



Race in Sports

Allyship On and Off the Court

Workshop with the Bentley Women's Basketball Team



Meet our Team

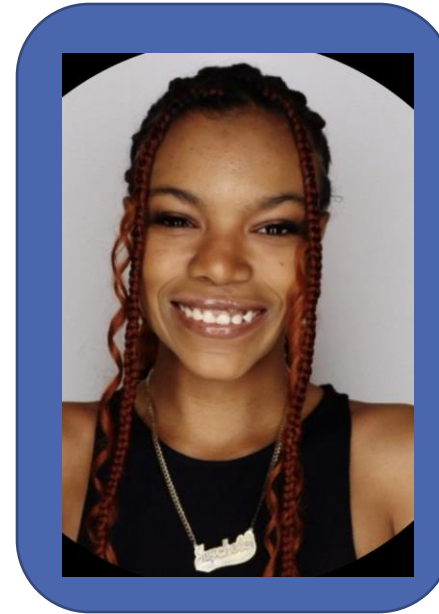
*Your Facilitators for
Today's Workshop*

- *MG 228: Managing
Diversity in the Workplace*
- *Professor Mateo Cruz*

JJ



Jaychele



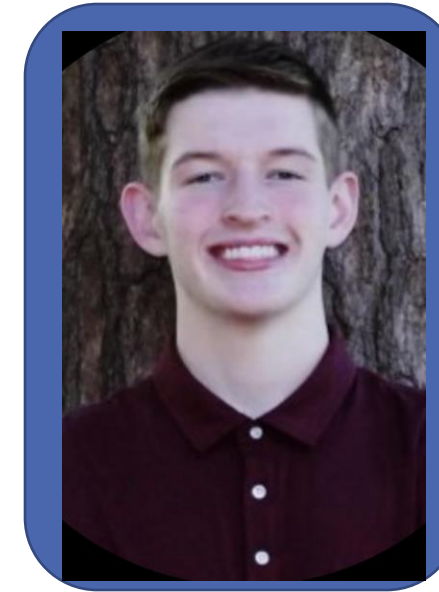
Jeremy



Antonette



Aidan



Fiona



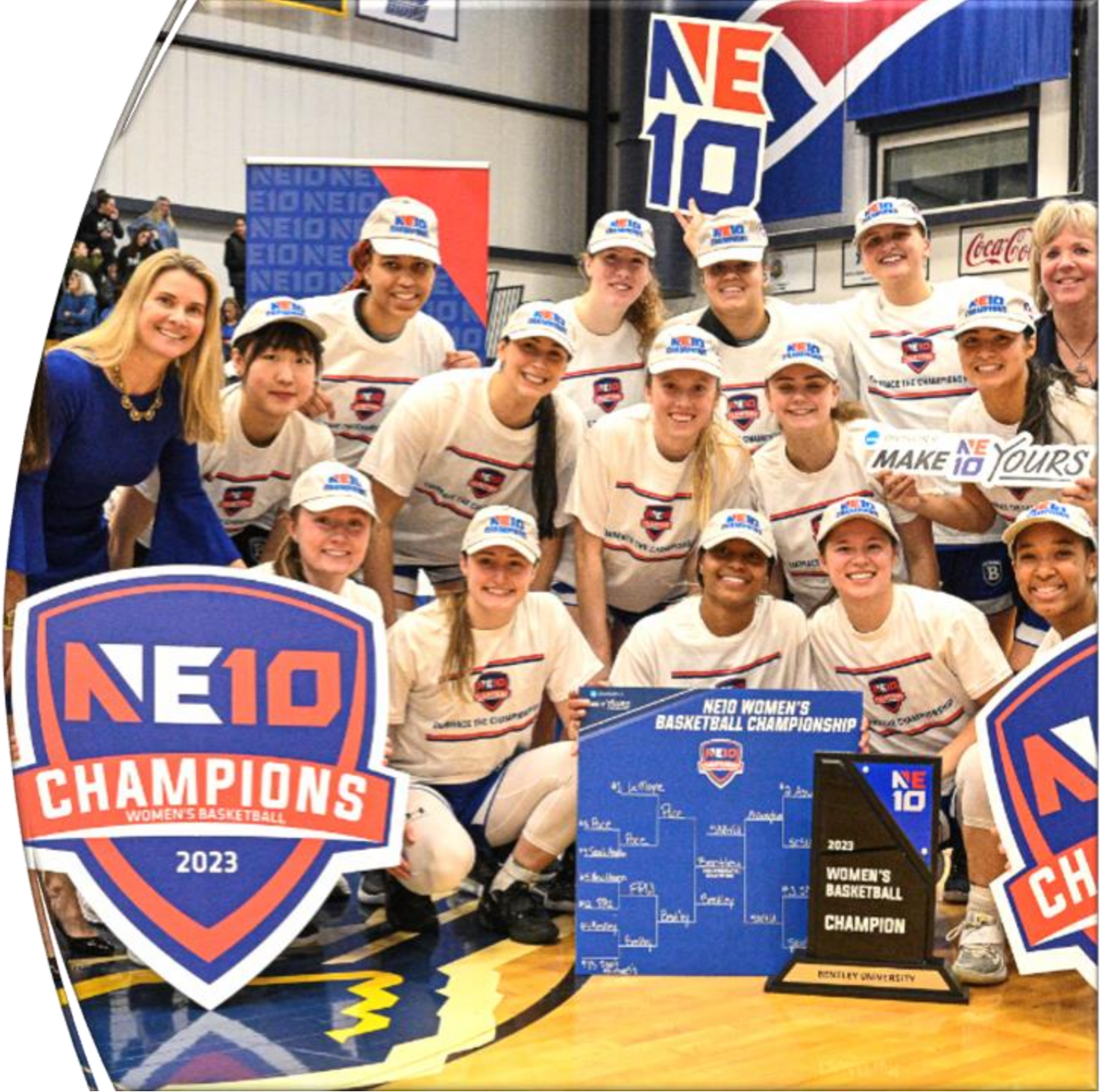


Agenda

- Learning Objectives
- Brave space agreements
- Icebreaker
- Interactive Activity
- Content
- Group discussion
- What do I do now?
- Survey

Our Purpose for Today

