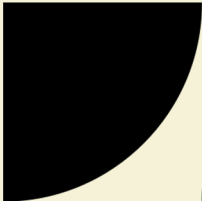




Creating Pathways For BIPOC Leaders in Athletics

Presenter: Alvertis Brooks

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Centering Myself & My People

BMe

WIAA
BIPOC
CONSORTIUM



SAAS
SEATTLE ACADEMY



WSSAAA
Washington Secondary School Athletic Administrators Association



BACKGROUND

BIPOC Committee Origin Story

MARCH 2020

Equity Audit



	% Male	% White	# of Responses	# of Committee Members
Basketball Format	82%	70%	11	13
Bowling Oversight	50%	100%	6	13
Classification	79%	86%	14	16
DEI	31%	50%	16	32
Eligibility	100%	100%	6	9
Executive Board	75%	88%	8	13
Finance	50%	100%	4	9
Gender Identity	50%	100%	5	14
Governance	93%	86%	14	14
Inside Out	33%	100%	3	8
MAP	43%	50%	12	1

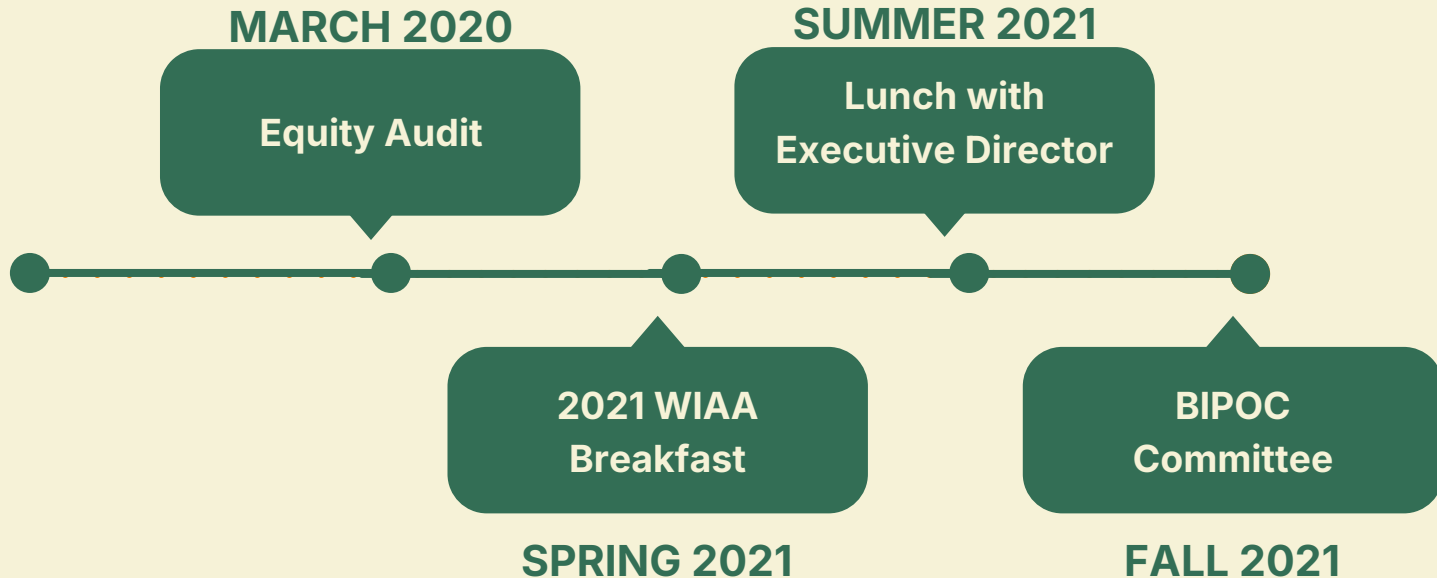
	%MALE	%WHITE	# OF RESPONSES	# OF COMMITTEE MEMBERS
Basketball Format	82%	70%	11	13
Bowling Oversight	50%	100	6	13
Classification	79%	86	14	16
DEI	31%	50	16	32
Eligibility	100%	100	6	9
Executive Board	75	88	8	13
Finance	50	100	4	9
Gender Identity	50	100	5	14
Governance	93	86	14	14
Inside Out	33	100	3	8
LEAP	43	50	12	16

