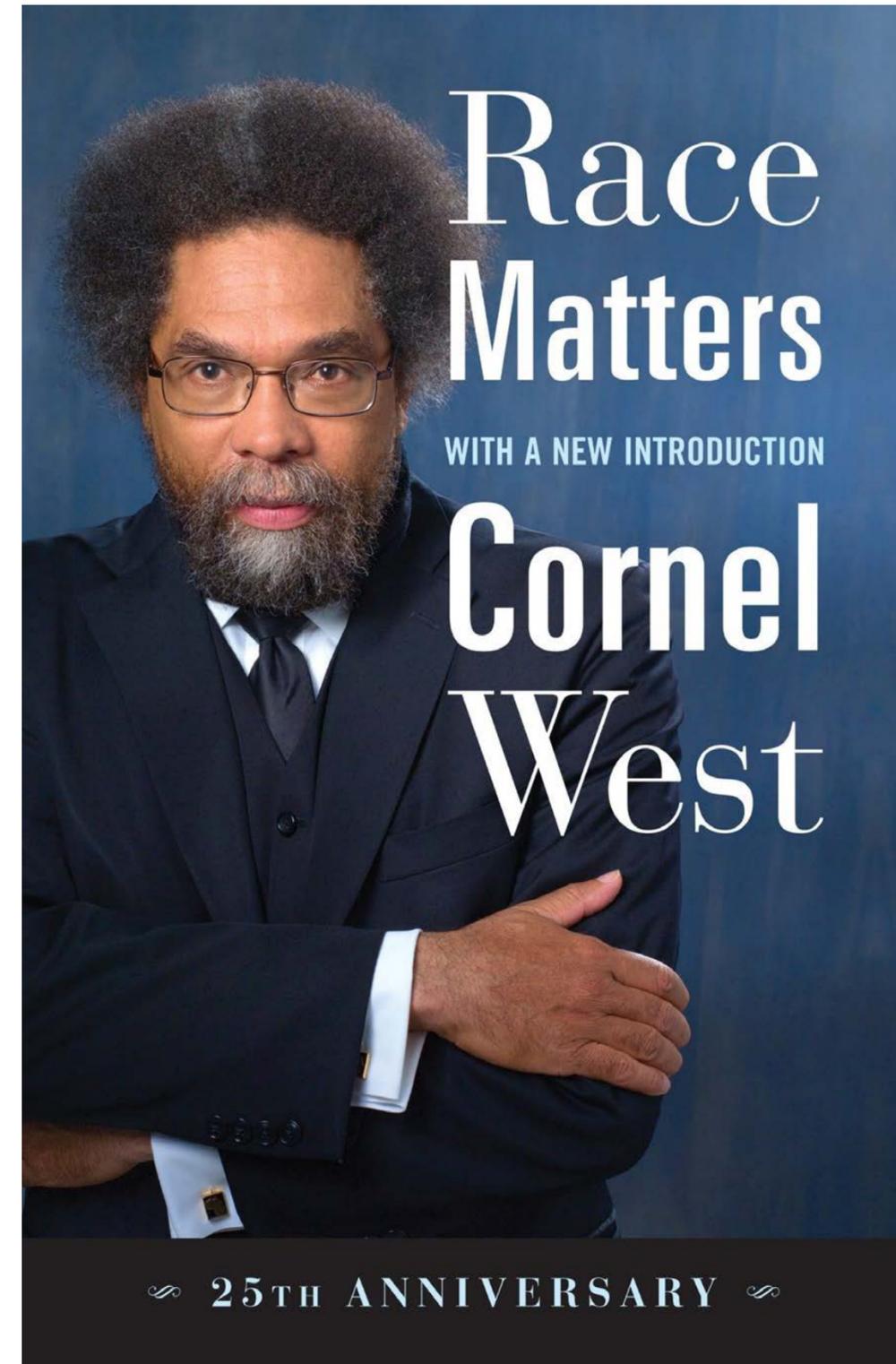
MATTERS

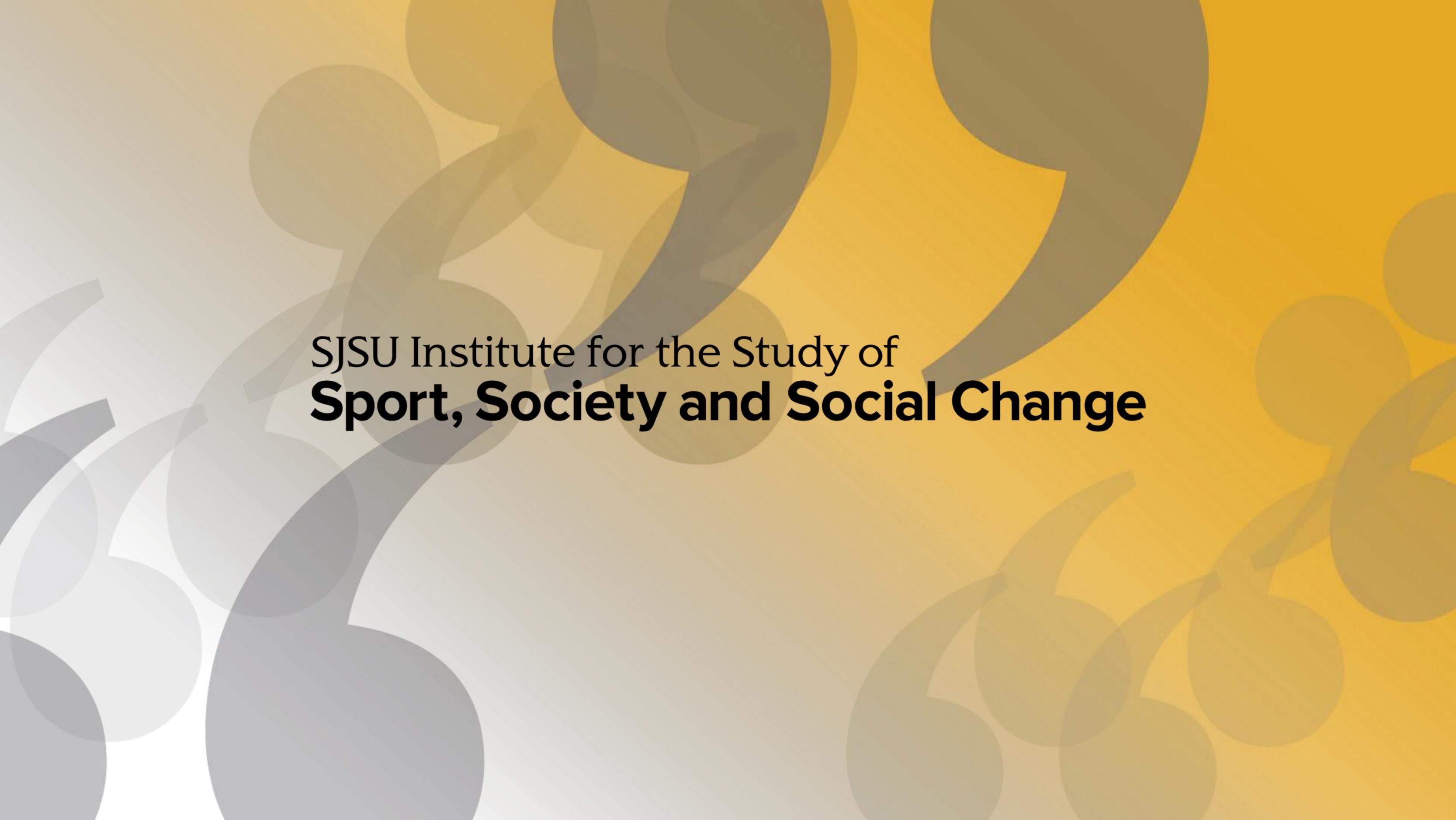
Representation

Representation Matters: Race, Equity, and Inclusion in Athletics and Education

The fundamental litmus test for American democracy—its economy, government, criminal justice system, education, mass media, and culture—remains: how broad and intense are the arbitrary powers used and deployed against black people. In this sense, the problem of the twenty-first century remains the problem of the color line.

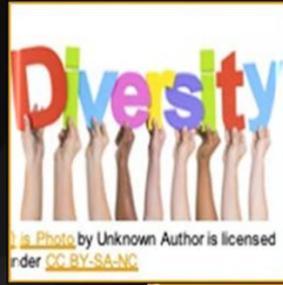
C O R N E L
W E S T



The background features a stylized illustration of a group of human figures holding hands in a circle. The figures are rendered in various shades of gray and yellow, set against a background that transitions from light gray on the left to bright yellow on the right. The figures are simplified, with circular heads and curved bodies, creating a sense of unity and community.

