



SPAD: 5513-X10: Inclusion and Diversity in Sport
Gordon T. & Ellen West College of Education
Fall 2024

Contact Information

Instructor: Dr. Angie Reay
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Instructor Response Policy

Email is my preferred method of communication.

I will do my best to respond to emails within 24 hours during the week. Please expect a 48-hour response on weekends and holidays.

If you need to reach me by phone or Zoom, please email me your phone number, and I will schedule a time to talk with you.

Textbook & Instructional Materials

Association, A. P. (2019). Publication manual of the American Psychological Association: 7th edition, official, 2020 copyright. American Psychological Association (APA).

Cunningham, G. B. (2023). Diversity and inclusion in sports organizations: a multilevel perspective. Routledge.

Course Description

An introduction to the theoretical foundations of diversity and inclusion in recreation, leisure, and sports organizations. Topics include theoretical tenets, stereotypes, prejudice, discrimination, forms of diversity, and organizational and interpersonal inclusiveness.

Course Objectives/Learning Outcomes/Course Competencies

Satisfactory completion of the course will document that students have demonstrated the ability to:

1. Students will examine sports, recreation, and leisure organizations relative to their structure, philosophy, programming, and cultural responsiveness.
2. Students will examine organizational inclusiveness relative to age, ability, race and ethnicity, gender, sexual orientation, and social class.

3. Students will examine attitudes and beliefs regarding culturally diverse populations, organizations, and services.

Midwestern State University Student Honor Code

As an MSU Student, I pledge not to lie, cheat, steal, or help anyone else do so." As students at MSU, we recognize that any great society must be composed of empowered, responsible citizens. We also recognize universities play an important role in helping mold these responsible citizens.

Student Handbook

Refer to: [Student Handbook-2023-2024](#)

Academic Misconduct Policy & Procedures

Academic Dishonesty: Cheating, collusion, and plagiarism (the act of using source material of other persons, either published or unpublished, without following the accepted techniques of crediting, or the submission for credit of work, not the individual to whom credit is given). Additional guidelines on procedures in these matters may be found in the Office of Student Conduct.

[Office of Student Conduct](#)

Grading/Assessment

Grading:

1. Assignments must be typed for credit (work will not be accepted unless it is typed).

Format – FOR ALL PAPERS: 12-point Times New Roman font, one (1) inch margins, and double-spaced. The heading should have your name, the class, and the semester. Papers that do not follow this format will not be accepted or graded.

2. Late assignments will be subject to a minimum automatic 25% point deduction for each day/partial day they are late.

4. Grammar will be graded as part of any assignment. The [MSU writing lab](#) is available to all MSU students.

Assignments	Points
Introduction Statement	10
Quiz #1	50
Quiz #2	50
Journal Entries (9 @ 20 each)	180
Final Project	200

Table 2: Total points for final grade.

Grade	Points
A	441-490
B	392-440
C	343-391
D	294-342
F	Less than 293

Homework

Assignments must be typed for credit (work will not be accepted unless it is typed).

Format – FOR ALL PAPERS: 12-point Times New Roman font, one (1) inch margins, and double-spaced. The heading should have your name, the class, and the semester. Papers that do not follow this format will not be accepted or graded.

Extra Credit

There are no extra credit opportunities available for this course.

Desire-to-Learn (D2L)

This course extensively uses the MSU D2L program. Each student is expected to be familiar with this program, which provides a primary source of communication regarding assignments, examination materials, and general course information. You can log into D2L through the MSU Homepage. If you experience difficulties, please contact the technicians listed for the program or your instructor.

Attendance

I expect that you will be present for class on the first day. Attendance is verified when you check into D2L assignments at least twice weekly. Excessive absences (not signing into D2L, noncompliance with assignments, and lack of participation on the discussion board) are indicators of non-compliance with the course. They may lead to an administrative drop from the course. An instructor who has an attendance policy must keep records daily. The instructor must give the student a verbal or written warning before being dropped from the class. Instructor's records will stand as evidence of absences. The instructor may drop a student with excessive absences from a course. Any individual faculty member or college has the authority to establish an attendance policy, providing the policy is per the General University Policies.