To work together to help your team grow stronger by fostering understanding and unity through open and honest conversations focused on race and identity





Learning Objectives:

Develop skills to act as an ally both on and off the court

Increasing Awareness of Race, Identity, and Internal Biases

Fostering a team commitment to inclusivity

Brave Space Agreement

01

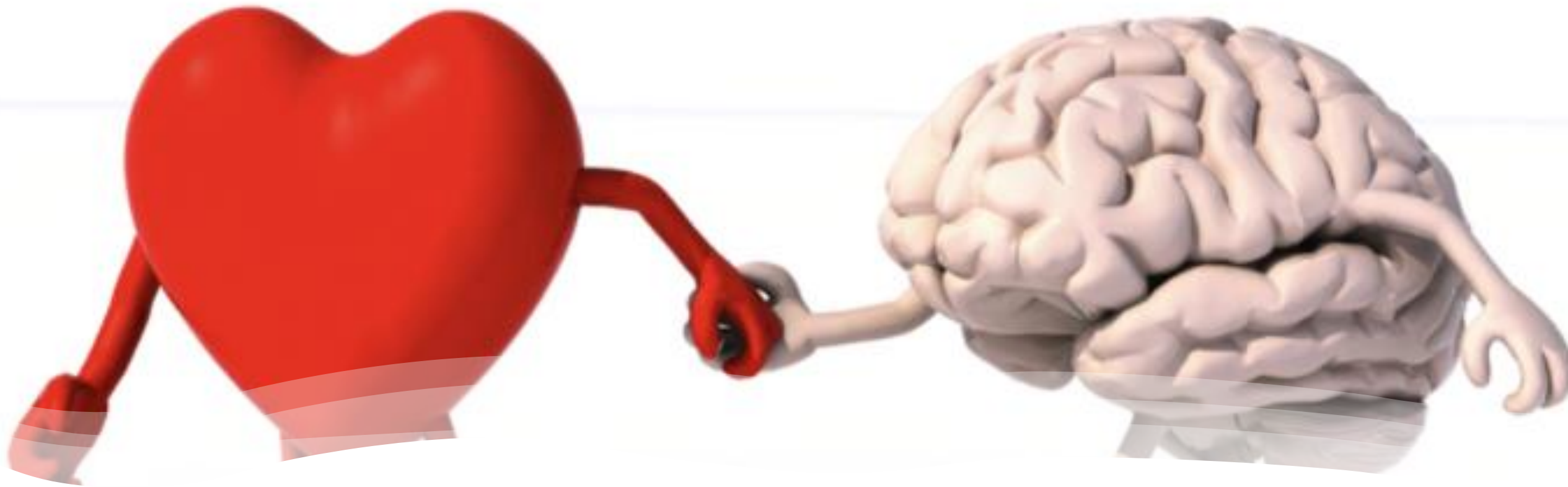
As a team, we commit to creating a Brave Space where everyone feels safe, respected, and valued. We will listen without judgment, honoring our unique backgrounds and experiences.