**2020 Audit of WIAA Committee Member Demographic (Sam Brown)*



BACKGROUND

BIPOC Committee Origin Story





L4L Leadership Standards

Leadership for Transformative Teaching & Learning

When systems-focused leaders demonstrate leadership for transformative teaching and learning, they leverage the racial and cultural identities, knowledges, and practices of students and their communities and make their own and others' learning central in their practice.

Inquiry-Focused Leadership

When systems-focused leaders lead with inquiry, they facilitate systems change as collective inquiry that critically engages expansive data and diverse expertise to understand problems and co-construct solutions towards justice-centered practices, experiences and outcomes.

Leadership for Equitable Systems

When leaders demonstrate Leadership for Equitable Systems, they transform interactions, institutional practices, and structural inequities that perpetuate historical systems of power and oppression.

Leadership for Educational Justice

When systems-focused leaders demonstrate leadership for educational justice, they facilitate collective action to transform systems to become more liberatory, in partnership with students, families, communities, systems-based educators, and other stakeholders.

BIPOC COMMITTEE & CONSORTIUM

Leadership Development Focus

1 **1b)** Foster collective action to disrupt and decrease race, class, language, culture, disability, gender, sexuality, citizenship, and other group-based disparities and to ensure that the needs, interests, and assets of non-dominant students are central in change efforts.
1c) Transform power and engage conflict ethically in decision-making with (not for) students, families, communities, and other educators.

2 **2b)** Collaborate with others to transform qualitative and quantitative data systems in ways that foster humanizing data practices and research use in systemic inquiry and change.

3 **3a)** Intentionally and reciprocally lead their own and others' learning in ways that I demonstrably improve their justice-, inquiry-, instructional-, and systems-focused leadership practice.
3b) Lead the implementation of relevant, rigorous, anti-racist and culturally-responsive instruction that is inclusive of the adults and students in their systems beyond an individual school.

4 **4a)** Draw from historical and contemporary community knowledges and practices of racial and communal solidarity in change-making in order to understand, disrupt, and shift systems towards equitable learning for every student
4b) Design, influence, and communicate policies and strategically engage laws and governance structures in service of equitable learning and wellbeing for students.
4c) Generate, allocate, and lead the management of resources to disrupt institutional and structural inequities and increase opportunities for students and communities.

DISCUSSION ACTIVITY

How This Looks In Action

5 minutes in small groups

THE PHILOSOPHICAL ASPECTS OF CULTURAL DIFFERENCE DEVELOPED BY EDWIN J. NICHOLS, PH.D., IN
AUGUST 1976, UNIVERSITY OF IBADAN, NIGERIA

