

# MODULE 24

## CULTURAL SENSITIVITY & SCHOOL ATHLETIC PROGRAMS

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Special thanks to Ernie Goodwin, CAA, Amity Regional High School in the development of this Module.



## What is Cultural Sensitivity?

**Cultural sensitivity** is being aware that cultural differences and similarities between people exist without assigning them a value – positive or negative, better or worse, right or wrong.

[www.redshoemovement.com](http://www.redshoemovement.com)



# Pyramid of Hate



## Anti-Defamation League (ADL)

1. **Bias:** Stereotyping, insensitivities, non-inclusive language.
2. **Prejudice:** Bullying, Ridicule, Name-Calling, Slurs, Biased/Beititting Jokes
3. **Discrimination:** Economic, Political, Educational, Employment, Housing discrimination; Segregation, criminal justice disparities
4. **Bias Motivated Violence:** Murder, Rape, Assault, Arson, Terrorism, Vandalism, Desecration, Threats
5. **Genocide:** The act or intent to deliberately and systematically annihilate an entire people



# Bias

Prejudice in favor of or against one thing, person, or group compared with another, usually in a way considered to be unfair. (google dictionary)

Example: Athletes who wear expensive sneakers are better players.



# Discrimination

The unjust or prejudicial treatment of different categories of people or things, especially on the grounds of race, age, or sex.


Example: Racial Discrimination



## Hate

Intense or passionate dislike

Example: I hate all referees



# **Hazing & Bullying Vs. Bias & Hate**

**Hazing & Bullying are actions  
Bias & Hate are feelings**



## **Cultural Sensitivity includes:**

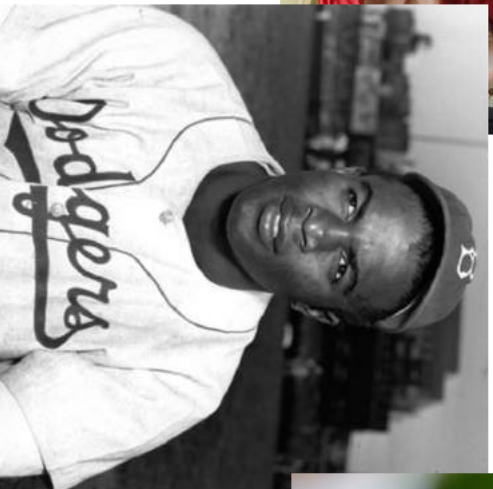
Being aware of:

- Racial/Ethnic
- Religious
- Gender
- Political

## **DIFFERENCES**



# Racial/Ethnic Differences





# Jesse Owens



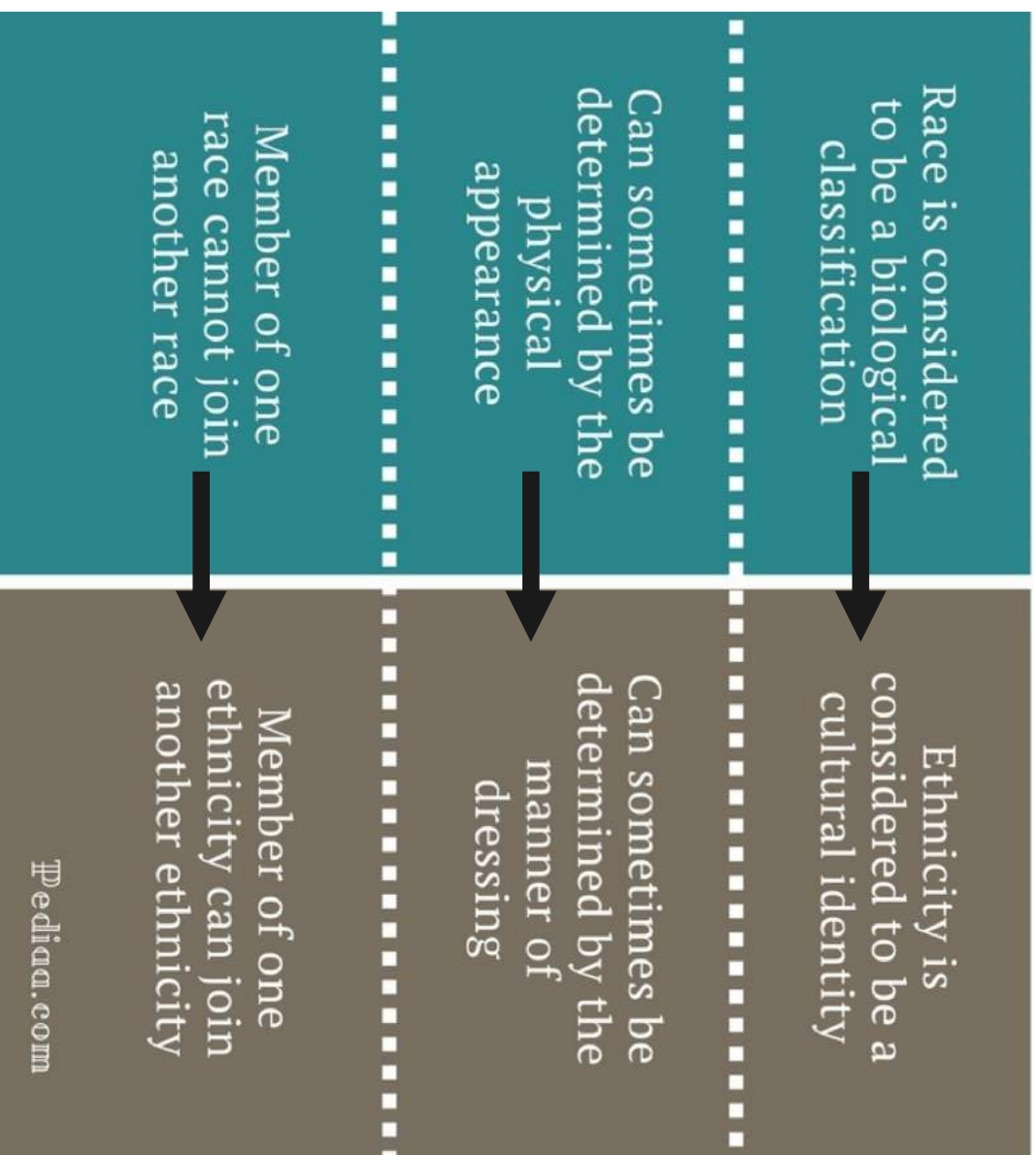


**Jackie  
Robinson**





# Race vs. Ethnicity

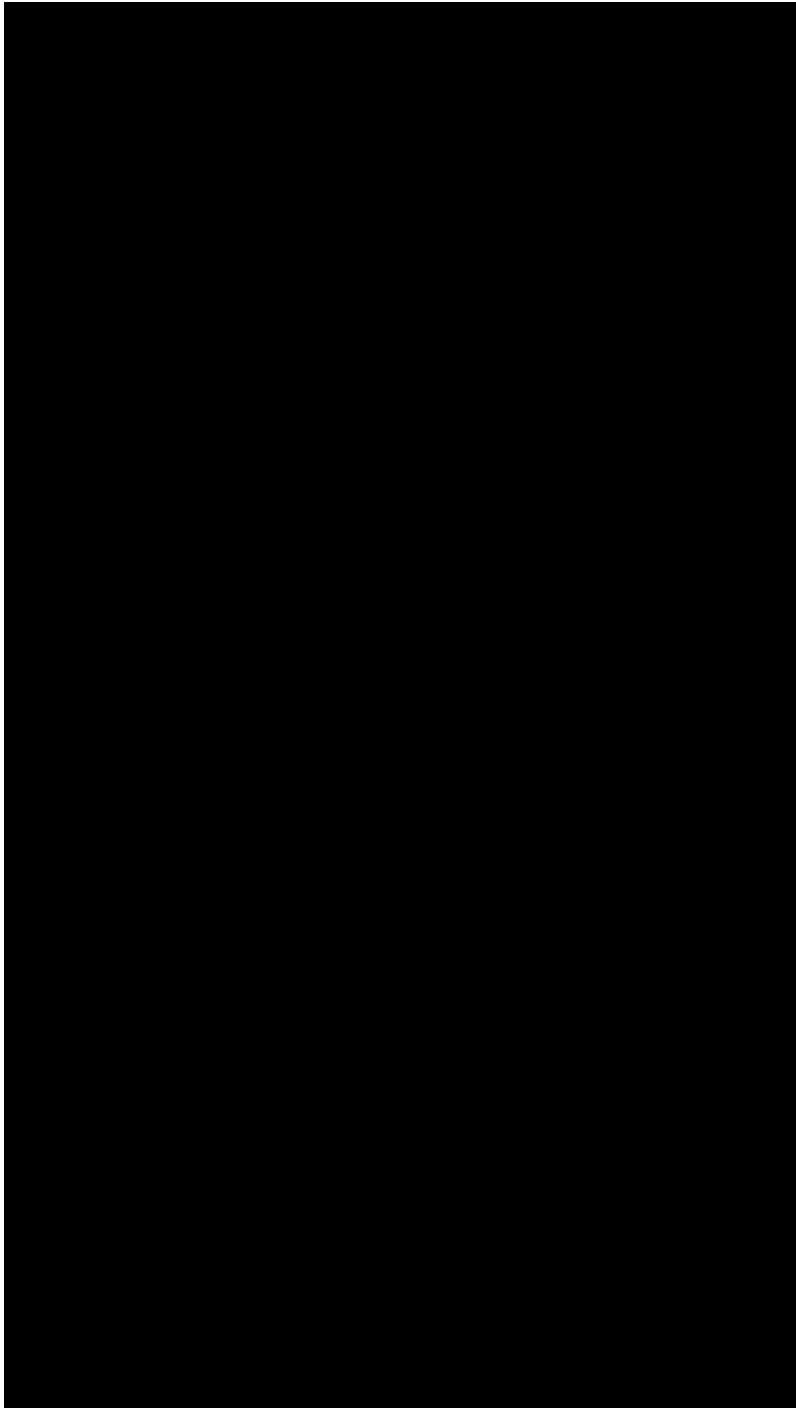


# Sheff vs. O'Neil



Desegregation of CT schools in  
Hartford

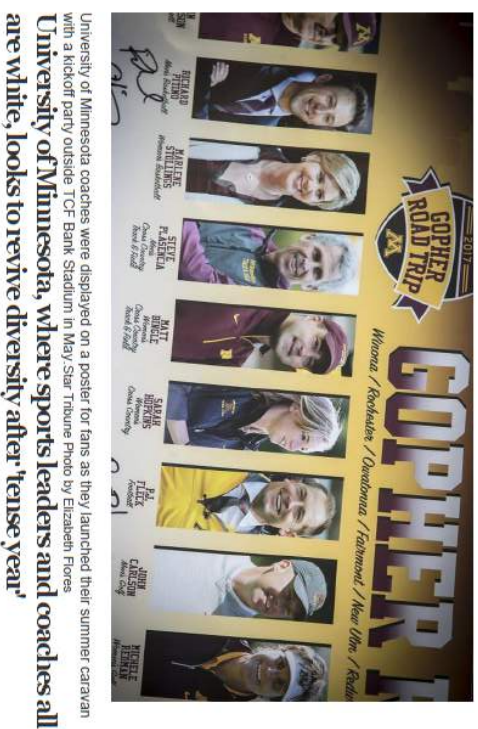
<https://sheffmovement.org/history-2/>





# Diversity

## Article: University of Minnesota, where sports leaders and coaches all are white, looks to revive diversity after ‘tense year’