SJSU Institute for the Study of
Sport, Society and Social Change

Representation Matters: Race, Equity, and Inclusion in Athletics and Education



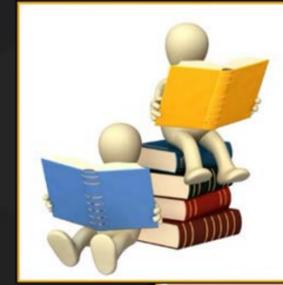
Diversity, Equity, & Inclusion

- Defined
- Centering Race



The Meaning of Change

- Organizational
- Individual



Race, Equity, & Inclusion
Best Practices

- Shifting through programs, practices, services, and representation

Meet the Panelists

**Dr. Akilah R. Carter-Francique,
Moderator**



- Executive Director for the Institute for the Study of Sport, Society and Social Change
- akilah.carter-francique@sjsu.edu
- @doctafrancique
- @SJSUwordstoaction

Dr. Walt Jacobs, Panelist**



- Dean of College of Social Sciences at SJSU
- walt.Jacobs@sjsu.edu

Dr. John Singer, Panelist**



- Associate Professor of Sport Management and Associate Dean for Diversity and Inclusion; College of Education and Human Development, Texas A&M University
- singerjn@tamu.edu
- @JohnNathanielS2

