



Agenda as of April 7
 JW Marriott; Indianapolis, Indiana

Saturday, April 16

<u>Time</u>	<u>Session Title</u>	<u>Description</u>	<u>Speaker(s)</u>
10:30 a.m.	Registration Opens <i>White River Foyer</i>	Snacks and beverages will be available.	
12:30 p.m.	Opening Session: NCAA Office of Inclusion, Committee on Women’s Athletics (CWA), Minority Opportunities and Interests Committee (MOIC) and Gender Equity Task Force Updates <i>White River Ballroom E-F</i>	The 2016 NCAA Inclusion Forum will open with updates from Bernard W. Franklin, executive vice president of education and community engagement/chief inclusion officer; NCAA staff; and committee and task force chairs. Attendees will hear from key NCAA leaders on diversity and inclusion topics, issues and initiatives within the Association.	Mark Alnutt, University of Memphis (@Alnutt41) Bernard W. Franklin, NCAA Sonja N. Robinson, NCAA Julie Soriero, Massachusetts Institute of Technology Judith M. Sweet, Title IX Consultant (@judysweetsd) Amy S. Wilson, NCAA Richard Zhu, NCAA (@RichardYZhu)
1:30 p.m.	The Importance of Diversity and Inclusion: Through the Eyes of Campus and Conference Leadership <i>White River Ballroom E-F</i>	The NCAA Board of Governors (BOG) approved a resolution Jan. 19, 2016, that reaffirmed the Association’s commitment to cultural diversity and inclusiveness in athletics leadership. With this resolution, the board underlined that racially and ethnically diverse and inclusive campuses improve the learning environment for all – student-athletes, administrators and staff – and enhance excellence across the Association. A BOG ad hoc committee was established and committee members will provide further insight on their work ahead in developing strategic initiatives to increase cultural diversity and equity in coaching, athletics administration and the national office.	Bernard W. Franklin, NCAA [Moderator] Kevin B. Anderson, University of Maryland, College Park Deborah L. Ford, University of Wisconsin–Parkside (@ChancellorFord) Jacqie McWilliams, Central Intercollegiate Athletic Association (@CIAACommish) Tracey Ranieri, State University of New York at Oneonta George C. Wright, Prairie View A&M University

3 p.m.	The Power of Inclusion: You, I, Me and We <i>White River Ballroom E-F</i>	<p>“The Power of Inclusion: You, I, Me and We” is an engaging experience designed to equip leaders with a baseline understanding and common language for diversity, inclusion, engagement and related core concepts. Through interaction and introspection, leaders will explore their own diversity and enhance their effectiveness in engaging with others who may be different from them. This experiential learning session will encourage leaders to network strategically and build relationships to accelerate and advance their institutions’ diversity and inclusion efforts.</p>	Vincent R. Brown, V Randolph Brown Consulting
4:30 p.m.	Game Changers: Advancing Women of Color in Athletics Leadership <i>White River Ballroom E-F</i>	<p>Premier basketball analyst LaChina Robinson leads this powerful panel of women of color who have achieved top positions in athletics leadership. Sharing their stories of triumphs and challenges, panelists will provide attendees with insights into career entry and advancement, personal preparation and branding, and how they have defined and achieved success.</p>	LaChina Robinson, Stretch Beyond, LLC and ESPN (@LaChinaRobinson) [Moderator] Anucha Browne, NCAA (@nukehoops) Jacqie McWilliams, Central Intercollegiate Athletic Association (@CIAACommish) Tamica Smith Jones, University of California, Riverside (@tjjsports) Andrea Williams, Big Ten Conference
4:30 p.m.	Title IX’s Legal Arena: Stipends, Payments and Pay Equity <i>White River Ballroom G-H</i>	<p>This session will analyze the Title IX implications associated with the full cost of attendance, recent decisions addressing employee status, trust funds and the potential for payments to student-athletes for the use of their names and likenesses, and the concerns over pay equity among coaches and staff. The legal issues and practical concerns associated with each issue will be discussed and explored in light of the obligations under Title IX and other anti-discrimination laws.</p>	Timothy J. O’Brien, Libby O’Brien Kingsley & Champion, LLC (@obriensportslaw)