02

We promise to keep what's shared here confidential, allowing everyone to speak freely and authentically. We'll use "I" statements, avoid blame or shame, and focus on offering support and constructive feedback.

03

By practicing empathy, respecting each other's experiences, and embracing vulnerability, we will create an inclusive team environment where everyone feels heard and valued.



Ground Rules for Conversation



Have an open
mind



Listen to
understand, not
to respond



Challenge ideas,
not people



Speak from your
own experience



Commit to
growth

Icebreaker Activity

- Introduce yourself!
 - Name
 - Pronouns
 - Racial Identity
- Name an athlete you admire and think about why you feel that way



Subtle vs. Blatant Bias

- Blatant Bias - Overt Racism, Explicit Acts of Racism
- Subtle Bias- Indirect acts and small micro-aggressions
- Subtle Bias is more harmful

you've committed a microaggression.
what do you do?

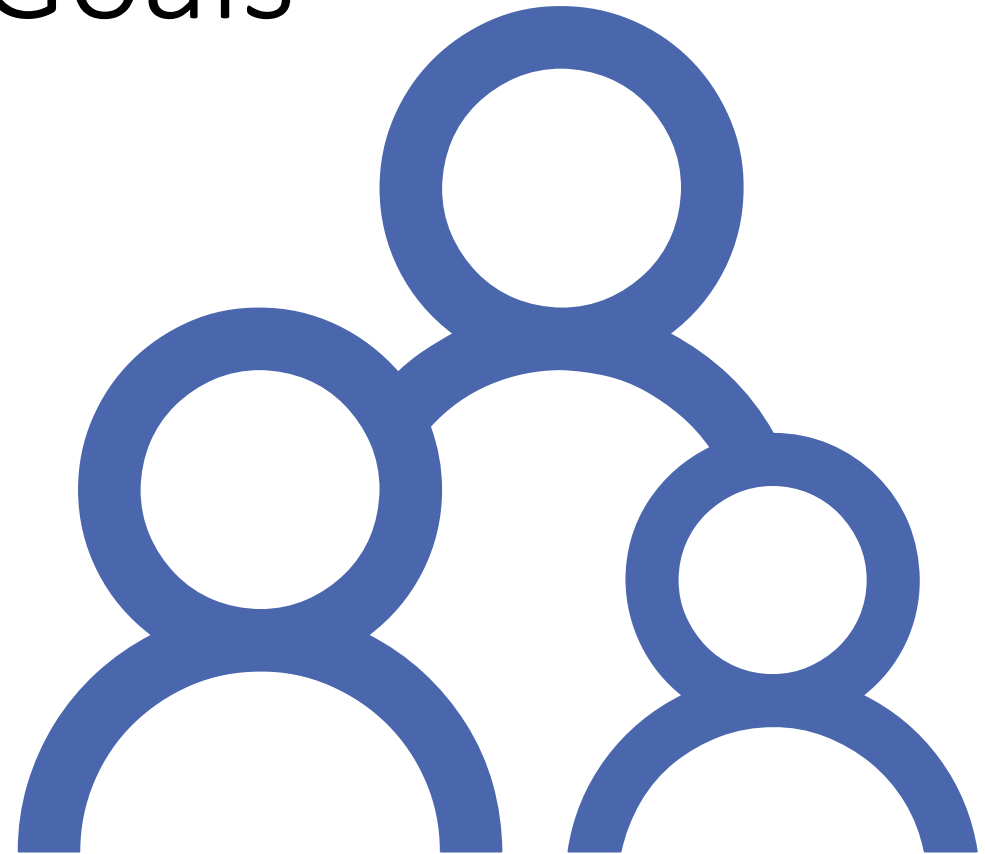


stay C.A.L.M.

A Tool for Repairing After a Microaggression from Active Minds, CLASP, and The Trevor Project
Learn more at activeminds.org/calm

Interactive Activity Goals

- **Focus:** Exploring race, identity, and stereotypes in sports
- **Objectives:**
 - Encourage self-reflection
 - challenge preconceived stereotypes
 - Foster productive and open conversations



Activity Description

- **Two Rounds of Discussions (4 minutes each)**
Each group will receive a note card with a scenario and a corresponding question
- **What to Do in Your Group:**
 - Reflect on the scenario together
 - Discuss and answer the question provided on the card
 - Share back with the main group (3 minutes), but only share what you feel comfortable sharing
- **Rotating Groups:**
After each round, groups will rotate so you can collaborate with new people



Groups for Scenario 1



GROUP 1: GRACE,
CASSIDY, JULIA,
BROOKE, QUINCY

GROUP 2:
AMANDA, NIYA,
KYLIE, ANNIE,
CIARA

GROUP 3:
ANDRENE, NORAH,
BRENNAN,
MAGGIE, MIKELA

Groups for Scenario 2



GROUP 1:
AMANDA, CASSIDY,
ANDRENE,
MAGGIE, QUINCY

GROUP 2: GRACE,
JULIA, KYLIE,
BRENNAN, NIYA

GROUP 3: BROOKE,
ANNIE, NORAH,
CIARA, MIKELA

Reflection Questions:



What does being an ally in a team setting look like to you?

What steps can players take to ensure that subtle biases don't affect how players treat teammates or opponents?

Race as a Social Construct

- Race is not a biological fact but a social classification
 - Categorization based on physical traits determined by societal norms
- These classifications often reinforce power imbalances, favoring certain groups over others
- Race is a human-made concept, yet it has real impacts due to systemic and institutional practices

Examples of Social Constructs

Race



Historically, humans have separated and grouped those with different skin colors and features

Money



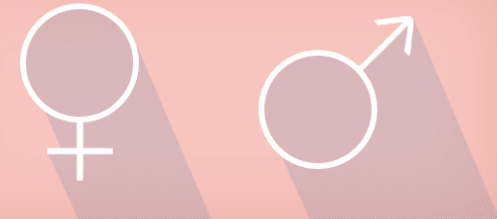
Humans agree on what paper and coins represent

Countries



Humans mutually agree and acknowledge their existence

Gender



Men and women act differently based on dictated gender roles

Systemic Racism

- Deeply embedded policies and practices within institutions and society that create and maintain racial inequalities, disproportionately disadvantaging certain racial or ethnic groups



Systemic Racism Cont.

Housing: Redlining practices that have affected home ownership and wealth accumulation for minorities.

Education: Funding disparities between schools in predominantly white and non-white neighborhoods.

Employment: Unequal hiring practices and the “glass ceiling” for minorities in corporate structures.

Are there any examples that come to mind?