Jamall Kinard, Panelist

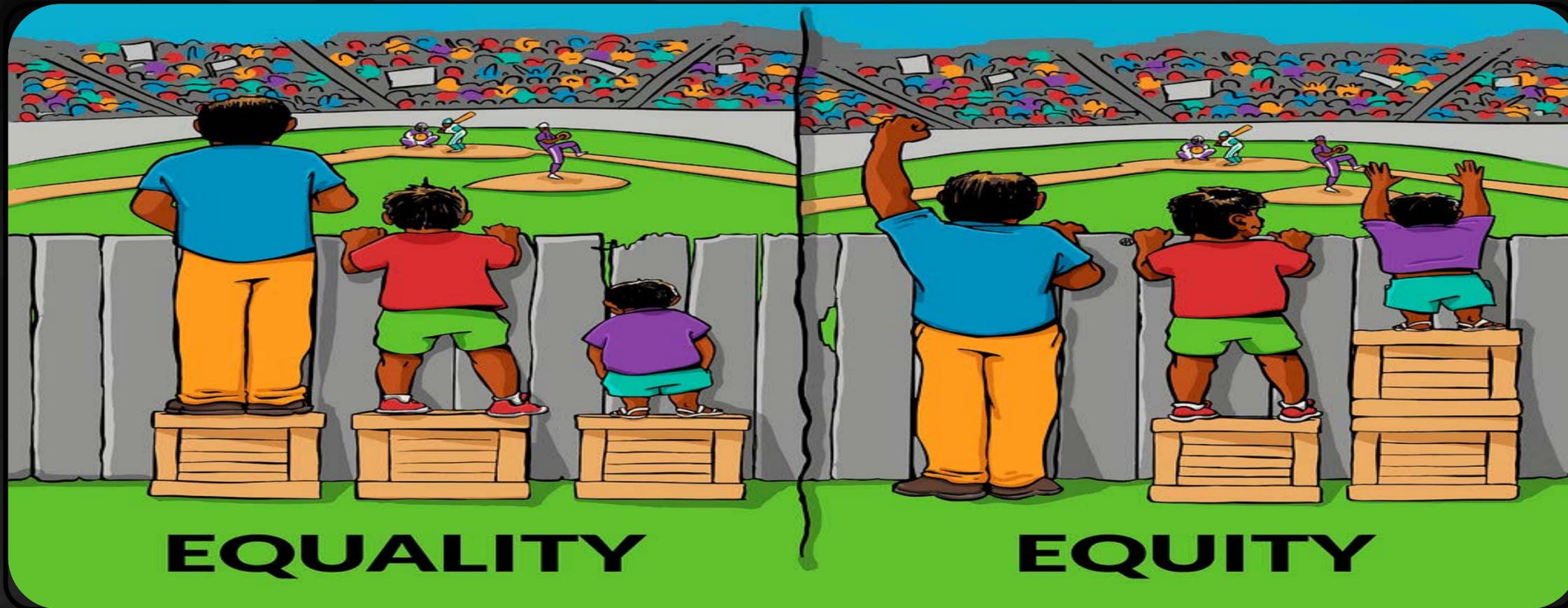


- Executive Director, Lakeview Neighborhood Alliance,
- Trainer, Race, Equity Institute
- Head Coach & Founder of Conscious Leadership
- coachkinard@gmail.com

Dr. Deniece Dortch, Panelist



- Visiting Assistant Professor of Higher Education Administration with the Graduate School of Education & Human Development, George Washington University
- dortch@gwu.edu

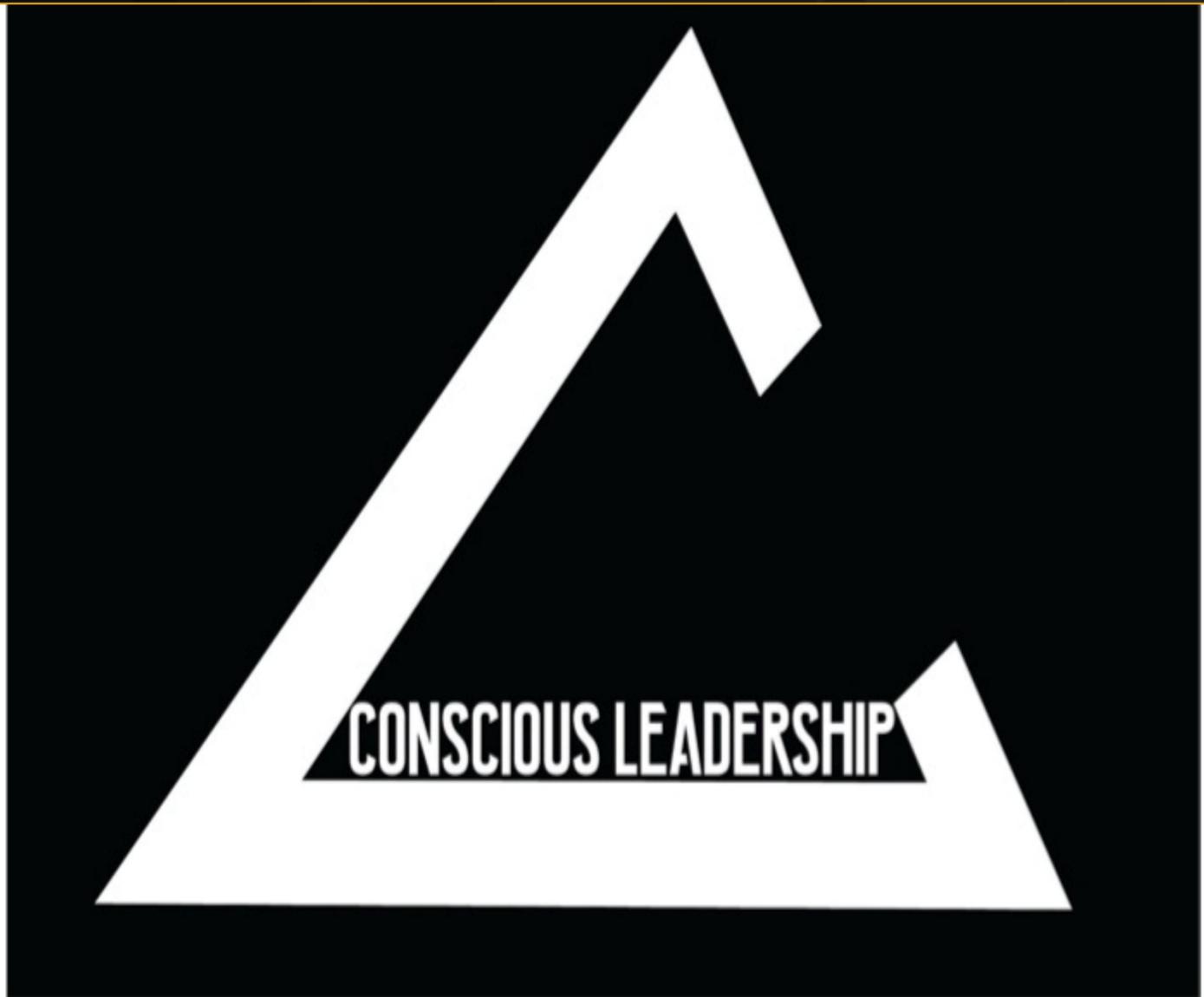


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ΕΘΝΑΓΙΛΛ

ΕΘΝΙΛΛ

Diversity, Equity & Inclusion



Conscious Leadership, LLC
Culture Development through a Racial Equity Lens

Community Development & Consulting Firm that focuses on...