4:30 p.m.	Goalball Experiential Opportunity <i>White River Ballroom I-J</i>	Members of the USA Men's National Goalball team will demonstrate and instruct attendees in the sport of goalball. Goalball, created in the 1940s for rehabilitating blinded veterans, is a fast-paced and inclusive sport for people of all ability levels.	Matthew Boyle, U.S. Association of Blind Athletes (USABA) and Turnstone Center Abel Del Toro, USABA and Turnstone Center Joseph Hamilton, USABA and Turnstone Center John Kusku, USABA and Turnstone Center Grej Pesjaka, USABA and Turnstone Center Matt Simpson, USABA and Turnstone Center Daryl Walker, USABA and Turnstone Center
6 p.m.	Advancing Women of Color Roundtable <i>White River Ballroom E-F</i>	The NCAA Women of Color subcommittee of the MOIC and CWA is continuing to explore the career advancement pathways for women of color in athletics leadership. After presenting results from the recent Women of Color Barrier Study, attendees will be able to share their views on strategies for creating access and opportunity for this unique group. Any woman of color is welcome to participate. For further information, please reach out to Sonja N. Robinson at SRobinson@ncaa.org .	Nnenna Akotaobi, Swarthmore College Sherika A. Montgomery, Big South Conference Sonja N. Robinson, NCAA

Sunday, April 17

<u>Time</u>	<u>Session Title</u>	<u>Description</u>	<u>Speaker(s)</u>
7:30 a.m.	Breakfast <i>White River Ballroom A-D</i>		
8 a.m.	Registration Opens <i>White River Foyer</i>		
8:30 a.m.	Work-Life Integration: Stories of Success and Tips to Persisting in an Intercollegiate Athletics Career <i>White River Ballroom E-F</i>	Have you ever wondered how you would be able to do it all – manage career, family and hobbies, and have time for yourself? A career in intercollegiate athletics is a rewarding experience, but it's not without its challenges or sacrifices. This session will review some industry standards for work-life integration and feature real-life experiences from a panel of athletics administration professionals. Come	Erin Roche, Massachusetts Institute of Technology [Moderator] Stevie Baker-Watson, DePauw University (@TigerPrideAD) Amy Huchthausen, America East Conference (@AE_Commish) Joan McDermott, California State University, East Bay (@EastBayAD)

		hear how they have navigated their successful careers while balancing life as well. Attendees will be provided with a work-life integration resource sheet that highlights components of a good work-life integration program.	Patti Phillips, National Association of Collegiate Women Athletics Administrators (@PattiPhillips10) Morris E. White III, Northern Illinois University (@morrisewhite3)
8:30 a.m.	Creating New Inclusive Opportunities for Athletes With Paralympic - Eligible Disabilities in Intercollegiate Sports <i>White River Ballroom G-H</i>	This panel presentation comprised of Paralympic sport experts, coaches and athletes will focus on how the Eastern College Athletic Conference and the U.S. Olympic Committee's Paralympic Division are partnering strategically on ways to implement the guidance expressed in the Office for Civil Rights Dear Colleague Letter (DCL) of January 2013. The DCL outlines institutional obligations to provide intercollegiate varsity sport opportunities for student-athletes with Paralympic-eligible disabilities. Practical steps and strategies will be presented that demonstrate how athletics departments can begin to meet their federal compliance obligations effectively and immediately starting with the 2016-17 academic year.	John F. Register, Inspired Communications International, LLC (@JFRegister) [Moderator] Paul Ackerman, U.S. Olympic Committee McKenzie Coan, Loyola University Maryland (@McKenzie_Coan) Ted Fay, Eastern College Athletic Conference Alyssa Gialamas, Loyola University Maryland (@AlyssaGialamas) Brian Loeffler, Loyola University Maryland (@H2ounds) Queenie Nichols, U.S. Olympic Committee
8:30 a.m.	Supporting Students and Staff: Developing LGBTQ Inclusive Policy and Best Practices <i>White River Ballroom I-J</i>	The panel will share insights on LGBTQ policy, programs and best practices that support an inclusive athletics department. Leading experts will discuss approaches to LGBTQ inclusion in the spaces of race and religion as well as workplace policy and fostering allyship across the spectrum. The panel also features a current student who will share his experience as an out student-athlete. Attendees will have an opportunity to ask questions and engage in dialogue with panelists.	Kristen Matha, NCAA [Moderator] Nevin Caple, Br{ache the Silence (@NevinCaple) Helen J. Carroll, National Center for Lesbian Rights Jaime Dicks, NCAA Pat Griffin, University of Massachusetts, Amherst Jesse Klug, Bucknell University (@jesse_klug)