University of Minnesota coaches were displayed on a poster for fans as they launched their summer caravan with a kickoff party outside TCF Bank Stadium in May. Star Tribune Photo by Elizabeth Flores

**University of Minnesota, where sports leaders and coaches all are white, looks to revive diversity after ‘tense year’**

By **Marcus Fisher** Star Tribune

JULY 24, 2017 — 6:38AM

The University of Minnesota put its top athletic department leaders on a bus earlier this summer, sending them on their annual trip around the state to rev up fan interest among the Gopher faithful. Those passengers, including men and women head coaches of their 23 teams, shared one thing in common: They were all white.

The U, once a leader in athletic department diversity, now trails most of its peers. A Star Tribune analysis of senior athletics leadership, including the athletic director, senior assistant ADs and head coaches, at the 14 schools that make up the Big Ten found Minnesota tied for last with Nebraska, Wisconsin and Michigan State in number of minorities in those positions: one each.

Almost a quarter of the U's student athletes are nonwhite, and in big money sports like men's basketball and football, the ratio of minority athletes is even higher. It's been four years since the U had a minority head coach, and more than a decade since it last hired one. The last time a person of color served as Minnesota's athletic director or deputy athletic director was 18 years ago.

"We should be embarrassed," said Al Nuness, a former basketball player and hall-of-fame member of the M Club, the Gophers' official alumni group. "Especially when you look at the metropolitan area



# Religious Differences





# Religious Discrimination

Article: Maryland  
basketball player  
held out of final  
game for wearing  
hijab



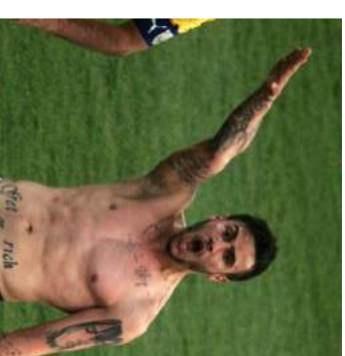




# Religious Hate

Greek soccer player gets lifetime ban for apparent Nazi salute

March 17, 2013|By Dan Loumena



AEK Athens teammate Roger Guerreiro looks on as Giorgos Katidis appears to give a Nazi salute during his goal celebration Saturday. Giorgos Katidis, a soccer player from Greece, has been banned for life from the Greek national team after his goal celebration Saturday appeared to be a Nazi salute. Katidis, who had scored the go-ahead goal in AEK Athens' 2-1 victory over Veria, said he did not know that throwing his arm forward in a raised position was a Nazi gesture. The governing body of Greek soccer reacted swiftly Sunday in the aftermath, calling the salute "a deep insult to all victims of Nazi brutality."

# Religious Holidays

Article: Parents threaten  
to sue Washington  
association for alleged  
religious discrimination:  
Scheduling the state girls  
volleyball game on the  
Sabbath



## CIAC Section 5.4: RELIGIOUS HOLIDAYS AND SCHOOL ACTIVITIES



The Board of Directors has been asked on many occasions to provide direction to its membership regarding the scheduling of school activities so as not to conflict with religious holidays. The Board of Directors advises that it is not within its province to oversee the school calendars of the individual school districts throughout the state. In planning CAS-CIAC state activities the Board attempts to avoid conflicts with major religious holidays, or other major activities of statewide importance but it is not always possible. The Board, therefore, urges that the individual schools be sensitive to the social and religious mores of their individual communities and that they plan their school and student activities calendar so as not to conflict with the extra-school needs of large numbers of students, or to place them in the extreme position of having to choose between their religion and a major school activity. Please note that CIAC publishes dates three years in advance and schools should plan accordingly when scheduling school events such as proms to avoid conflict. Athletes should also be apprised of testing dates that do not conflict with their sport.



# **Prayer, Religion-related Activities at School Athletics Events**

Religion

And

Athletics



## **Religion And Sports (Constitutional And Biblical Issues)**

Prayer before or after sporting events

What is and is not acceptable?

# Sexual Orientation & Gender Identity







# LGBTQ





The Civil Rights of Transgender Athletes competing in Connecticut Public Schools

# TRANSGENDER ATHLETES IN CONNECTICUT





**Coaches, Parents Question Policy For High School Transgender Athletes**

# **TRANSGENDER ATHLETES IN CONNECTICUT**

## CIAC Article IX, Section B.



Transgender Participation The CIAC is committed to providing transgender student-athletes with equal opportunities to participate in CIAC athletic programs consistent with their gender identity. Hence, this policy addresses eligibility determinations for students who have a gender identity that is different from the gender listed on their official birth certificates. The CIAC has concluded that it would be fundamentally unjust and contrary to applicable state and federal law to preclude a student from participation on a gender specific sports team that is consistent with the public gender identity of that student for all other purposes. Therefore, for purposes of sports participation, the CIAC shall defer to the determination of the student and his or her local school regarding gender identification. In this regard, the school district shall determine a student's eligibility to participate in a CIAC gender specific sports team based on the gender identification of that student in current school records and daily life activities in the school and community at the time that sports eligibility is determined for a particular season.