- Video

https://youtu.be/YrHIQIO_bdQ?si=QgUo8OVli28eCcEp



Stereotype Content Model

- Psychological framework that explains how people perceive others based on two key dimensions

		Competence	
		Low	High
Warmth	Warm	Pity Seen as low status & not competing with us Examples: elderly, disabled, mums and housewives	Admiration Seen as high status & not competing with us Examples: friends, allies, 'us'
	Cold	Contempt Seen as low status & competing with us Examples: the poor, state-supported, and certain racial groups	Envy Seen as high status & competing with us Examples: rich, activists, intellectuals, and certain racial groups

Stereotype Threat in Sports and the Workplace

- **Example:** A Black basketball player feeling pressure to excel due to stereotypes about athletic ability
- **Example:** Female athletes in male-dominated sports (e.g., football) may fear affirming stereotypes about physical inferiority
- **Broader Implications:** Repeated stereotype threat can cause athletes to underperform or leave the sport entirely





Racism in Sports

- In sports, athletes may fear confirming stereotypes about their race, which can impact their performance
- Athletes of color often face additional pressures to excel and represent their communities, leading to both physical and mental challenges on and off the field

Privilege/Status

- Unacknowledged benefits and advantages granted to certain groups based on aspects such as race, gender, socioeconomic status, etc



“What’s the matter?
It’s the same distance!”

Unconscious Bias

- Social stereotypes about certain groups of people that individuals form outside their own conscious awareness

Examples:

- *Affinity Bias*: Favoring people who are similar to us in background or interests
- *Confirmation Bias*: Focusing on information that supports existing beliefs
- *Talking Point*: Provide relatable examples of how these biases might manifest in hiring, promotions, or team dynamics

