Examining Ethnic Diversity in Athletic Training:
NATA Leadership Report

January 2023

Prepared by the NATA Ethnic Diversity Advisory Committee (EDAC)

PURPOSE:

The purpose of this report is to evaluate the representation of ethnically diverse athletic trainers in leadership positions within the Strategic Alliance. EDAC requests the Strategic Alliance intensify ongoing discussions to address the number of ethnically diverse individuals who hold athletic training leadership positions at the state, district, and national levels including within the Commission on Accreditation of Athletic Training Education (CAATE), the Board of Certification (BOC) and the NATA Research & Education Foundation (REF).

BACKGROUND:

Over the past year, EDAC has made a strategic effort to evaluate and readdress the representation of ethnically diverse athletic trainers in leadership positions. These efforts included gathering relevant leadership data, and implementing efforts to increase leadership opportunities for athletic training students, and athletic trainers. Current leaders should recognize that there is high risk for blind spots and should collect and analyze data on the perceptiveness of athletic trainers about the diversity and inclusiveness of their environment. Leadership teams should assess the composition of their leadership ranks and demonstrate intentionality in efforts to improve such composition as part of their commitment to improving equity. The NATA, CAATE, and BOC have each made commitments to improve diversity, equity, and inclusion as outlined in their Strategic Plans (https://www.nata.org/strategic-plan, https://caate.net/About-CAATE/Who-We-Are, https://bocatc.org/about-us/who-is-the-boc/committees/ideas).

For the purpose of this report, leadership positions include cabinet and executive level positions, committee chairs, committee members, organizational staff, and district and state leaders within the Strategic Alliance. The sources for the data presented in this report are shown in Table 1: NATA's 2022 Ethnicity Demographics Data and Table 2: 2022 NATA Leadership Data. Data was requested by EDAC multiple times from all members of the Strategic Alliance, but as of the date of publication of this report, has not been received from the BOC or CAATE, and was only provided on a voluntary basis by the REF.

Table 1: NATA Membership by Race/Ethnicity* Compared to US Census Data**

Total	White	Black	Asian or Pacific Islander	American Indian/ Alaskan Native	Hispanic***	Multi Ethnic	Other	Not Given
Race/Ethnicity of All NATA Members								
Percentage of Members	80.1%	4.3%	4.3%	.5%	5.6%	2.3%	2.3%	.5%
Race/Ethnicity of CAATE Approved Program Students****								
Percentage of Students	75.2%	9.4%	4.1%	.7%	10%	4.0%	0%	6.6%

2021 Census Data							
Percentage of US Residents	75.8%	13.6%	6.4%	1.3%	18.9%	2.9%	

*NATA data as of September 2022
**US Census Data (July 2021)
***Hispanics may be of any race, so also are included in applicable race categories, thus percentage totals = >100%
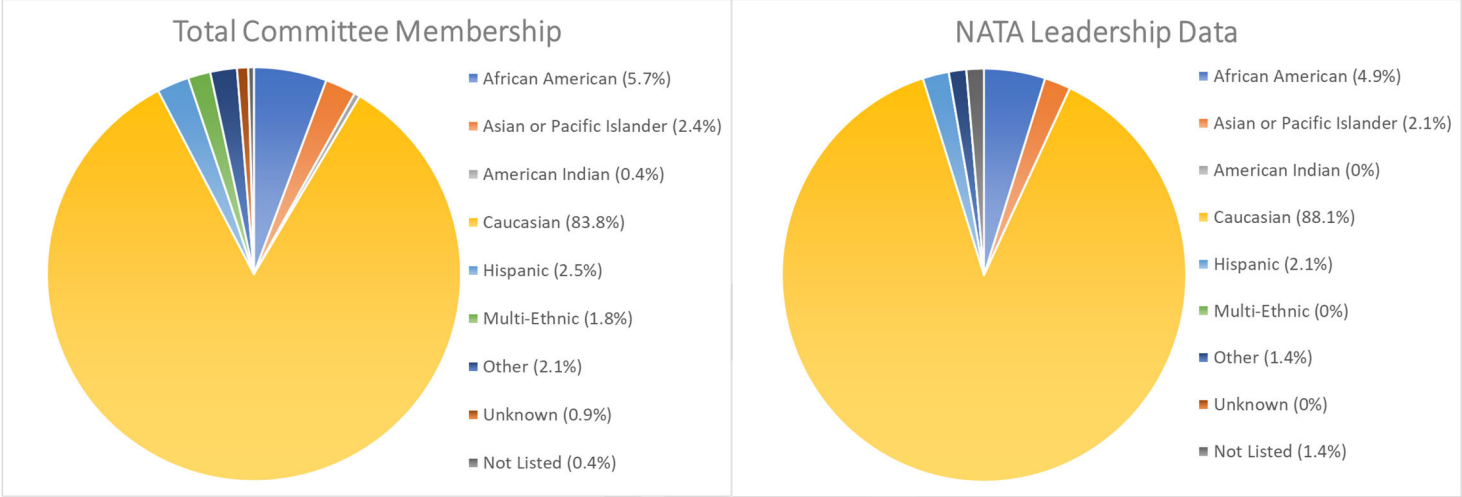****CAATE Analytic Report 2020-2021

