During this difficult time across the nation and around the world, racial injustice and police brutality have threatened the basic notions of love, respect, and decency for all human beings. The recent deaths of Ahmaud Arbery in Brunswick, GA; David McAtee and Breonna Taylor in Louisville, KY; James Scurlock in Omaha, NE; and George Floyd in Minneapolis, MN bring to light a horrifying reality of a need for change in the world we live in. **Black Lives Matter**. As does the #BlackLives Matter movement, COSMA promotes social justice in all its forms, with an emphasis on reforming legislation and policy to enable equal access to social amenities for all.  
   
As a community of sport management scholars, COSMA is committed to reinforcing a healthy learning environment for our students based on compassion and empathy. COSMA rejects and condemns racism, unfair discrimination, hate speech and retaliation in all its forms, and commits itself to the eradication of these practices. We urge you to never turn a blind eye, and to report all discriminatory practices within your universities. As an accreditation body, COSMA has always been committed to diversity and inclusion and systematically upholding quality educational standards for our members and their respective institutions. The theme of our 2020 Conference in February was “Equity, Diversity and Learning Assessment,” and as an organization, we will continue to actively promote diversity and equality in the discipline of sport management.  
  
Principle 7.6 of the COSMA Accreditation Principles focuses on Diversity in Sport Management and states: “[E]xcellence in sport management education includes diversity in its many forms. Sport management students should be prepared to function effectively in an increasingly diverse sport industry. Therefore, the academic unit/sport management program, through its co-curricular and operational activities, should ensure that students possess the knowledge, skills, and experiences to understand and operate effectively in a diverse sport environment”. COSMA’s Common Professional Component areas (Principle 3.2) includes “diversity issues in sport management,” which must be included across the undergraduate curriculum.  
   
We acknowledge the difficulty students, faculty, and staff at our member institutions are feeling during this turbulent time. **We are here to serve as a resource for improving diversity and inclusion initiatives for our members and their respective institutions**. We look forward to working collaboratively with you on the journey to achieving a sense of **real change** for the betterment of our shared experiences as students, faculty, and staff.

**Your COSMA Board of Directors and Board of Commissioners,  
  
Leslie Bauknight Nixon, JD, Ed.D. \* Nalani Butler, Ph.D. \* Brian Campbell, Ph.D. \* Robert Case, Ph.D. \* Alyssa Czarnecki, Ed.D. \* Jennifer Kane, Ph.D. \* Daniel Kelly, Ph.D. \* Darlene Kluka, Ph.D., D.Phil. \* Alicia Marinelli, M.S. \* Jessica Murfree, M.A. \* Tim Newman, Ed.D. \* Ray Schneider, Ph.D. \* Elizabeth Taylor, Ph.D. \* Margaret Tudor, Ed.D. \* Jennifer VanSickle, Ed.D. \* Mark Vermillion, Ph.D. \* David Walsh, Ph.D.**

**We resolve to do the following:**

1. **Change our By-Laws** to set aside positions for representatives of HBCUs on our Board of Directors (operations) and Board of Commissioners (accreditation decisions). Both Boards annually review needs associated with demographic representation from our constituents and will continue to do this moving forward. **COMPLETED**
2. **Hold a special election** to ensure the representation of an individual from an HBCU on both Boards. This election is an extension of our recent election in March/April 2020. **IN PROCESS**
3. **Hold focus groups** with constituents (faculty, students) to understand your perspectives, your immediate and long-term needs, and get your feedback on improving equity in our organization.
4. **#COSMA2021** - Include in our programming panels, focus groups and student sessions on topics of equity and inclusion. Attendees may go to sessions that focus on talking about these issues and incorporating current events into classroom discussions. Fees will be adjusted to assist attendance. **IN PROGRESS**
5. **Strategic Planning** - COSMA’s five-year planning cycle starts now. We will focus on goals related to equity, diversity, and supporting the lives and careers of our constituents.
6. **Document revisions**- The Board of Commissioners has been revising our current accreditation documents. New additions will include an accountability/diversity report card (also to be included in the Annual Report) and additional direction related to site visit teams meeting with the diversity of students in a program.
7. **Partnering with constituent groups** to increase our reach and add resources for our members (e.g., NASSM, WASM, EASM, AASM, ALGEDE, ASMA, SMAANZ, NASSS, SRLA, SMA - among others.)