Game plan:

• Culture of Care
  • Reflect on your athletic department’s current culture
  • Defining a “culture of care” in athletics
  • Benefits of culture of care in athletics
  • Best practices
• Medical Amnesty Policy and a culture of care
  • MJW Foundation
Maintain the status quo or Challenge yourself to be better
Reflect on your current athletics culture

Does every member of the athletics department:

• believe they are valued regardless of sport-based indicators of success (e.g., wins, external recognition, draft picks)?
• know that they will receive support if they are struggling with gambling or substance misuse?
• trust that they will receive support if they report victimization?

Is this all communicated regularly and consistently?
Reflect on your current athletics culture

• Does current policy communicate a desire to help or a requirement to punish – and policies that are inclusive?

• Do individuals from minoritized and marginalized groups trust that concerns about discrimination will be taken seriously?

• Do members of your athletics community have the knowledge and skills to develop an athletics culture that is strictly based on empathy, intentionality, empowerment and inclusiveness?

Think

Is this all communicated regularly and consistently?
What is a culture of care in athletics?

What type of environment sets you up for success?

When are you at your most successful?
<table>
<thead>
<tr>
<th>Individual</th>
<th>Relational</th>
<th>Managerial/Organizational</th>
</tr>
</thead>
<tbody>
<tr>
<td>Security – to feel safe</td>
<td>Mentorship</td>
<td>Respectful</td>
</tr>
<tr>
<td>Belonging – to feel part of things</td>
<td>Nurturing</td>
<td>Balanced</td>
</tr>
<tr>
<td>Continuity – to experience connection</td>
<td></td>
<td>Mindful Attention</td>
</tr>
<tr>
<td>Purpose – to have a goal to aspire to</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Achievement – to make progress toward goals</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Significance – to matter as a person</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
And the Goal.....
Create a culture that:

- Encourages student-athletes to be their **TRUE SELVES** and supports **REACHING THEIR POTENTIAL**
- Fosters **HUMAN DEVELOPMENT**
- Facilitates and exemplifies **INCLUSION**
- Provides opportunity for effective **PREVENTION & EDUCATION**
What can this look like?

Does every member of the athletics department...

• know that they will receive support if they are struggling with gambling or substance misuse?
  • **Example:** Train athletics staff in mental health/substance abuse literacy and standardize referral processes

• trust that they will receive support if they report victimization?
  • **Example:** Mandate coach training in skills re: responding to sexual violence (e.g., Coaches Assist)

• Does current policy communicate a desire to help or a requirement to punish and policies that are inclusive?
  • **Example:** Revise sanctions to prioritize rehabilitation over punishment
Best practices to develop a culture of care

• Find out how you and athletics department match up to what the definition of culture of care is at present time (again and again)
• Look for resources (they’re all over the place)
  - NCAA tool kits
  - NCAA SSI Coaches Assist for Empathic Communication
  - IPAHW
  - NCAA Office of Inclusion (e.g., annual inclusion forum)
• Be intentional and promote what the definition of culture of care really is
JANSPORTING
Mission
Courage
Character
Respect
Academics
Empathy
Mission
Courage
Character
Respect
Academics
Empathy
Mission, Courage, Character, Respect, Academics, Empathy
Mission

Courage

Character

Respect

Academics

Empathy
• Ensure student athletes receive protection under Medical Amnesty

• Bring national attention to Backpacking (aka Jansporting or Drunkpacking)

• Provide scholarships for recruited athletes in financial need
When a friend has too much to drink, there is a practice called Backpacking (aka JanSporting or Drunkpacking) that may be used.

Are you aware of this practice?

<table>
<thead>
<tr>
<th></th>
<th>High School Students</th>
<th>College Students</th>
<th>Post-Grad</th>
</tr>
</thead>
<tbody>
<tr>
<td>Awareness</td>
<td>53%</td>
<td>52%</td>
<td>25%</td>
</tr>
</tbody>
</table>

THERE WAS AN AVERAGE OF 3 TIMES THAT THEY KNEW OF THIS HAPPENING TO A PEER

15% of those who were aware of this practice had been “Backpacked” by a peer.
Do you know what Jansporting / Backpacking is?

<table>
<thead>
<tr>
<th></th>
<th>STUDENT-ATHLETES</th>
<th>NON-ATHLETE STUDENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Percentage</td>
<td>56%</td>
<td>49%</td>
</tr>
</tbody>
</table>
SURVEY RESULTS

How many times have you thought about calling for help but didn’t?

- Athlete: 2.85
- Non Athlete: 0.87

Athletes are 3.28 times less likely to call for help.
SURVEY RESULTS

Does your school have a Medical Amnesty / Good Samaritan policy?

- Yes: 68%
- No: 7%
- Not Sure: 25%
GOOD SAMARITAN / MEDICAL AMNESTY

CALLING FOR HELP IS NOT A CRIME
ATHLETES ARE NOT ACTING 2.85 TIMES LESS LIKELY.
WE ARE NOT A TEAM BECAUSE WE WORK TOGETHER. WE ARE a team because WE RESPECT, trust, and care for each other.
AMNESTY POLICIES

College Athletes who were **UNSURE** if their school had a Medical Amnesty policy

- **21%** reported feeling **less likely to call** for help than their non-athlete peers

College Athletes who believed their school **DID** have a Medical Amnesty policy

- **31%** reported feeling **less likely to call** for help than their non-athlete peers

College Athletes who were if their school **had** a Medical Amnesty policy

- **22%** reported feeling **less likely to call** for help than their non-athlete peers
Among college athletes who believed their school DID have an amnesty policy, 50% felt they would still get in trouble if they called for help for a friend in need.
COACH FINDINGS

➢ HAD NO IDEA OF THE SCHOOL’S POLICY
➢ HELD RESPONSIBLE BY THE PRESIDENT/ADMINISTRATION: “OUR JOB IS ON THE LINE”
➢ FEEL LIKE THEY ARE STUCK
➢ “ATHLETES ARE HELD TO A HIGHER LEVEL OF RESPONSIBILITY”
OBJECTIVE

➢ CREATE AN ACTIVE BYSTANDER CULTURE
➢ IMPROVE MEDICAL AMNESTY EDUCATION FOR ATHLETES AND ENSURE THAT THEY RECEIVE THE SAME BENEFITS AS NON-ATHLETES
➢ GET TEAMMATES TO MAKE A CALL WHEN A FRIEND IS IN NEED
➢ BRING NATIONAL ATTENTION TO THE DANGEROUS PRACTICE OF JANSPORTING
1,729 Students
86 Schools

MyPlaybook Data Collection 2019-2020
Backpacking, JanSporting, Drunkpacking

6% reported knowing about this

61 students reported hearing about this happening to a peer

Of those 61 students, the average number of times they had heard of this happening to a peer was 4 times
Calling for Help

Only 80% of student-athletes reported they *would definitely* or *would likely* call for help for someone who had too much to drink.
Does your school have a Medical Amnesty policy?

- **YES**: 37.3%
- **I AM NOT SURE**: 60.5%
- **NO**: 2.2%
Perceived Likelihood that an Amnesty Policy Protects Students from Consequences

- **YES, our school has an amnesty policy:**
  - Likely that we would be protected: 56%
  - Likely that we would be protected: 37%
  - I don't know: 7%

- **NO, our school does not have an amnesty policy:**
  - Likely that we would be protected: 24%
  - Likely that we would be protected: 29%
  - I don't know: 47%

- **I'm not sure if our school has an amnesty policy:**
  - Likely that we would be protected: 10%
  - Likely that we would be protected: 5%
  - I don't know: 85%