Culture/Community Development:

- Making the Invisible, Visible
- Building a Sense of Community
- "Culture eats strategy for lunch"

Racial Equity Analysis of Programs & Services:

- Psychology
- History
- Economics

Plan of Action:

- Framework
- Roles & Responsibilities
- Resources Needed
- Key Performance Indicators
- Evaluation Tool



MISSION STATEMENT

Our mission is to engage community members, connecting them to resources and opportunities, while advocating for Lakeview's growth and renewal. We aim to cultivate strong community leadership, develop (youth, family, and senior citizen) programming and create a safe and beautiful environment for residents to thrive and position themselves for upward mobility.



Jamall Kinard, Panelist

Executive Director, Lakeview Neighborhood Alliance & Head Coach & Founder of Conscious Leadership

SJSU Institute for the Study of
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The Meaning of Change

Trump ends 'critical race the training for federal employees, c a 'sickness'

Trump said the training 'cannot be allowed to continue.'

By Adam Shaw | Fox News



End trainings on "White Privilege" & "Critical Race Theory"



EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE OF MANAGEMENT AND BUDGET
WASHINGTON, D.C. 20503

THE DIRECTOR

September 4, 2020

M-20-34

MEMORANDUM FOR THE HEADS OF EXECUTIVE DEPARTMENTS AND AGENCIES

FROM: Russell Vought 
Director

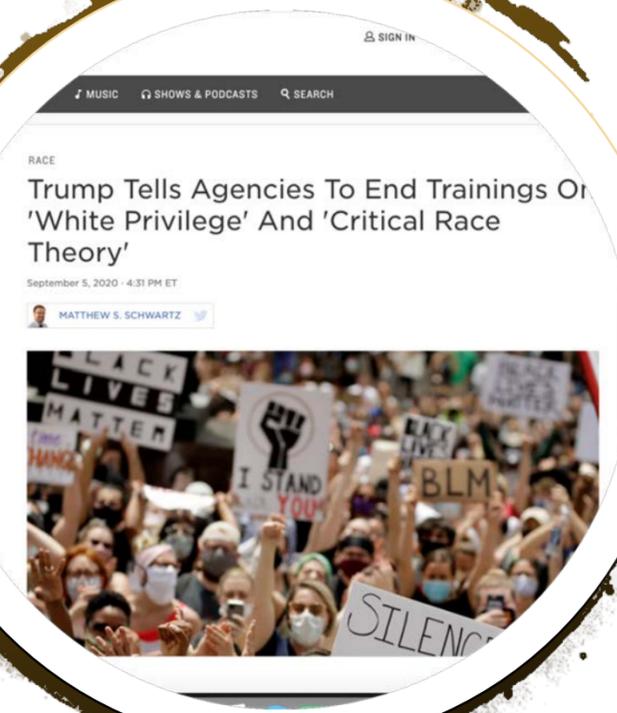
SUBJECT: Training in the Federal Government

It has come to the President's attention that Executive Branch agencies have spent millions of taxpayer dollars to date "training" government workers to believe divisive, anti-American propaganda.

For example, according to press reports, employees across the Executive Branch have been required to attend trainings where they are told that "virtually all White people contribute to racism" or where they are required to say that they "benefit from racism." According to press reports, in some cases these training have further claimed that there is racism embedded in the belief that America is the land of opportunity or the belief that the most qualified person should receive a job.

These types of "trainings" not only run counter to the fundamental beliefs for which our Nation has stood since its inception, but they also engender division and resentment within the Federal workforce. We can be proud that as an employer, the Federal government has employees of all races, ethnicities, and religions. We can be proud that Americans from all over the country seek to join our workforce and dedicate themselves to public service. We can be proud of our continued efforts to welcome all individuals who seek to serve their fellow Americans as Federal employees. However, we cannot accept our employees receiving training that seeks to undercut our core values as Americans and drive division within our workforce.

The President has directed me to ensure that Federal agencies cease and desist from using taxpayer dollars to fund these divisive, un-American propaganda training sessions. Accordingly, to that end, the Office of Management and Budget will shortly issue more detailed guidance on implementing the President's directive. In the meantime, all agencies are directed to begin to identify all contracts or other agency spending related to any training on "critical race theory," "white privilege," or any other training or propaganda effort that teaches or suggests either (1) that the United States is an inherently racist or evil country or (2) that any race or ethnicity is inherently racist or evil. In addition, all agencies should begin to identify all available avenues within the law to cancel any such contracts and/or to divert Federal dollars away from these un-American propaganda training sessions.

