

We're All In

A culture of care in athletics

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To improve the **health and wellness** of all athletes through the translation of prevention research to **effective programs, policies, and practices.**

<http://athletewellness.uncg.edu>



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Today's Game Plan

- Defining a “culture of care” in athletics
- Reflecting on your current culture
- Assessment
- Brainstorming strategies
- Developing an action plan for *your* campus

**What personal and professional motivation
drove you to choose this session?**

Maintain the status quo
or
Challenge yourself to be better



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Reflect on your athletics program

Do athletes know they won't fall out of favor if they choose rehabilitation over playing through injury?

Is it safe for every athlete to tell their coach if they are having concussion symptoms?

Do athletes know that they will have the support of their coaches, staff, and athletics program if they are struggling with drug or alcohol use?

Does your policy communicate a desire to help or a requirement to punish?

Reflect on your athletics program

Do athletes of color trust that their concerns about discrimination will be taken seriously?

Do female athletes trust that coaches and administration will do what is in their best interest if they report victimization?

Do athletes know that their teammates will intervene appropriately when they are in need of support?

Reflect on your athletics program

Does an athlete struggling with suicidal thoughts know how to get treatment?

Do athletes, coaches, and administrators have the skills, research, and resources, to develop a culture based on empathy, intentionality, and empowerment?

How confident are you in your answers?

Empowerment

Empathy

Intentionality



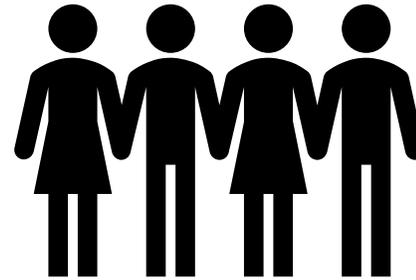
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What is a culture of care in athletics?