Table 2. Leadership in Athletic Training by Race/Ethnicity

Total	White	Black	Asian or Pacific Islander	American Indian/ Alaskan Native	Hispanic	Multi Ethnic	Other	Not Given
NATA Board of Directors and Committee Leaders = N=143								
Number of Board of Directors and Committee Chairs	126	7	3	0	3	0	2	2
Percentage of Board of Directors and Committee Chairs	88.1%	4.9%	2.1%	0%	2.1%	0%	1.4%	1.4%
NATA Committee Members N= 914								
Number of Committee Members	766	52	22	4	23	16	19	12
Percentage of Committee Members	83.8%	5.7%	2.4%	0.4%	2.5%	1.8%	2.1%	1.3%
Members, excluding EDAC	765	45	20	3	20	16	19	12
Percentage, excluding EDAC	85%	5%	2.2%	0.3%	2.2%	1.8%	2.1%	1.3%
State, District, and Foundation Leaders N=153*								
Number of State, District, and Foundation Leaders	127	8	5	0	2	6	2	3
Percentage of State and District, and Foundation Leaders	83%	5.2%	3.3%	0%	1.3%	3.9%	1.3%	2%
BOC Leadership								
Demographic information was not provided by the time of publication.								
BOC Committee Members								
Demographic information was not provided by the time of publication.								
CAATE Leadership								
Demographic information was not provided by the time of publication.								
CAATE Committee Members								
Demographic information was not provided by the time of publication.								

NATA Research & Education Foundation (REF) Leadership	3 | P a g e
Demographic information was not provided by the time of publication.	
NATA Research & Education Foundation (REF) Committee Members	
Demographic information was not provided by the time of publication.	

State, District, and Foundation Leadership was not provided, instead data was derived from a voluntary survey

Total Committee Membership
- African American (5.7%)
- Asian or Pacific Islander (2.4%)
- American Indian (0.4%)
- Caucasian (83.8%)
- Hispanic (2.5%)
- Multi-Ethnic (1.8%)
- Other (2.1%)
- Unknown (0.9%)
- Not Listed (0.4%)

NATA Leadership Data
- African American (4.9%)
- Asian or Pacific Islander (2.1%)
- American Indian (0%)
- Caucasian (88.1%)
- Hispanic (2.1%)
- Multi-Ethnic (0%)
- Other (1.4%)
- Unknown (0%)
- Not Listed (1.4%)

FINDINGS:

Table 1

1. The percentage of NATA members who identify as White is 80.1%, while 75.2% of student members identify as White. In 2017, NATA members with a White identity was 80.3% and students were 75.8%.
2. 19.3% of NATA members and 28.2% of student members identify as ethnically diverse (non-white). In 2017, it was 16.1% and 22.1% respectively.
3. Hispanics are the second largest demographic group within the NATA certified and student membership after "White" with 5.6% and 10% of the population, respectively. In the 2017 report, Hispanics were also the second largest demographic group within the NATA certified ATs (5.1%) and students (7.9%). There was a 0.5% and 2.1% increase between the reports, respectively.
4. According to the 2021 U.S. Census data, 75.8% of the population identifies as White and 43.1% identifies as ethnically diverse. This differs from the 2017 report in that 76.9% of the population identified as White and 40.9 identified as ethnically diverse. It compares to the 2016 Census data.

Table 2

1. The percent of leaders within the NATA (BODs and Committee Chairs) who are ethnically diverse is 10.5% compared to 88.1% that is White. In 2017, leaders within NATA who are ethnically diverse was 88.8% compared to 7.5% that was White.
2. The percent of NATA committee members who are ethnically diverse is 14.9% compared to the 83.8% that is White. In 2017, the respective values were 11.4% and 86.7%.
3. With the exclusion of the EDAC, the NATA committee members who are ethnically diverse decrease to 13.6% compared to 85% that is White. The 2017 leadership report did not exclude EDAC; therefore, there is no comparison between the previous and current report.
4. The percent of State, District, and Foundation leaders who are ethnically diverse is 15% compared to 83% that are White. In 2017, the respective values were 8.9% and 87.8%.
5. Blacks are the second largest demographic group within the NATA leadership that follow the White population in each category. The BODs and Committee Chairs with 4.9%, Committee Members 5.7% (EDAC included), and
6. State, District, and Foundation Leaders with 5.2%, respectively. With the exclusion of EDAC, the committee members fall to 5.0%. In 2017, Blacks were also the second largest demographic group next to the White population.
7. The BOC and CAATE leadership and membership data is excluded from the report due to lack of contribution from the two parties.