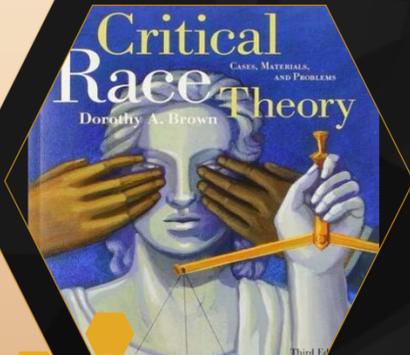
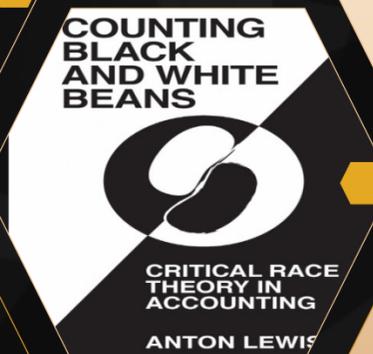
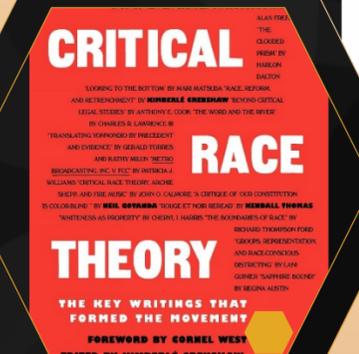
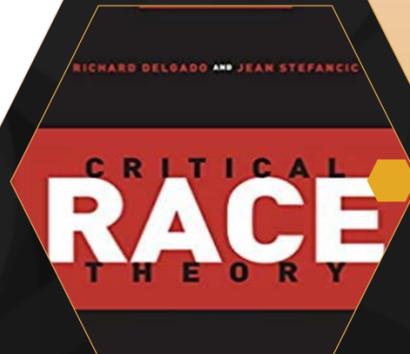
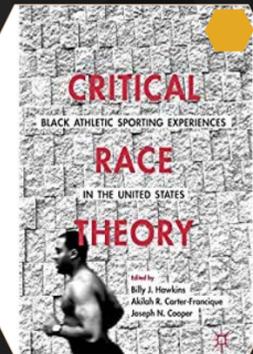
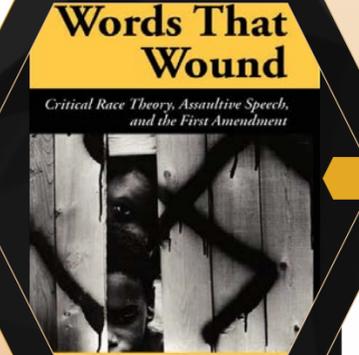
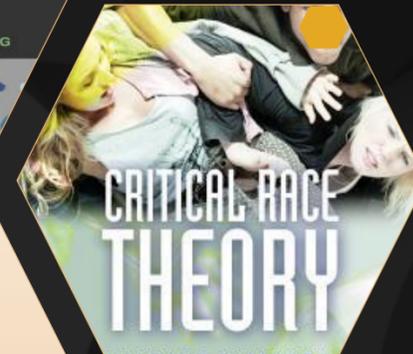
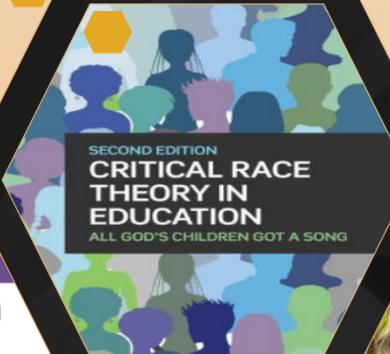
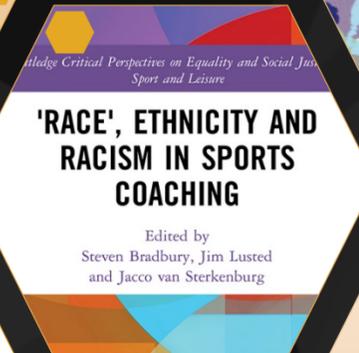
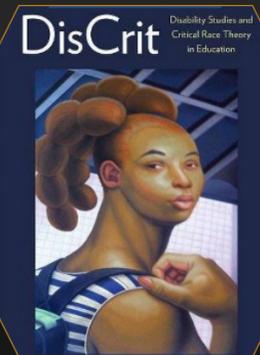
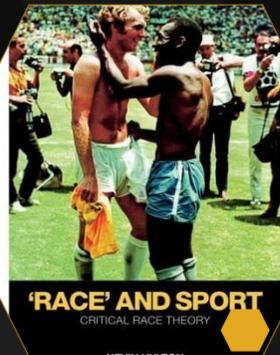
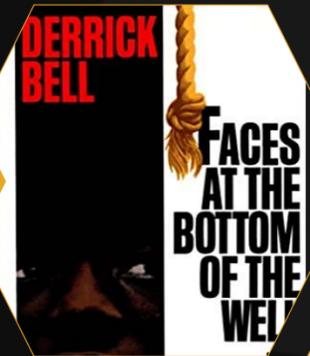


White House memo calls for federal agency training that suggests U.S. is racist

Jason Lalljee USA TODAY
Published 12:48 p.m. ET Sep. 5, 2020 | Updated 3:18 p.m. ET Sep. 5, 2020



Trump's Kenosha visit wades into racial tensions
President Donald Trump is diving into the latest eruption in the nation's reckoning over racial injustice with a trip Tuesday to Kenosha, Wisconsin, over the objections of local leaders. (Sept. 1) AP