Relationships

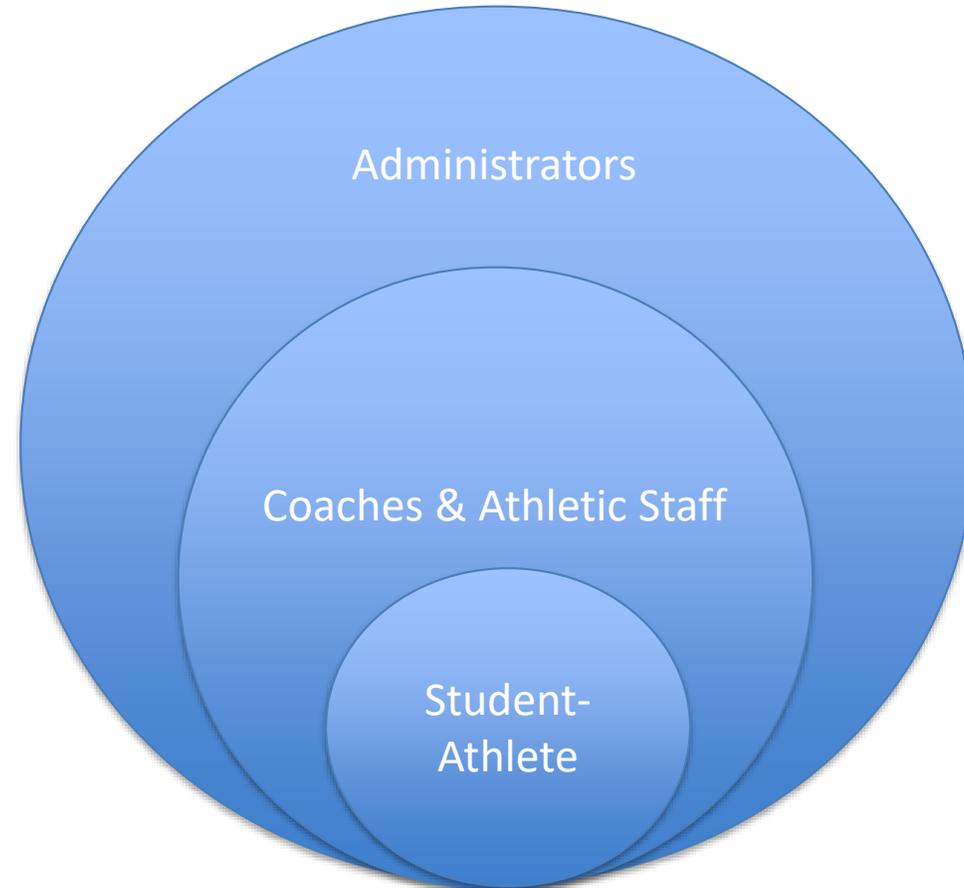
Communication



Human Development

What type of environment sets you up for success?
When are you at your most successful?

A culture of care requires leadership



Benefits of a culture of care within athletics

Individual

Security – to feel safe
Belonging – to feel part of things
Continuity – to experience connection
Purpose – to have a goal to aspire to
Achievement – to make progress toward goals
Significance – to feel that you matter as a person

Relational

Mentorship
Nurturing

Managerial/Organizational

Respectful
Balanced
Mindful Attention

Administrators

How does policy in athletics reflect the lived experiences of people who interpret the world differently than you?

What process do you have in place to amend policy that isn't promoting a culture of care across diverse groups?

How do you intentionally empower athletes and coaches with a voice that can provide valuable insight into policy making and revision?

Are you willing to acknowledge when you are wrong?



Coaches

When do you need to be intentionally take the perspectives of your athletes?

What keeps you from advocating for your athletes when they are struggling?

How do you foster connection, prioritize goal-setting, and affirm achievement within and beyond sport?

Are you willing to acknowledge when you are wrong?



Student-athletes

What skills, programs, or supports would help you become the person you want to be?

How can you be more mindful of the needs of your teammates within and beyond sport?

What keeps you from telling your coach when you are struggling?

What makes you hesitate to approach administration about how athletics is supporting you?

Are you willing to acknowledge when you are wrong?



Strategies for developing a culture of care within athletics

Culture of Care Assessment

<u>Most members of the athletics community at my school...</u>	No	Yes
...are deeply interested in listening to others	0	0
...care about all dimensions, people, stakeholders, aspects of a given situation	0	0
...support others whether we are winning or losing	0	0
...help others actualize and grow	0	0
...do not view others as commodities to be used and discarded	0	0
...respond rather than react	0	0

Reflect on your athletics program

Do athletes know they won't fall out of favor if they choose rehabilitation over playing through injury?

Develop injured athlete support groups

Is it safe for every athlete to tell their coach if they are having concussion symptoms?

Train coaches and athletes in concussion reporting education

Do athletes know that they will have the support of their coaches, staff, and athletics program if they are struggling with drug or alcohol use?

Train athletics staff in mental health/substance abuse literacy and standardize referral processes

Does your policy communicate a desire to help or a requirement to punish?

Revise sanctions to prioritize rehabilitation over punishment

Reflect on your athletics program

Do athletes of color trust that their concerns about discrimination will be taken seriously?

Hold a forum to discuss power, discrimination, and alliance

Do female athletes trust that coaches and administration will do what is in their best interest if they report victimization?

Mandate coach training in skills re: responding to sexual violence

Do athletes know that their teammates will intervene appropriately when they are in need of support?

Offer bystander intervention training to SAAC leaders

Reflect on your athletics program

Does an athlete struggling with suicidal thoughts know how to get treatment?

Develop a standardized plan for how to engage and refer an athlete struggling with SI

Do athletes, coaches, and administrators have the skills, research, and resources, to develop a culture based on empathy, intentionality, and empowerment?

Budget money for continuing education in areas of specific need

Action Plan Brainstorming

1. What change would help you prioritize a culture change in your athletics dept?
2. Why is this change important for the *entire athletics community*?
3. Whose voices will enhance your perspective on this issue?
4. Who will help you advocate for this change?
5. What will you do first?
6. How will you ensure you do not lose steam?
7. When will you be satisfied?