ETHNIC GROUPS AND ETHNIC WORLDVIEWS	AXIOLOGY	EPISTEMOLOGY			LOGIC	PROCESS
		APPLIED	PEDAGOGY	METHODOLOGY		
AFRICAN AFRICAN AMERICAN LATINO/A ARAB	Member-Member The highest value lies in the relationship between persons	One knows through Symbolic Imagery and Rhythm (function) Quantum Thought Process Gladwell: Blink Plato's Terms Intuition The ability to understand something immediately, without the need for conscious reasoning	Whole Holistic Thinking -The BIG picture-	Critical Path analysis -Cut to the chase-	<u>Diunital</u> Union of opposites Vernon Dixon <u>Difrasismo</u> -Aztec thought- M. León-Portilla Barzakh The In Between Ibn al-Arabi -Quantum theory	All sets are interrelated through human and spiritual networks <u>Ntu -ology</u> -Black church- -Day of the Dead- -Hajj-
ASIAN ASIAN AMERICAN POLYNESIAN	Member-Group The highest value lies in the cohesiveness of the group	One knows through Transcendental Striving Plato's Terms <u>Conation</u> <i>Purposive force or impulse -striving</i> -Tree the forest-	Whole and parts are seen simultaneously -To read a Chinese word-	Cyclical and Repetitive -Stroke order in writing a Chinese word-	Nyaya -The objective world is conceived independent of thought and mind- -Chaos theory-	All sets are independently interrelated in the harmony of the universe Cosmology -Keiretsu-
EUROPEAN EURO-AMERICAN	Member-Object The highest value lies in the object or the acquisition of the object	One knows through Counting and Measuring Plato's Terms <u>Cognition</u>	Parts to Whole Page: The Difference Democritus - Atomist	Linear and Sequential -Assembly line-	Dichotomous Either/Or -Newtonian theory-	All sets are repeatable and reproducible -Technology-Scientific Method
NATIVE AMERICAN	Member-Great Spirit The highest value lies in oneness with the Great Spirit https://youtu.be/pGHBe_ip3iQ	One knows through Reflection and Spiritual Receptivity -Purification rites-	Whole is seen in cyclic movement -Seasons- -Medicine Wheel-	Environmentally experiential reflection -Rites of Passage-	Great Mystery -A set of 4 and a set of 3 form the whole -Super string theory-	All sets are interrelated through the elements, plant, animal, and spiritual networks Theodicy -White Buffalo-

Cultural Competence is the capacity to **extract** from others, **accept** and **utilize** the uniqueness of their World View/*Weltanschauung*. In the workplace, it is the ability to know an issue from the perspective of your opponent, staff or client. This capacity is the value-added, which gives the enhanced market share and the competitive edge.

Diversity is the full utilization of all human resource potential. Diversity is important to our national survival. When a society wastes human capital, in the long run, it pays for it.

Socialization is concepts, principles and ideas of a society that have been reinforced to become the status quo. If you want to change society socialization is the vehicle.

Cultural Bias is the formation of ideas that are imprinted and shaped to form the self. If we are to escape cultural biases, they must be transcended for the greater good.

Axiological Ethics: That portion of ethics that is concerned specifically with values. Unlike the portions concerned with **morality and social justice**, axiological ethics does not focus directly on what we should do. Instead it centers on questions of what is **worth pursuing or promoting** and what should be avoided.

The Oxford Companion of Philosophy: 1995

Existentialism: The existence of the individual person as a free and responsible agent determining their own development through acts of the will.

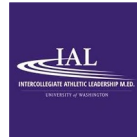


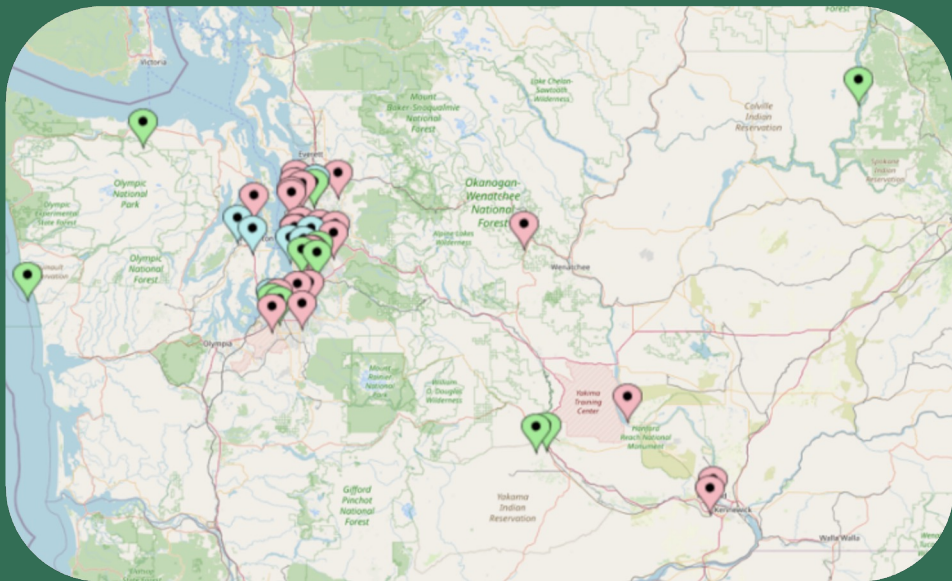
Chartered WIAA Committee

Aimed to have Representative From Each WIAA District

Opportunity Based Thinking

Initiative Engagement





Affinity Space

Professional Development Space

Space for Mentoring and Coaching

Experienced and New Athletic Directors

Curriculum for Professional Growth

BIPOC Topic Generation



Presenters & Speakers

Creating Positive Culture in Athletic Program (Melton Jefferson)