Critical Race Theory

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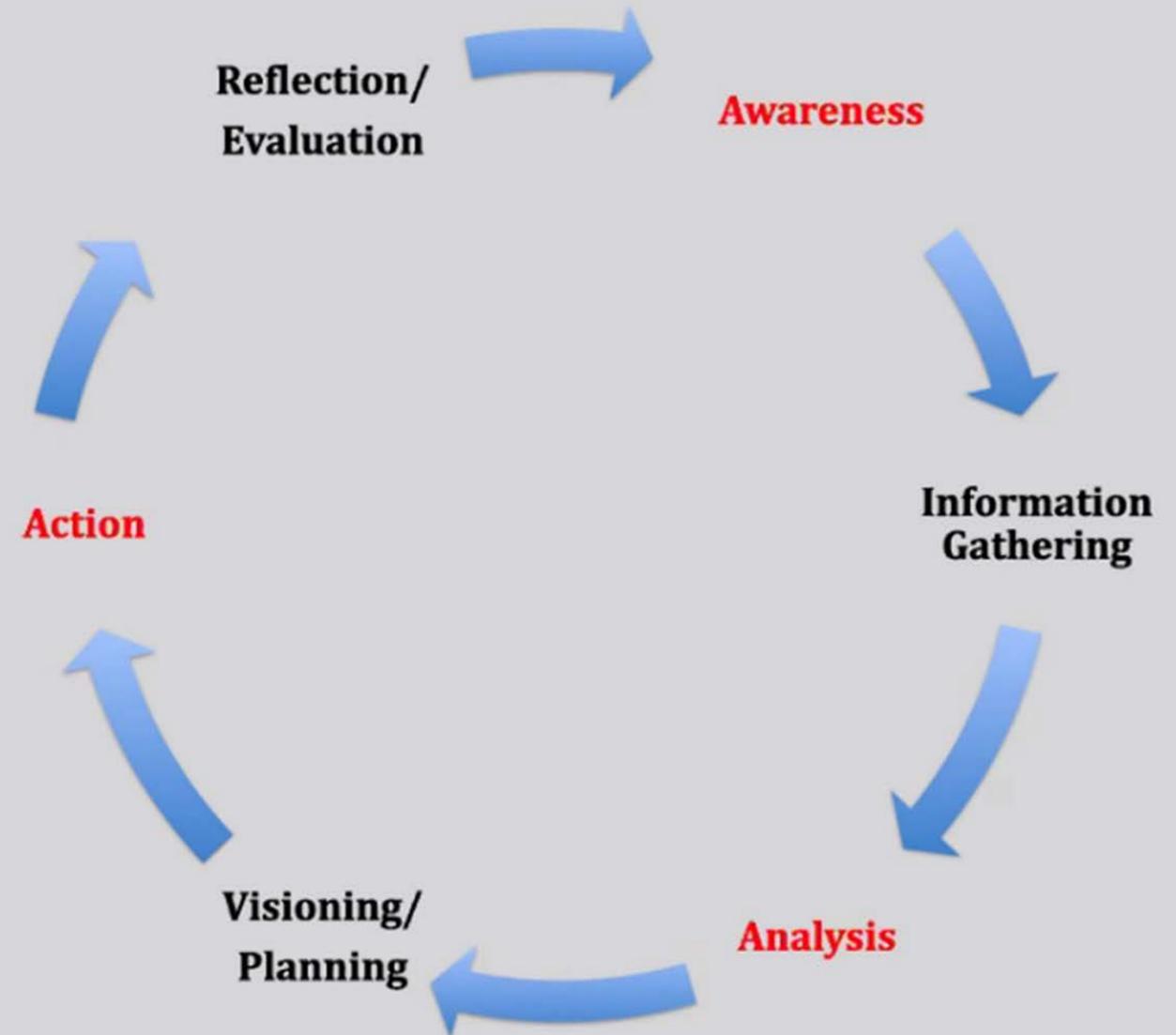


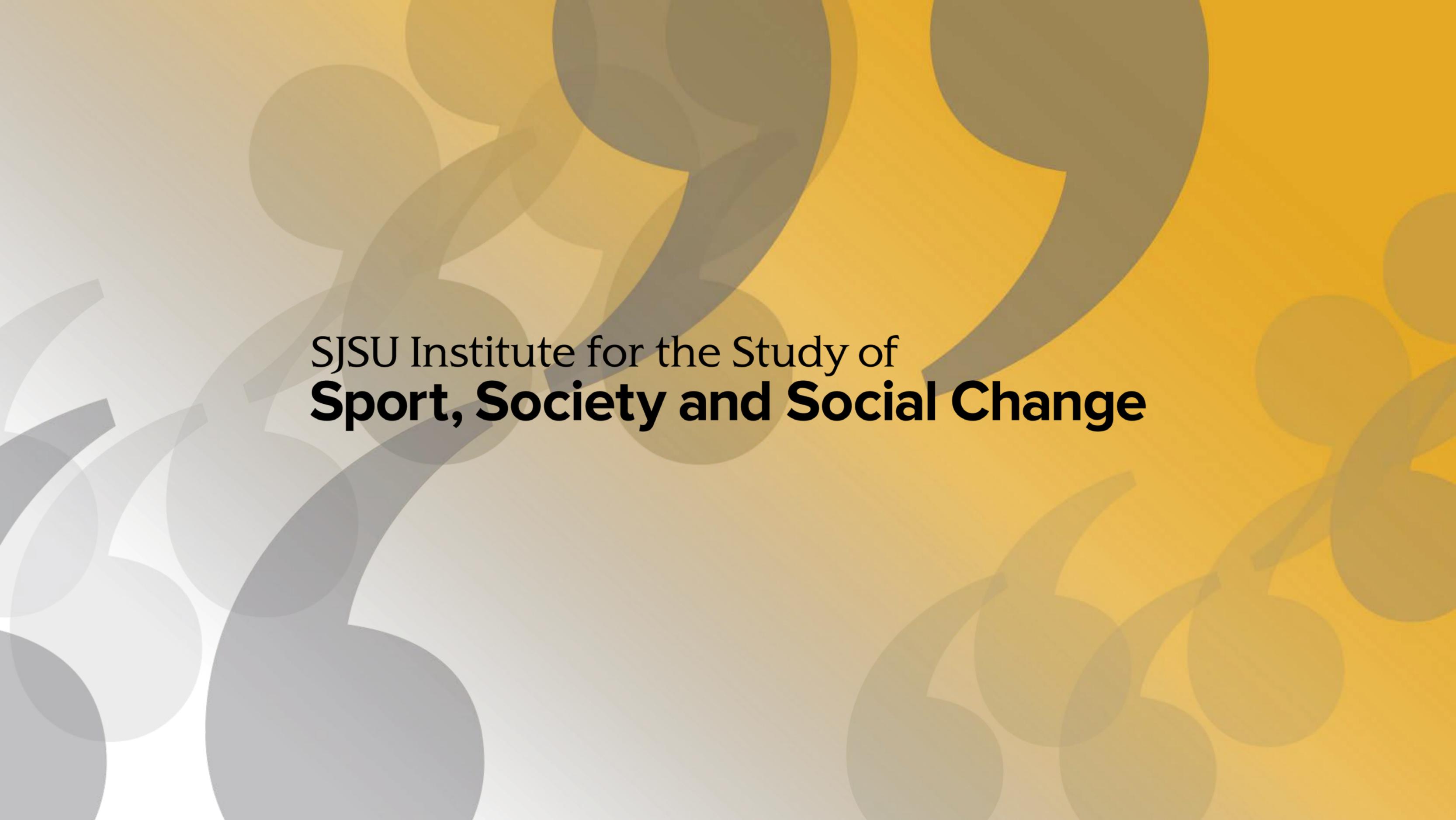
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Race, Equity, & Inclusion