## CIAC Article IX Section B (cont.)



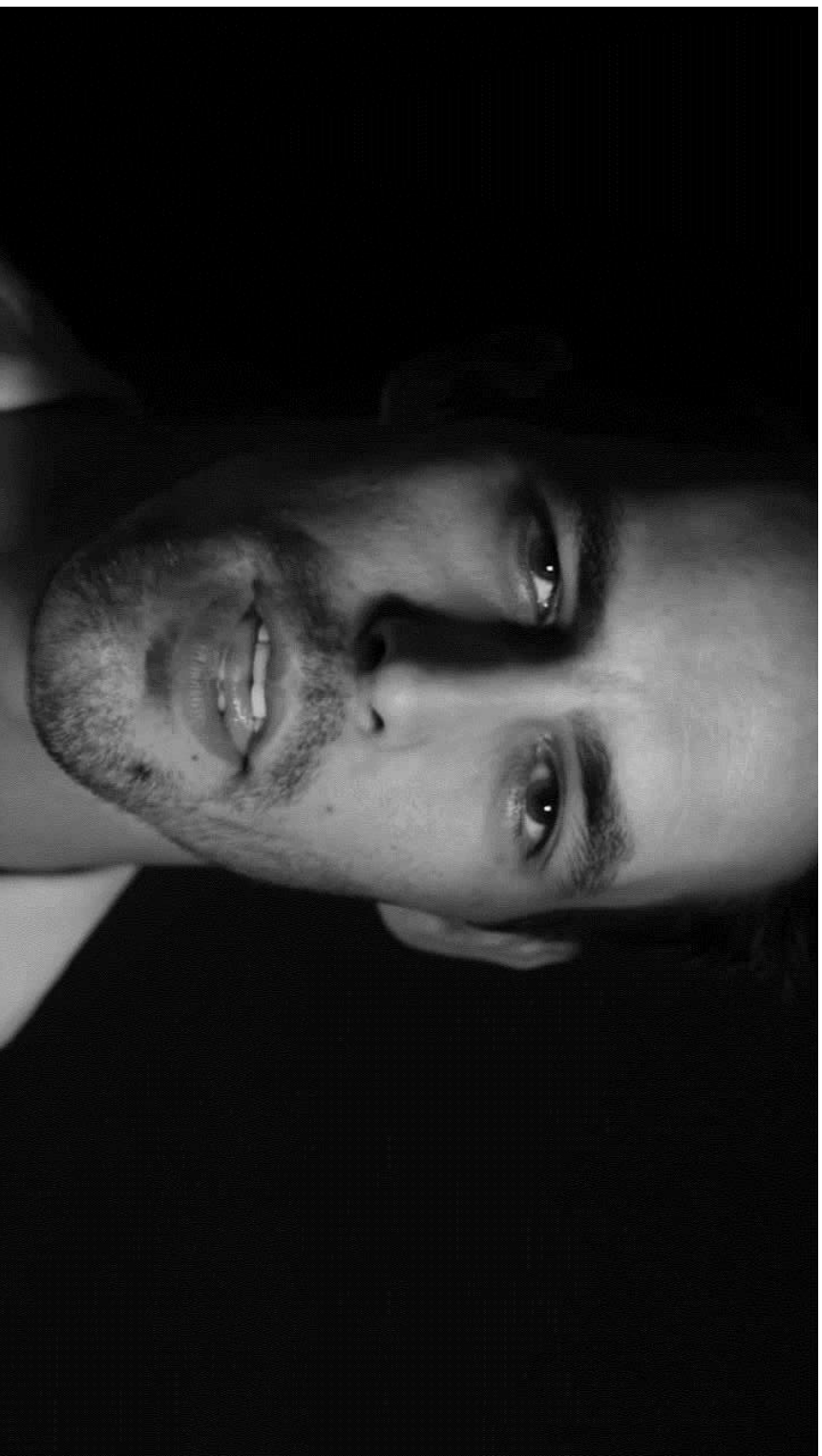
Accordingly, when a school district submits a roster to the CIAC, it is verifying that it has determined that the students listed on a gender specific sports team are entitled to participate on that team due to their gender identity and that the school district has determined that the expression of the student's gender identity is bona fide and not for the purpose of gaining an unfair advantage in competitive athletics. Students who wish to participate on a CIAC gender specific sports team that is different from the gender identity listed on the student's current school records are advised to address the gender identification issue with the local school district well in advance of the deadline for athletic eligibility determinations for a current sports season.

## CIAC Article IX, Section B (cont.)



Students should not be permitted to participate in practices or to try out for gender specific sports teams that are different from their publicly identified gender identity at that time or to try out simultaneously for CIAC sports teams of both genders. Nothing in this policy shall be read to entitle a student to selection to any particular team or to permit a student to transfer from one gender specific team to a team of a different gender during a sports season. In addition, the CIAC shall expect that, as a general matter, after the issue of gender identity has been addressed by the student and the school district, the determination shall remain consistent for the remainder of the student's high school sports eligibility. The CIAC has concluded that this criteria is sufficient to preclude the likelihood that a student will claim a particular gender identity for the purpose of gaining a perceived advantage in athletic competition.