Benefits of tackling unconscious bias



Attracts
diverse
talent



Leads to fair
decision-
making



Encourages
creativity and
innovation



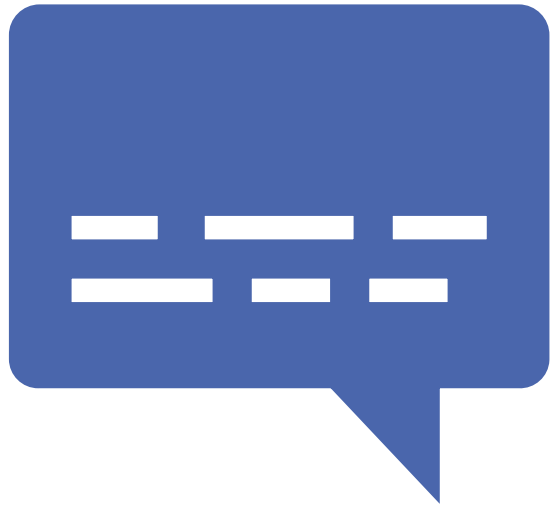
Improves
employee
engagement



Results in higher
levels of
productivity



Increases
company
revenue



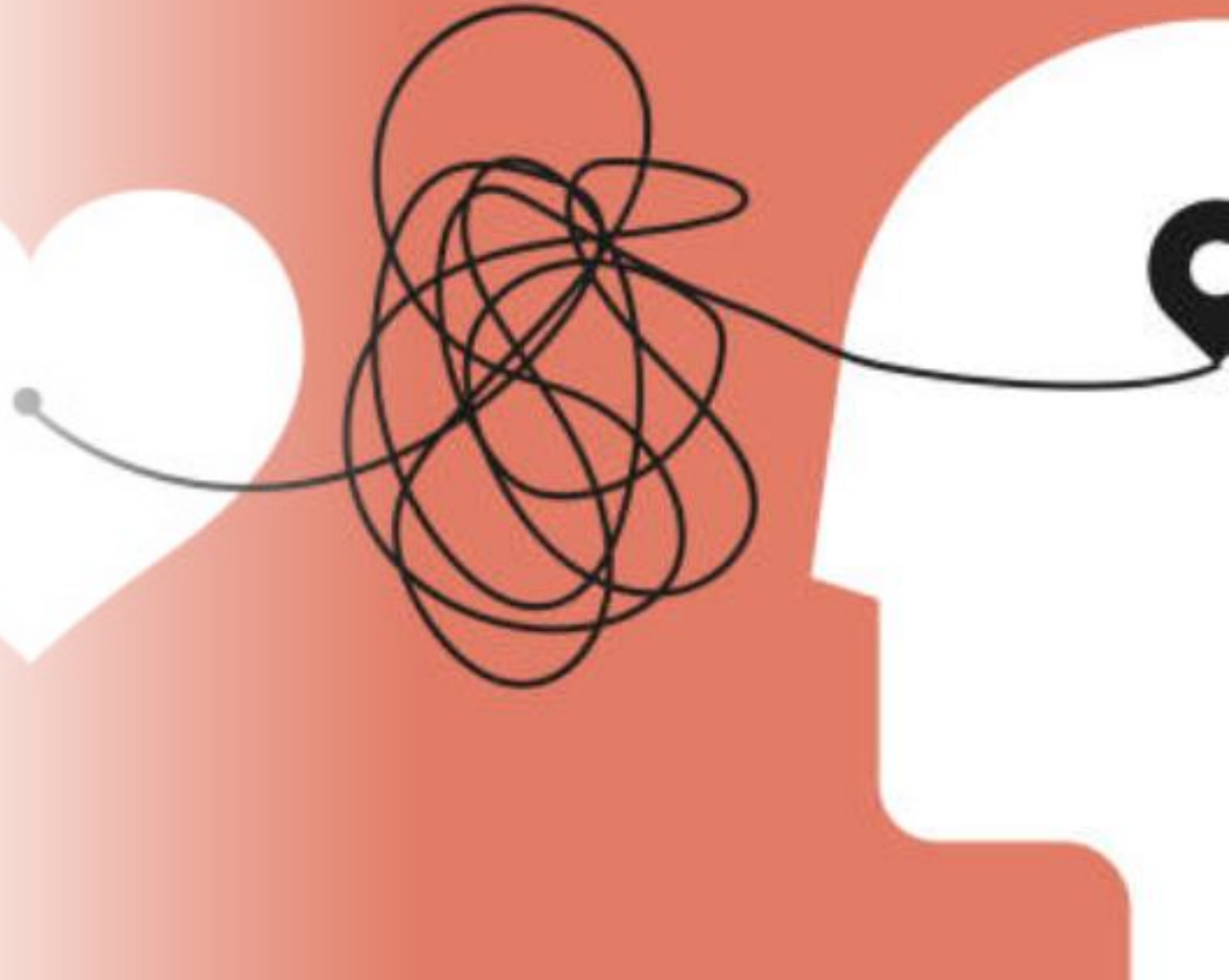
Let's Talk!

- **Reflect on the Icebreaker Question:** Who is an athlete you admire and why?
- **Now, take it further:** How has this athlete's background, including their race, identity, or personal experiences, shaped their journey? How has their story impacted your perspective or shaped your own journey?

Reflection

- **Dive Into Reflection**

- Break into partners
- Share stories about an athlete you admire
- Reflect on how their race, identity, or background shaped their success and influence
- Consider how their story connects to your own experiences or perspective
 - Discuss as a full group





Media Portrayals & Representation in Sports

Experience Sharing



Reflect: Think about your experiences with racial stereotypes in sports—whether personally or through media portrayals and observations



Share: With the group, share your own experiences or examples you've witnessed. Consider how these stereotypes have affected athletes or teams.



Discuss: Reflect on how media portrayal influences athletes of different races and the broader impact on public perceptions



Explore: Together, brainstorm ways your team can actively challenge these stereotypes and create a more inclusive environment for everyone

Resources
for
Continued
Learning





Commitment Activity: Team Pledge for Inclusivity

- **Write Your Commitment:**
 - On your slip of paper, complete the sentence:
“As a member of the Bentley Women’s Basketball team, I commit to...”
 - Reflect on what you personally can do to contribute to creating a more inclusive team environment

Team Homework & The Steps Forward

- Collaborate to draft a **zero-tolerance racism policy** that promotes inclusivity, respect, and accountability within your team
- Build on the personal commitments shared during the previous activity to create clear, actionable guidelines for upholding these values
- This policy will serve as a foundational tool for fostering an inclusive and supportive environment within your team

Survey Link



Thank you for participating!

Your openness and willingness to share
help create a stronger and more inclusive
team environment!

Good luck on the season!