Online Computer Requirements

Taking an online class requires access to a computer (with Internet access) to complete and upload your assignments. You are responsible for having (or having access to) a working computer in this

class. Assignments and tests are due by the due date, and personal computer technical difficulties will not be considered a reason for the instructor to allow students extra time to submit assignments, tests, or discussion postings. Computers are available on campus in various areas of the buildings and the Academic Success Center. Your computer being down is not an excuse for missing a deadline!! There are many places to access your class! Our online classes can be accessed from any computer connected to the internet. Contact your instructor immediately if you are having computer trouble. If you have technical difficulties in the course, a student helpdesk is available to you. The college cannot work directly on student computers due to liability and resource limitations; however, they can help you connect to our online services. For help, log into [D2L](#).

Instructor Class Policies

You can address me by Dr. Reay. Decorum in emails and other communications should reflect the same professionalism.

The Instructor reserves the right to amend these rules throughout the term.

Change of Schedule

A student dropping a course (but not withdrawing from the University) within the first 12 class days of a regular semester or the first four class days of a summer semester is eligible for a 100% refund of applicable tuition and fees. Dates are published in the [Schedule of Classes](#) each semester.

Refund and Repayment Policy

A student who withdraws or is administratively withdrawn from Midwestern State University (MSU) may be eligible to receive a refund for all or a portion of the tuition, fees and room/board charges that were paid to MSU for the semester. HOWEVER, if the student received financial aid (federal/state/institutional grants, loans and/or scholarships), all or a portion of the refund may be returned to the financial aid programs. As described below, two formulas (federal and state) exist in determining the amount of the refund. (Examples of each refund calculation will be made available upon request).

Services for Students with Disabilities

In accordance with Section 504 of the Federal Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990, Midwestern State University endeavors to make reasonable accommodations to ensure equal opportunity for qualified persons with disabilities to participate in all educational, social, and recreational programs and activities. After notification of acceptance, students requiring accommodations should make application for such assistance through Disability Support Services, located in the Clark Student Center, Room 168, (940) 397-4140. Current documentation of a disability will be required in order to provide appropriate services, and each request will be individually reviewed. For more details, please go to [Disability Support Services](#).

College Policies

Campus Carry Rules/Policies

Refer to [Campus Carry Rules and Policies](#)

Smoking/Tobacco Policy

College policy strictly prohibits the use of tobacco products in any building owned or operated by MSU TEXAS. Adult students may smoke only in the outside designated smoking areas at each location.

Alcohol and Drug Policy

To comply with the Drug Free Schools and Communities Act of 1989 and subsequent amendments, students and employees of Midwestern State are informed that strictly enforced policies are in place which prohibits the unlawful possession, use or distribution of any illicit drugs, including alcohol, on university property or as part of any university-sponsored activity. Students and employees are also subject to all applicable legal sanctions under local, state, and federal law for any offenses involving illicit drugs on university property or during university-sponsored activities.

Campus Carry

Effective August 1, 2016, the Campus Carry law (Senate Bill 11) allows those licensed individuals to carry a concealed handgun in buildings on public university campuses, except in locations the University establishes as prohibited. The new Constitutional Carry law does not change this process. Concealed carry still requires a License-to-carry permit, and openly carrying handguns is not allowed on college campuses. For more information, visit [Campus Carry](#).

Active Shooter

The safety and security of our campus is the responsibility of everyone in our community. Each of us has an obligation to be prepared to appropriately respond to threats to our campus, such as an active aggressor. Please review the information provided by the MSU Police Department regarding the options and strategies we can all use to stay safe during difficult situations. For more information, visit [Safety / Emergency Procedures](#). Students are encouraged to watch the video entitled “*Run. Hide. Fight.*” which may be electronically accessed via the University police department’s webpage: ["Run. Hide. Fight."](#)

Grade Appeal Process

Update as needed. Students who wish to appeal a grade should consult the Midwestern State University [MSU Catalog](#)

Notice

Changes in the course syllabus, procedure, assignments, and schedule may be made at the instructor's discretion.