**If you can play,  
you can play**

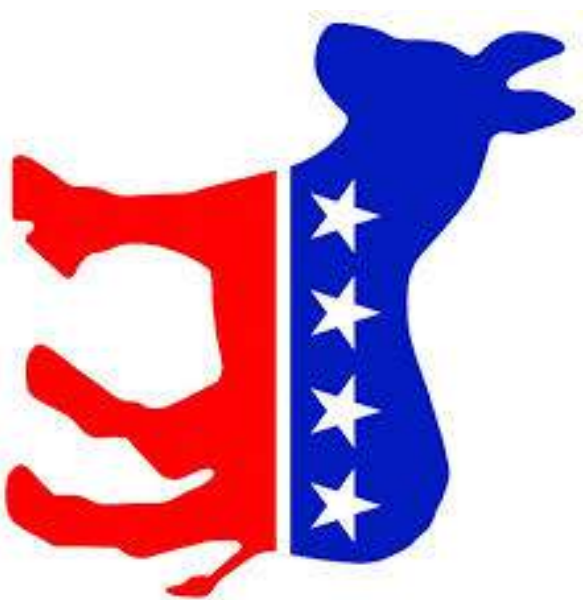




# Political



**VS.**



**Cultural  
Sensitivity?**

**Or**

**Trash  
Talk?**







**Cultural  
Sensitivity?**

**Or**

**Rule  
Violation?**





## Test Your Cultural Sensitivity

Reference: <http://cda.uams.edu/cmte/diversity-inclusion/test-your-cultural-sensitivity/>

Cultural sensitivity is something we all like to think we have. It is clearly tied to empathy – the capacity to put ourselves into another person's shoes and see the world from his viewpoint. Cultural sensitivity is an essential quality for peaceful and harmonious living in a society that admits, within the law, many different ways of thinking and behaving. Low cultural sensitivity is associated with authoritarian personalities and also with narrow and limited experience of the world. While it is easy to detect low cultural sensitivity in others, it is not so easy to pin it down in ourselves. This questionnaire, however, if answered honestly and accurately, will give you some pointers.

Answer each question as honest as possible and tabulate your score.

# Do you have cultural sensitivity??

## TEST YOURSELF

1. When a friend does something you very much disapprove of, do you
  - a. Break off the friendship
  - b. Tell him how you feel, but keep in touch
  - c. Tell yourself it is none of your business, and behave toward him as you always did.
2. Is it hard for you to forgive someone who has seriously hurt you?
  - a. Yes
  - b. No
  - c. It is not hard to forgive him, but you don't forget.
3. Do you think that
  - a. Censorship is vitally necessary to preserve moral standards?
  - b. A small degree of censorship may be necessary (to protect children, for instance)?
  - c. All censorship is wrong?
4. Are most of your friends people
  - a. Very much like you?
  - b. Very different from you and from each other?
  - c. Like you in some important respects, but different in others?

# Skills for Cultural Competency

When applying the five steps of SAMHSA's Strategic Prevention Framework (SPF), culturally competent prevention professionals are able to do the following:

## 1. Assess Needs

- Accurately assess the influence of their own values, perceptions, opinions, knowledge, and social position on their interactions with others
- Provide and promote an atmosphere in which similarities and differences can be explored, and understand that this process is not only cognitive but attitudinal and affective, as well

## 2. Build Capacity

- Learn to be an ally to groups that experience prejudice and discrimination in the community, as well as help others learn to be an ally to their own cultural groups
- Help expand other people's knowledge of their culture, and affirm and legitimize other people's cultural perspectives

# Skills for Cultural Competency

## 3. Plan

- Learn to embrace new, ambiguous, and unpredictable situations, and be persistent in keeping communication lines open when misunderstandings arise
- Encourage community members to see themselves in a multicultural perspective, and encourage skills-building in cross-cultural interactions and communication