Gym Best Practices (Tara Davis & Johnny Lee)

Development Culture (Dr. Charlene Williams)

D.E.I. in Athletics (Sheridan Blanford & Rhonda Blanford-Green)

BIPOC Roundtable (Alvertis Brooks Jr. & Melton Jefferson)

Support Native Leaders and Athletics (Alvertis Brooks Jr.)

Native Leader Panel (Ryan Craig ; Jordan St. Germaine ; Steven Carson)

Events

BIPOC Roundtable (Year 1)

BIPOC Social (Year 1, 2, 3)

BIPOC Kickback (Year 2, 3)

LTI Courses

Meet The Panelists



Steven Carson II

- Inchelium HS
- Athletic Director; WIAA Board Member
- Tribe: Colville Confederated Tribes



Ryan Craig

- Inchelium HS
- Athletic Director; WIAA Board Member
- Tribe: Colville Confederated Tribes



Jordan St. Germaine

- Inchelium HS
- Athletic Director; WIAA Board Member
- Tribe: Colville Confederated Tribes

HOW WE STARTED...

IN 2021, DURING THE WSSAAA CONFERENCE CLOSING MEETING, THE WIAA HIGHLIGHTED DIVERSITY EFFORTS, NOTING THE BALANCE OF MALE AND FEMALE ATHLETIC DIRECTORS. FOLLOWING CONCERNS ABOUT ETHNIC DIVERSITY, A MEETING WITH THE WIAA EXECUTIVE DIRECTOR LED TO THE CREATION OF A BIPOC COMMITTEE.

THE COMMITTEE WAS FORMED THROUGH COLLABORATION AMONG ATHLETIC DIRECTORS REPRESENTING DIFFERENT WIAA DISTRICTS.

AS OF 2024, IT'S OFFICIALLY CHARTERED IN THE WIAA CONSTITUTION. SERVING AS AN ADVISOR TO THE EXECUTIVE DIRECTOR.

THE COMMITTEE PROVIDES A BIPOC PERSPECTIVE AND POLICY RECOMMENDATIONS. WITH A FOCUS ON BIPOC REPRESENTATION IN LEADERSHIP AT THE STATE AND DISTRICT LEVELS.

COMMITTEE MEMBERS

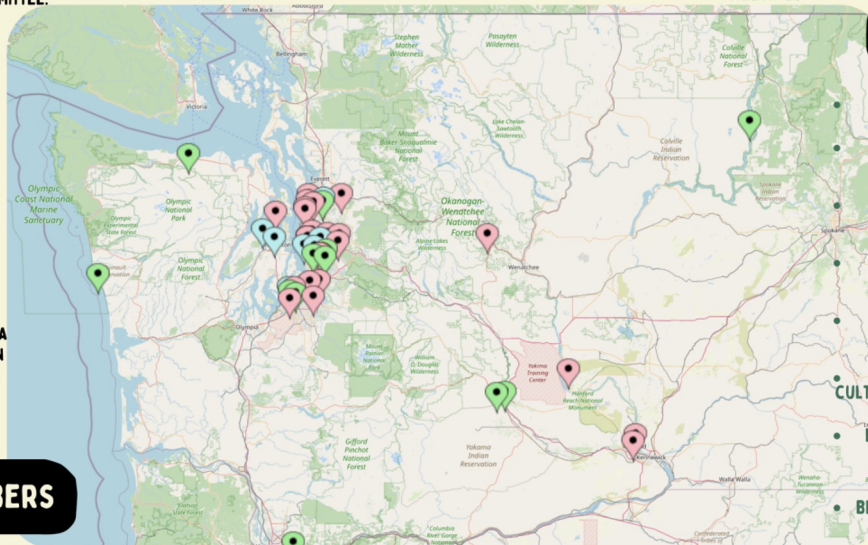
ALVERTIS BROOKS JR. (WIAA BIPOC)
AMBER PLUMMER (BREMERTON HS)
GENIQUA HARRIS (KLAHOWYA HS)
JOHNNY LEE (SILAS HS)
JORDAN ST.GERMAINE (TAHOLAH SD)
MELTON JEFFERSON (NORTH CREEK HS)
MICK HOFFMAN (WIAA)
RYAN CRAIG (WHITE SWAN HS)
STEVEN CARSON (INCHELIUM HS)
TARA DAVIS (SEATTLE PUBLIC SCHOOLS)