DAY	DATE	ACTIVITIES/ASSIGNMENTS
Week 1	Opens October 19 Due: October 27	<p>Read Syllabus Introduction Statement</p> <p>Read Chapter 1: Overview of Diversity and Inclusion Read Chapter 2: Theoretical Tenets of Diversity & Inclusion Journal Entry #1 (Over Chapter 1 & 2)</p> <p>Read Chapter 3: Bias Read Chapter 4: Framework to Understand Diversity Forms Journal Entry #2 (Over Chapter 3 & 4)</p>
Week 2	Opens October 28 Due: November 3	<p>Quiz Chapters 1-4</p> <p>Read Ignorance is Everywhere: How Black Ohio Sports Athletes were forced to rise above racism. Listen to Race, Sports, and Telling True Stories Journal Entry #3</p> <p>Read Chapter 5: Race Read Chapter 6: Gender Listen to The Problem with Women's Sports Listen to Fixing the Gender Gap in Sports Journal Entry #4</p>
Week 3	Opens Nov. 4 Due: Nov. 10	<p>Read Chapter 7: Age Read Chapter 8: Disability Listen to Why accessible design if for everyone Listen to Ageism in Sport Listen to Ageism is the new sexism Journal Entry #5</p> <p>Quiz Chapters 5-8</p>
Week 4	Opens Nov. 11 Due: Nov. 17	<p>Read Chapter 9: Weight Read Chapter 10: Religion Listen to When Religion and Sport Collide Listen to Prayers, go on Journal Entry #6</p>
Week 5	Opens Nov. 18 Due: Nov. 24	<p>Read Chapter 11: Sexual Orientation, Gender Identity, and Gender Expression Read Chapter 12: Social Class Listen to Why Are LGBTQ Youth Avoiding Sports Listen to LGBT Inclusion in Sport Listen to Social Class Participation and Sport Journal Entry #7</p>
Week 6	Opens Nov. 25 Due: Dec. 1	<p>Read Chapter 13: Strategies for Inclusion Read Chapter 14: Diversity Training Journal Entry #8</p> <p>Read Chapter 15 Journal Entry #9</p>
Week 7	Opens Oct. 19 Due Dec. 6	Final Project

Journal Entries

You will create a weekly journal to reflect on your thoughts, feelings, and observations of the weekly course material. Each journal entry must be at least 300 words and written in APA format. No cover page is required, but please use appropriate citations when referencing sourced material. Your journal entries should be honest, thoughtful, and well-written. Use specific examples, evidence, or references to course materials to support your reflections.

Evaluation Criteria:

- Depth of reflection and critical thinking demonstrated in journal entries.
- Engagement with course materials and relevant real-world examples.
- Clear connections made between different social issues and themes.
- Quality of final reflection and synthesis.

Part 1: Setting Up Your Journal

- Create a digital or physical journal to document your thoughts and reflections throughout the course. You can use a notebook, a blog, a Word document, or any other medium that suits your preferences.
- Provide a brief introduction to your journal. Explain the journal's purpose, its intended audience (e.g., yourself, your instructor), and the social issues you expect to explore.

Part 2: Weekly Entries

- After each class session or reading assignment that covers a specific social issue, write a journal entry reflecting on what you've learned. Consider the following questions:
 - What were the main points discussed?
 - How do these topics relate to real-world events or experiences?
 - What new perspectives or insights did you gain?
 - Do you agree or disagree with any viewpoints presented?
 - Incorporate personal anecdotes, experiences, or examples to make your journal entries more engaging and relatable.

Diversity Project

Each student will complete a diversity project in sections throughout the semester. Each student should provide a brief overview of the organization, including its core mission and objectives; examine the salient dimensions of diversity within the organization and how diversity-related issues manifest within everyday organizational life, assess the diversity management techniques in place and how these strategies influence the workplace, and based on their investigation provides recommendations for change.

Specific instructions are below Cover Page -Name of the sports organization -Student name -Course name

Part I: Overview of the Organization

- Background, Purpose, History
- What does the organization do? What is their core mission/purpose?
- Brief discussion of their history.
- Why did you choose this organization?

Part II: Diversity of the Organization

- Discussion of the salient dimensions of diversity within the organization
- Discuss diversity-related issues that manifest within the organization.

Part III: Diversity Management, someone within the organization

- Discussion of various diversity management techniques and strategies that are in place or used within the organization.
- How do those overall strategies influence the workplace (both at an individual level and organizational level)?

Part IV: Recommendations for Change

- Discussion of the recommendations for change that could potentially aid the organization in its diversity management (based on the • models of and theories from class).
- Synthesize the document and put it together with parts I-IV
- Write an introduction and conclusion. Each part should be at least 500 words and in APA format. but please use appropriate citations when referencing sourced material. Use specific evidence or references to course materials to support your reflections