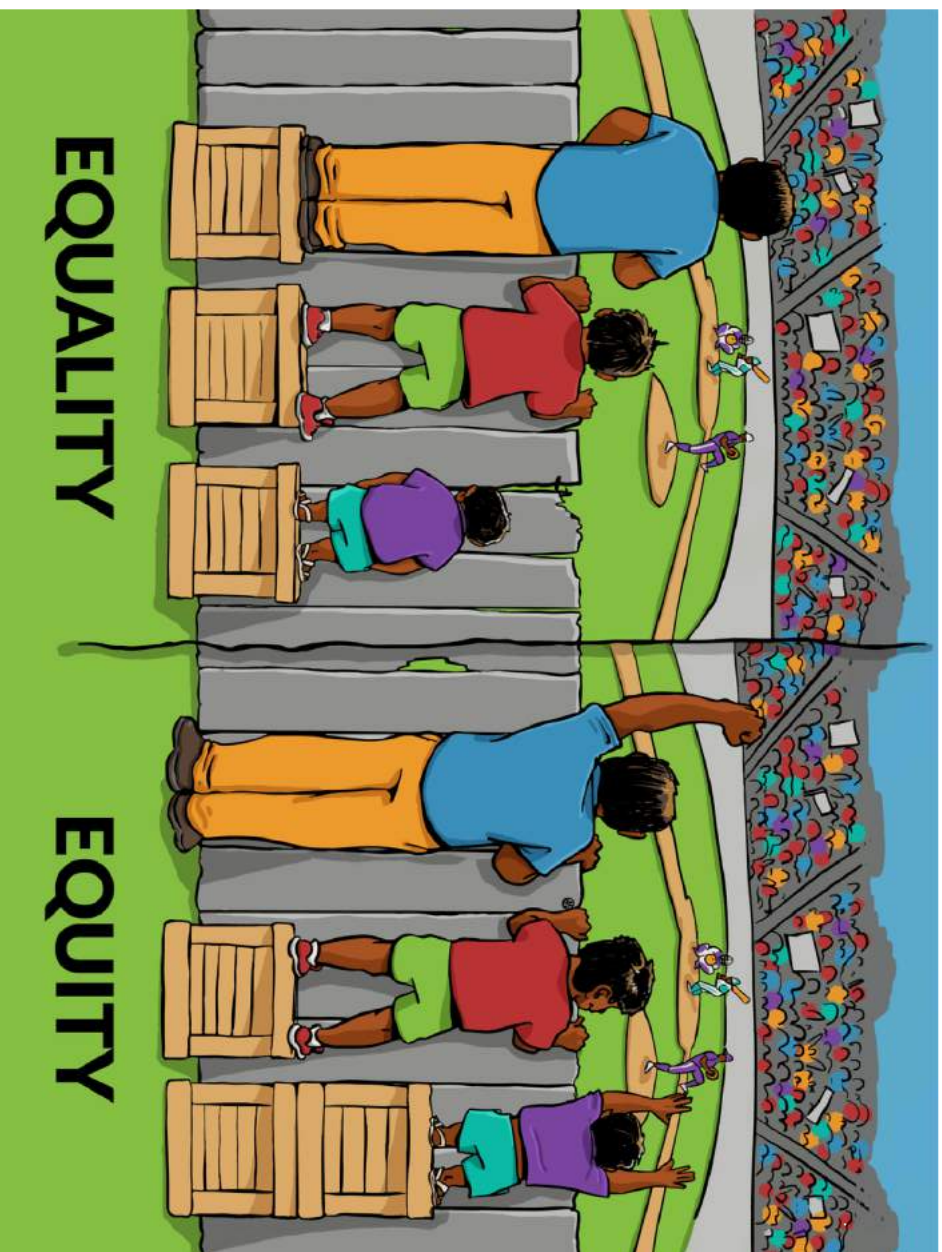
## 4. Implement

- Encourage and accommodate a variety of learning and participation styles, building on community members' strengths
- Draw upon the experiences of participants or collaborators to include diverse perspectives in any given intervention

# Skills for Cultural Competency

## 5. Evaluation

- Be skeptical about the validity of diagnostic tools applied to people who are culturally different from those upon whom the norms were based
- Understand, believe, and convey that there are no culturally deprived or culturally neutral individuals or groups, and that all cultures have their own integrity, validity, and coherence, and deserve respect

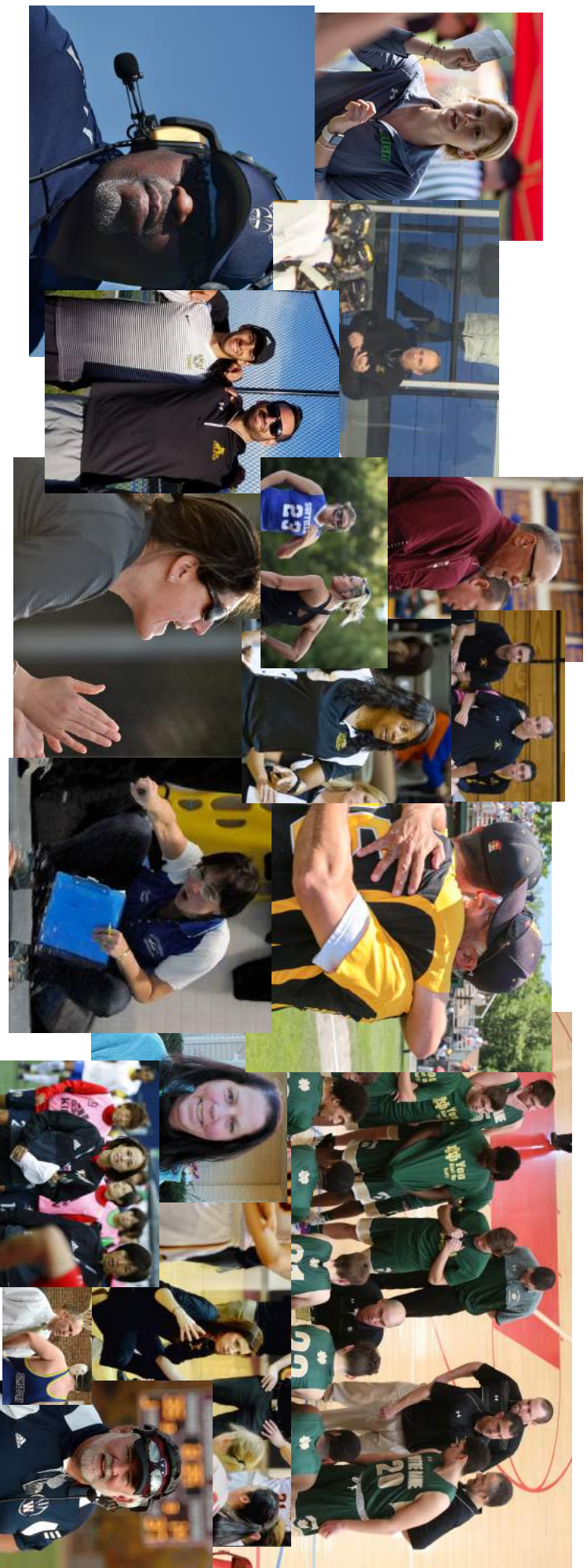


Is equality or equity the responsibility of coaches? As an “extra curricular” or “privilege & not a right” are we obligated to include equality or equity in our programs?