WSSAAA SCHOLARSHIPS

2022 -17 (\$1,700)
2023 -21 (\$4,200)
2024 -22 (\$5,500)

LTJ SCHOLARSHIP

2023 - 24 (\$2,400)
2024 - 22 (\$2,200)



CONSORTIUM PARTICIPANTS

2022 - 7
2023 - 32
2024 -46

GENDER BREAKDOWN

2023 - 50% FEMALE 50% MALE
2024 -39% FEMALE 61% MALE

EVERY WIAA DISTRICT REPRESENTED

ACCOMPLISHMENTS...

- OVER \$25K IN GRANT FUNDING FOR BIPOC PD
- SUPPORTED 60 BIPOC AD IN ATTENDING STATE CONFERENCES
- 4-YEARS OF BIPOC ATHLETIC DIRECTOR COMMUNITY BUILDING
- PARTICIPATION IN THE WIAA STRATEGIC PLANNING MEETINGS

SUPPORTED INITIATIVES

- S.T.R.I.D.E. PROGRAMMING
- WIAA GYM COMMAND PRACTICES HANDBOOK (D.E.I.)
- STOPPAGE OF PLAY POLICY - OFFICIAL ASSOCIATION
- BIPOC WIAA EXECUTIVE BOARD MEMBER REPRESENTATIVE
- BIPOC PRESENTERS AT STATE CONFERENCE
- STATE CONFERENCE CULTURALLY RESPONSIVE WORKSHOPS
- BIPOC COMMITTEE DISTRICT BOARD REPRESENTATIVE AT-LARGE POSITION
- BIPOC CONSORTIUM AND LEADERSHIP DEVELOPMENT

WHAT'S NEXT...

NATIONAL CONFERENCE SCHOLARSHIP
BIPOC SUMMER RETREAT
ANNUAL WINTER BIPOC CONVENING

OUR PEOPLE AND THEIR WORDS.....

Environmental sustainability involves making responsible choices that ensure the long-term health of our planet.

JORDAN ST. GERMAINE
TAHOLAH HS
ATHLETIC DIRECTOR

BIPOC is a safe space to discuss issues that our community faces. We provide support and encouragement for each other.

GENIQUA HARRIS
KLAHOMYA HS
ATHLETIC DIRECTOR

Intentionally inviting all voices to lead provides a vibrant community for our students to experience and eventually become the leaders of.

MICK HOFFMAN,
WIAA
EXECUTIVE DIRECTOR

Environmental sustainability involves making responsible choices that ensure the long-term health of our planet.

STEVEN CARSON
INCHELUM HS
ATHLETIC DIRECTOR

WHAT WE DO AND HOW WE DO IT.....