Best Practices

The Problem Solving Wheel



The background features a stylized illustration of a group of human figures holding hands in a circle. The figures are rendered in various shades of gray and yellow, creating a sense of unity and community. The overall color palette is warm, transitioning from light gray on the left to bright yellow on the right.

SJSU Institute for the Study of
Sport, Society and Social Change

Sport, Society and Social Change Conference

Thursday & Friday, November 12-13, 2020

- (Re)Imagining Sport in the Age of COVID-19 and the Black Lives Matter Movement
- Follow ISSSSC on our website and social media for more details in the coming weeks.



SJSU Institute for the Study of **Sport, Society and Social Change**

Speak

Join the dialogue by attending future Institute for the Study of Sport, Society and Social Change events.

Keep the conversation going by using #SJSUwordstoaction.

Give

Support the institute and future programming that will create change.

Visit

Learn more about the intersection of sport and activism by exploring the Dr. Harry Edwards Collection at SJSU's Dr. Martin Luther King, Jr. Library.

sjsu.edu/wordstoaction



Resources from Dr. Deniece Dortch

deniecedortch.com

<https://gsehd.gwu.edu/directory/deniece-dortch>

Racial Equity Tools

- <https://www.racialequitytools.org/home>
- <https://www.racialequitytools.org/glossary>



Resources from Jamall Kinard

give.classy.org/Lakeview

www.racialequityinstitute.com

www.makehistorynowbck.com



Resources from Dr. Walt Jacobs

["Wonderful/Wretched Memories of Racial Dynamics in the Twin Cities, Minnesota"](#)

- series for *The Society Pages* social sciences website.

The Society Pages

Wonderful/Wretched Memories of Racial Dynamics in the Twin Cities, Minnesota

Walter R. Jacobs

Special Feature
June 8, 2020

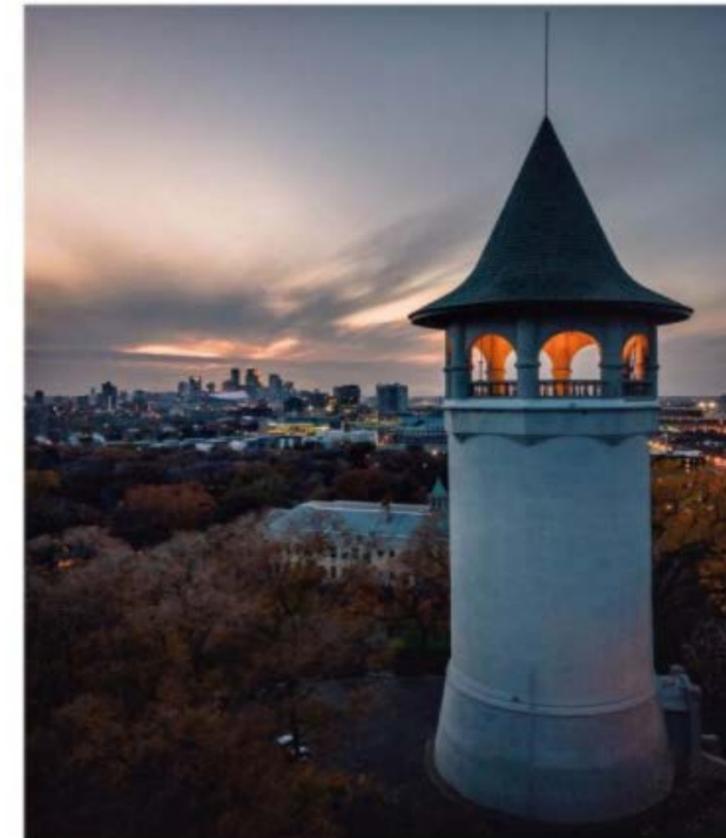


Photo of the historic Witch's Hat Water Tower in Prospect Park, Minneapolis. Photo by [Dan Anderson](#) via Pinterest.