RECOMMENDATIONS & SUGGESTIONS:

The EDAC suggests that the BOC, CAATE, and REF participate in the next Leadership Report update for complete participation from the Strategic Alliance. EDAC recommends the Strategic Alliance to revisit their diversity strategic plan to determine how to increase ethnic diversity in their respective membership and leadership. It is also the recommendation of the EDAC that the Strategic Alliance continue to work to capture accurate and detailed demographic information for all of its members.

FUTURE PHASES:

The main objective, as stated above, is to gather and publicize existing data on a regular basis to increase diverse representation within leadership in the athletic training profession. EDAC aspires to expand this diversity in leadership report to include a scorecard for each committee. The goal of this report and scorecard is to encourage intentionality in recruiting and retaining diverse leadership as well as staff.

- *Phase 2*: EDAC will work with the TIDES program at UCF (Dr. Richard Lapchick- https://www.tidesport.org/) and/or National Diversity Council (http://ndcindex.org/) to develop a "scorecard" for organizations' leadership specifically around AT diversity. Phase 1 and 2 reports will serve as the foundation for our 2023 Convention Session in a panel discussion format.
- *Phase 3*: EDAC will take a specific look at AT staffing within NCAA Power 5/D1 with specific attention to entire staffs as well as football.
  - Data collection Spring 2023
  - Phase 2 report DRAFT by Spring 2023
  - Final draft by Summer 2023 to present at June Board Report for Board discussion at 2023 convention
- *Phase 3+*: EDAC will look at AT staffing within professional leagues (NBA, MLS, NFL, WNBA, MLB, NHL)
  - Data collection for Summer 2023
  - Phase 2 report DRAFT by Fall 2023
- *Phase 4*: Starting in 2024, EDAC will collaborate with institutions and organizations to develop scorecards on comprehensive diversity, such as gender, not just ethnicity

As this report expands, EDAC will progress to showcasing more presentations at conferences annually focusing on developing the "how to recruit and retain" methods.

POSSIBLE QUESTIONS TO CONSIDER:
1. How can current leaders help identify and recruit ethnically diverse individuals to serve on committees at state, regional, and national levels? How can EDAC assist with these efforts?
2. Does or should this effort to increase the ethnic diversity in leadership positions align with strategic plans?
3. What methods or procedures could facilitate and encourage state and district leaders to deliberately seek qualified ethnically diverse members to fill leadership roles?
4. How can the membership support and encourage ethnically diverse students and early career professionals to become leaders in the profession, especially in districts with low ethnically diverse representation?
5. Can the Strategic Alliance collect and/or provide additional diversity leadership data for EDAC? If so, what would they need in advance from EDAC to be able to assist in such a task?

SUMMARY:
1. As previously discovered in the October 2017 report, the representation of ethnically diverse members in leadership positions dramatically lags behind the percentage of ethnically diverse members of the profession. While the membership has increased in the 5 years between reports, the diversity has remained about the same.
2. The data shows that the NATA Membership by Race/Ethnicity* dramatically lags for ethnically diverse members when compared to US Census Data while the white membership exceeds the nation's census. (See table 1). The number of all ethnicities lags with Black and Hispanic members experiencing the greatest divide.
3. The data for the strategic alliance was quite limited as only NATA provided membership demographic information when requested. **No data was provided at this time by CAATE, the BOC and the NATA Foundation**.
4. Student members are more ethnically diverse than the general membership. Perhaps initiatives such as Gather mentorship and the NATA leadership academy as well as this data trend within the student membership will trend towards diverse leadership in the near future.
5. For future reports, EDAC will examine the number of ethnically diverse females in a leadership position within the strategic alliance as well as outside entities within professional and college athletics.. After Phase 2, we could collaborate with others to develop scorecards on comprehensive diversity, not just ethnicity.

Appendix 1. Timeline of Requests for Information

Date	Action
April 2022	EDAC meeting about leadership diversity report
June 2022	Determined DEIA taskforce had no data to contribute
July 2022	Received student data demographics from the BOC
August 2022	Strategic Alliance questions answered via email and data requested
August 2022	NATA data provided (see table 2)
September 2022	Intentionality in Leadership email sent to Strategic Alliance Leaders
October 2022	NATA EDAC Leadership Diversity Reports Demographic Survey sent out
October 2022	Demographic Data requested of the BOC
November 2022	BOC shared that they have decided to focus on the demographic analysis that their IDEAS committee has started.