BIPOC AD RETREAT

Annual summer wellness retreat for BIPOC Committee members and their families. Focused on aligning annual initiatives and building community across the state

BIPOC COMMITTEE

WIAA chartered committee consisting of BIPOC athletics leaders in each district of the state. Monthly convening focus on the proactive initiatives to support the BIPOC athletic community

BIPOC CONSORTIUM

Focus on community development, social-emotional support, and leadership development. Monthly meetings, quarterly gatherings, and Annual WSSAAA conference socials highlight our engagement



CONTACT US

Alvertis Brooks Jr.
abrooks@learnwithusnow.org
206-850-3995



*Empowering
BIPOC Athletic Leaders: Uniting
Voices, Driving Change*

*Fostering Dialogue
Tackling Challenges
Shaping Diversity
Athletic Futures.*



*Amplifying Representation,
Advocating Equity,*

*Innovating For a Stronger
Community.*



*Building proactive,
diverse, and thriving
athletic programs,*

Session Survey

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RESOURCES

[Native Sport Interviews](#)

[Native Sport Literature](#)

[Native Sports Medium](#)

[Native Sport Events](#)

SCAN HERE



Week By Week Focus

Identity Opportunity

Work group answers guiding questions related to area of focus

Week 1

Survey Community

Work Group Develops Three Question Survey for Community

Week 2

Analysis and Action

Work Group Reviews Data and Creates Action Plan

Week 3

Presentation

Work Group Creates Presentation of other Work Groups

Week 4

Community Survey

Action Plan Presentation to School Community

Week 5



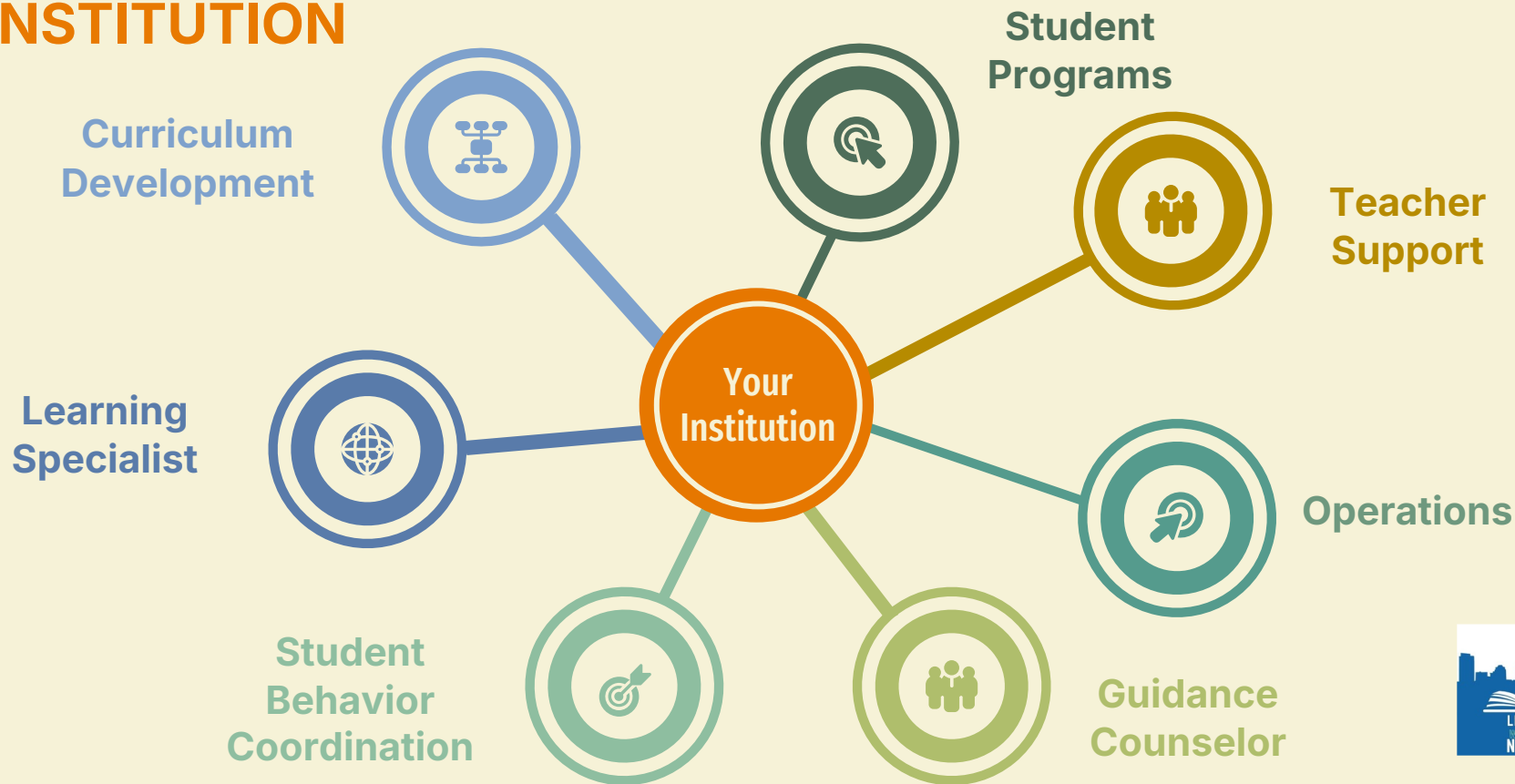
Opportunities Based Work Groups

PROJECT



Opportunities Based Work Groups

INSTITUTION





Opportunity Based Work Groups - Institution

Curriculum
Development

Student Programs

Teacher Support

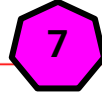
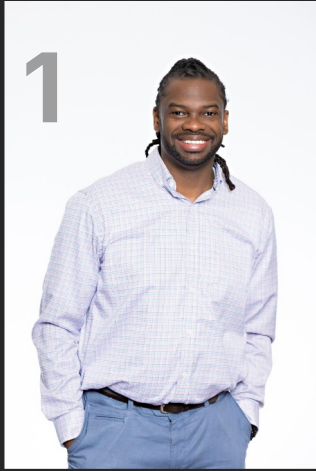
Operations

Guidance Counselor

Student Behavior