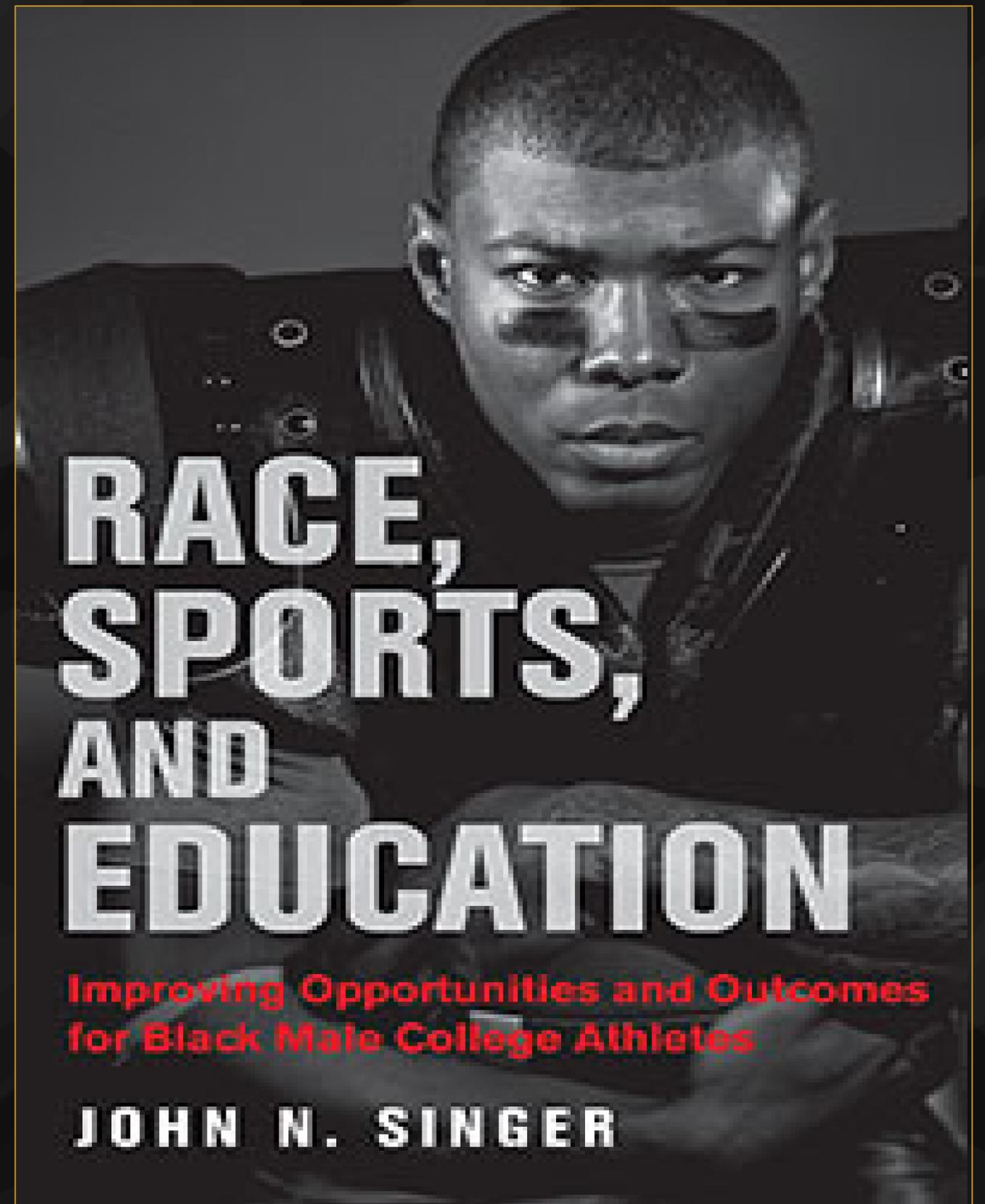
Resources from Dr. John N. Singer

Race, sports, and education: Improving opportunities and outcomes for black male college athletes. Cambridge, MA: Harvard Education Press.

- <https://www.hepg.org/hep-home/books/race,-sports,-and-education#>

Money Making Conversations Interview on My Book

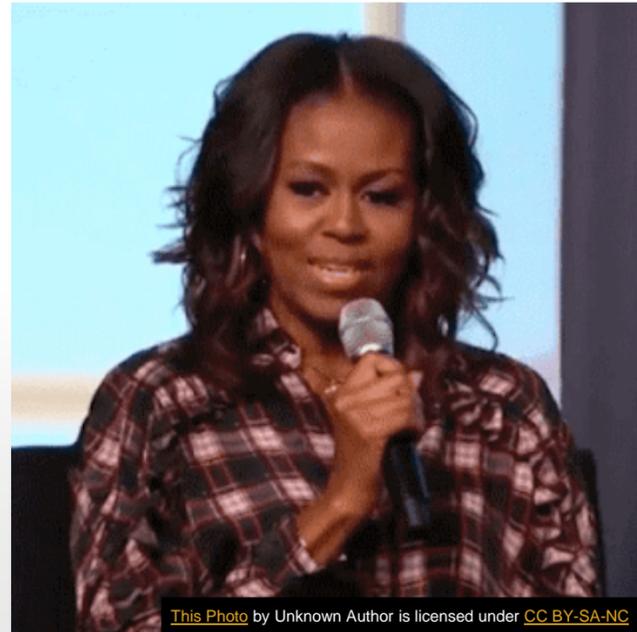
- <https://www.youtube.com/watch?v=aJqKci12MDg>



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Race and racism is a reality that so many of us grow up learning to just deal with. But if we ever hope to move past it, it can't just be on people of color to deal with it. It's up to all of us—Black, white, everyone—no matter how well-meaning we think we might be, to do the honest, uncomfortable work of rooting it out.

|
Michelle Obama

GH

Dr. Akilah R. Carter-Francique
Executive Director
akilah.carter-francique@sjsu.edu

ISSSSC TEAM -
<http://www.sjsuwordstoaction.com>

- Dr. Amy August, Assistant Director,
amy.august@sjsu.edu
- Beth Doyle, Executive Assistant,
elizabeth.doyle@sjsu.edu