TURN AND TALK



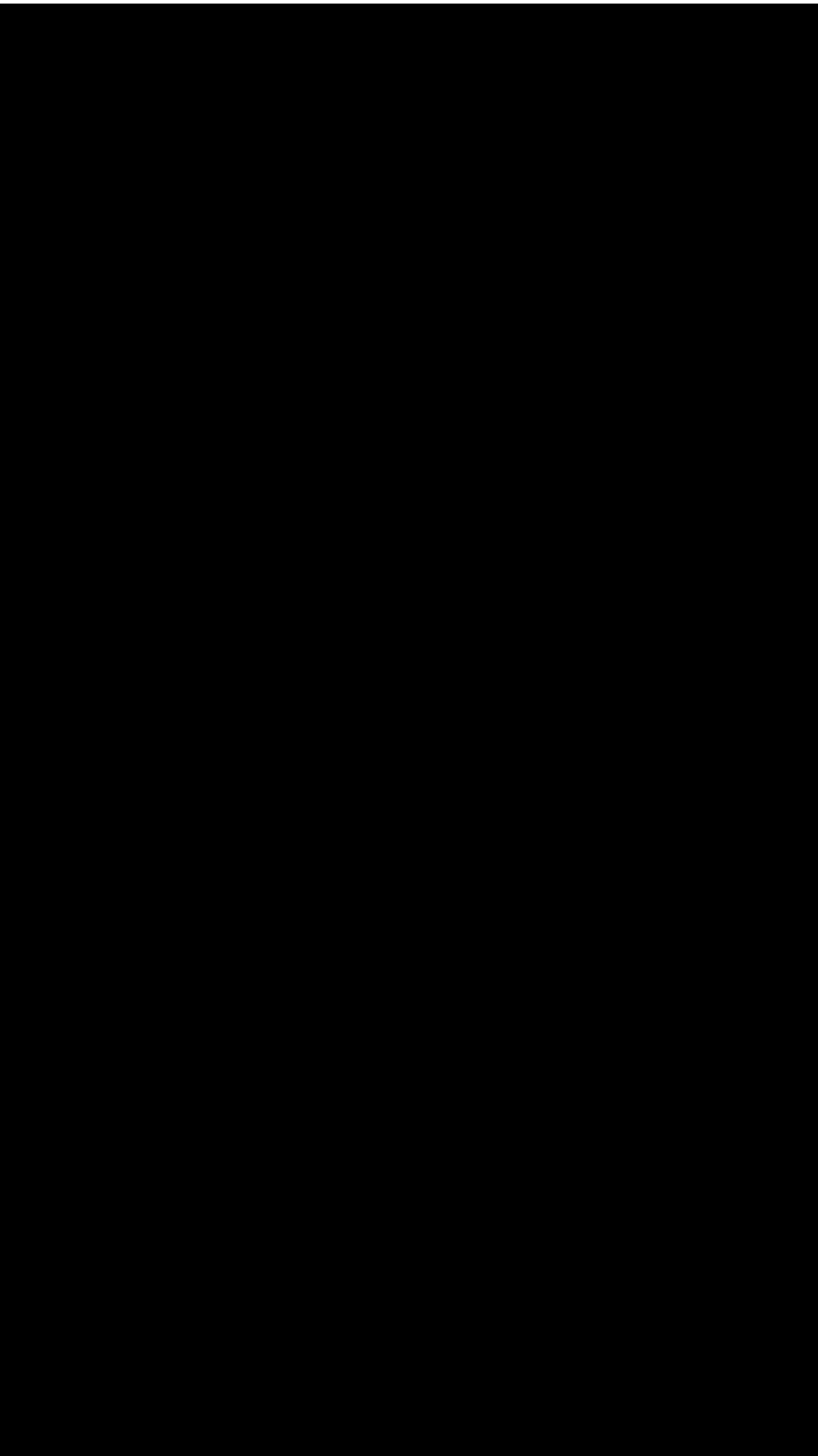
# The Coach's Influence on Athletes & Teams



# The Coach's Influence



YOU COULD BE THE  
BIGGEST INFLUENCE ON  
SOMEONE'S LIFE

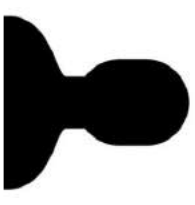


# EVERYBODY



VS.

# SOMEBODY







WHAT CAN YOU DO?

Accept your athletes for

**WHO THEY ARE  
RATHER THAN  
WHAT THEY ARE**



# WHAT CAN YOU DO?

Base your Coaching decisions on:

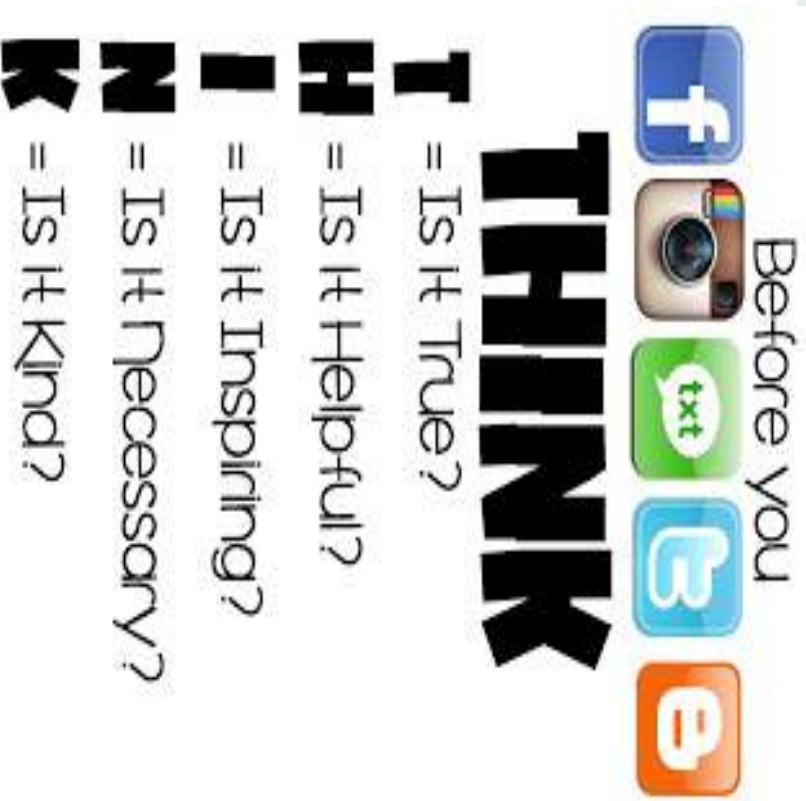
***Ability***

***Attitude***

***Effort***

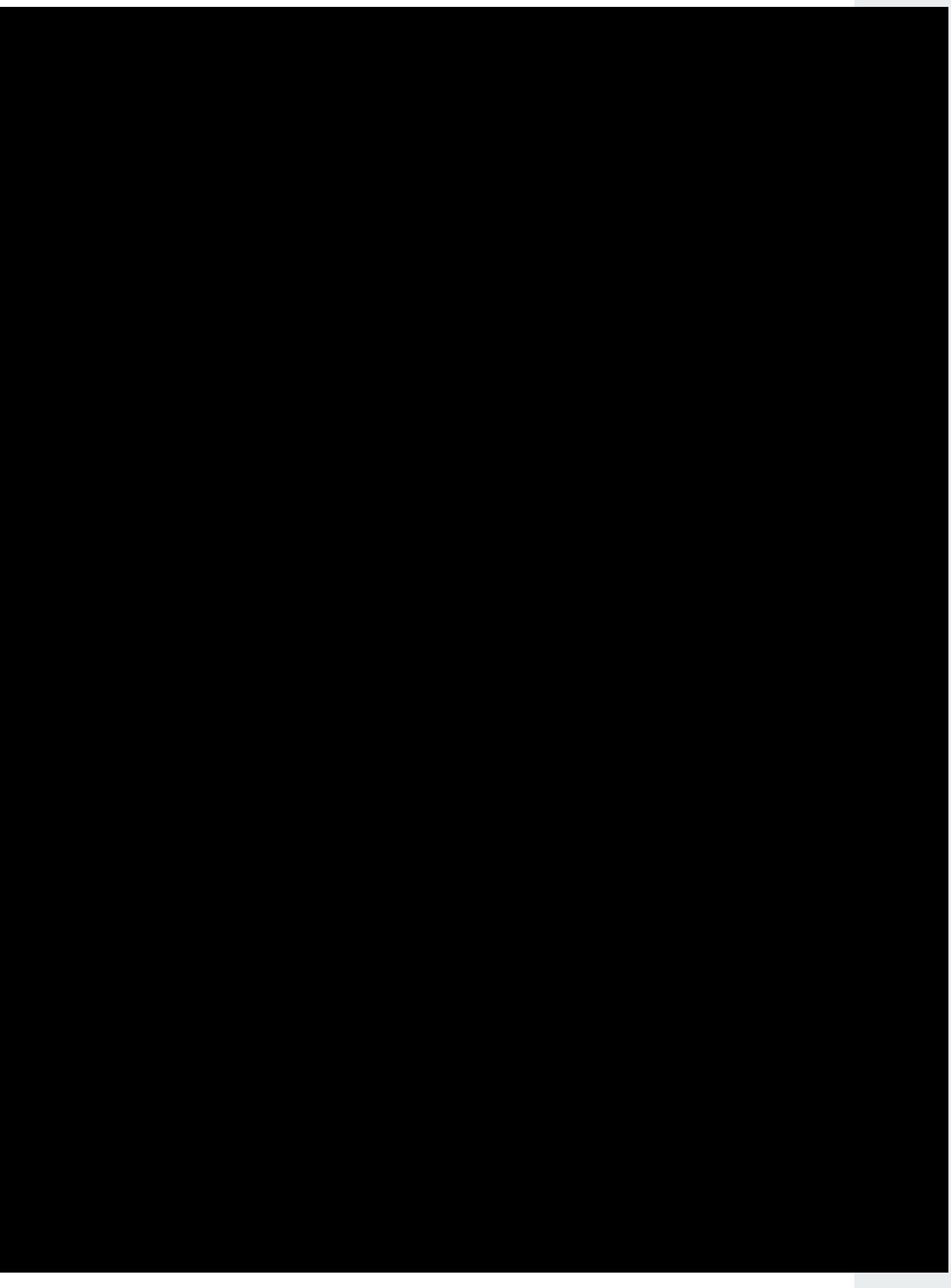
# Social Media

- Coaches and athletes have had issues with this
- Think before you post
- TEACHABLE MOMENTS TO ATHLETES
- Tweet comes back to haunt...
- EVERYTHING IS PUBLIC
  - Anything you post can be made public: Pictures, words, feelings....
- Once you post, it can stay with you forever





# Celebrating Diversity in Sports





**BE A**

**BETTER PERSON**

**BE A**

**BETTER COACH**



**Thank you for your participation,**