Coordination

Learning Specialist





Name: Alvertis Brooks Jr.

District/School:

Role/Responsibilities:

Opportunity In Your Community:

Opportunity-Based Work Groups



Opportunity - Typically described as a problem, an opportunity is an identified gap in your system by yourself or community members



Identify Opportunity



7 MINUTES

Opportunity

**Develop a National BIPOC Athletic
Director Program?**

Answer These Questions (Click the link)

1. How Does This Opportunity Support You?
2. How Does This Opportunity Support Us?
3. How Does This Opportunity Support Our Ecosystem?



10 Minutes Big Group Share

1. How Does This Opportunity Support You?
2. How Does This Opportunity Support Us?
3. How Does This Opportunity Support Our Ecosystem?



Bring It Back

Work group answers guiding questions related to area of focus



5 MINUTES



Survey Community

Work Group Develops Three
Question Survey for Community



5 MINUTES

1. Create 3 questions to be added to a survey to get feedback from the community

1. Two Quantitative Questions
2. One Qualitative Questions



NEXT STEPS

Committee Next Steps

BIPOC Committee Retreat 2024

Transition Planning

Development of Our At-Large Roles



NEXT STEPS

Consortium Next Steps

Student Consortium

BIPOC Committee Retreat

BIPOC Wellness Conference 2025

BIPOC Mentorship Program

Professional Development



NEXT STEPS

Learn With Us Now Next Steps

BIPOC Wellness Conference

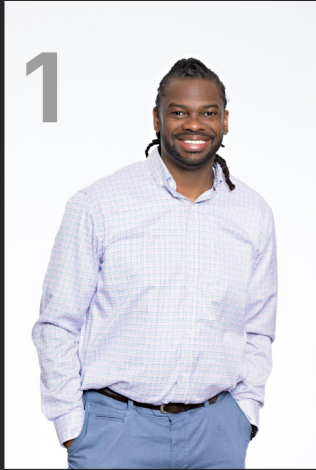
Equity Audit - Final Forms

Support Facilitator of other special interest groups

State Conference Presentation

National Conference Presentation

Opportunity Based Work Groups for district and School athletic departments across the state.



Feedback

FLIP OVER YOUR CARD

THANK YOU

Questions?

Alvertis Brooks Jr.

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abrooks@learnwithusnow.org

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X/Twitter: LearnwithusNow2