10 a.m.	Facilitating Courageous Conversations: Why is Race So Difficult to Discuss, 2.0 <i>White River Ballroom E-F</i>	<p>Issues around race continue to polarize public discourse and our campuses and athletics communities are not immune from the challenges these topics present. Building upon a session from the 2015 Inclusion Forum, this session will address the imperative of creating space and capacity for difficult dialogues about race, with the intent of creating equity. In addition, the panelists will discuss tactics for moving beyond the “why” to the “how” – using solidarity, proactivity and courage to transform conversations into change and to engage across differences.</p>	<p>Patricia Payne, Indianapolis Public Schools [Moderator] Albert Y. Bimper Jr., Colorado State University (@DocBimp_CSUrams) Ange-Marie Hancock, Research Institute for the Study of Intersectionality and Social Transformation (@AngeMarieH) Tracey Ranieri, State University of New York at Oneonta</p>
11:15 a.m.	Expert Sit Down Lunch <i>White River Ballroom A-D</i>	<p>Attendees are encouraged to “break bread” with Inclusion Forum speakers and NCAA staff in an interactive lunch. Speakers and staff will be seated at designated tables and will be available to provide further insight to attendees.</p>	<p>All Inclusion Forum speakers and NCAA staff</p>
12:30 p.m.	Diversity and Inclusion: Insights and Lessons Learned from World-Class Organizations <i>White River Ballroom E-F</i>	<p>The changing demographics of the nation have impacted students’ expectations, talent pools and what it means to be a leader. World-class organizations make diversity an opportunity, not a challenge. This session, led by diversity and inclusion experts Janet and Gary Smith of Ivy Planning Group, will give you insights into harnessing the power of diversity and inclusion for your success.</p>	<p>Gary A. Smith, Ivy Planning Group Janet Crenshaw Smith, Ivy Planning Group</p>
2 p.m.	The Role of the Senior Woman Administrator Today <i>White River Ballroom E-F</i>	<p>A form of the senior woman administrator (SWA) role has existed on NCAA campuses for more than 25 years. This session will give an overview of the history of the role, the intent and goals of the designation, common misunderstandings about the SWA position, and ideas for SWA responsibilities and areas of involvement in athletics departments. Current pairs of athletics directors (ADs) and SWAs from all three divisions will share their experiences with the SWA role, focusing on how they effectively</p>	<p>Judith M. Sweet, Title IX Consultant [Moderator] (@judysweetsd) Jan Hathorn, Washington and Lee University Elizabeth LeRose, Washington and Lee University Kurt McGuffin, Missouri Western State University (@KurtMcGuffMWSU) Natasha Oakes, Missouri Western State University (@noakes1)</p>

		work together to make the most of their position and how they overcome challenges. Panelists also will give recommendations on how to achieve a successful AD/SWA relationship and allow time for audience questions and comments.	Peter Roby, Northeastern University Regina Sullivan, Northeastern University
2 p.m.	Supporting Transgender Students and Student-Athletes <i>White River Ballroom G-H</i>	Does your school have a policy that enables trans* athletes to play sports according to their gender identity? Do you have a culture that goes one step further and fully supports transgender athletes? This session will provide information and best policies and practices to ensure trans* athletes have the equal opportunities in sports that are outlined in the NCAA Transgender Student-Athlete guide	Helen J. Carroll, National Center for Lesbian Rights Chris Mosier, GO! Athletes (@TheChrisMosier)
2 p.m.	Perspectives on Race, Ethnicity and Sport <i>White River Ballroom I-J</i>	Often, conversations around race and sport focus solely on black and white dynamics. This session engages multiple perspectives on the unique experiences that occur across the intersection of race, ethnicity and sport. Panelists will share their research and individual experiences on the impact of sport across Native American, Asian-American, African-American, and Hispanic/Latin identities.	Alisse Ali-Joseph, Northern Arizona University Tomika Ferguson, James Madison University (@tomiferg) Yomee Lee, State University of New York at Cortland Amanda J. Pulido, University of Incarnate Word
3:30 p.m.	Behind the Numbers: Recent Research on Women Coaches <i>White River Ballroom E-F</i>	Dr. LaVoi will provide data on the current climate of the workplace for women college coaches, and place the data in context. She will focus on common narratives that place the blame of the lack of women coaches on women, and strategies for recruiting and retaining women coaches. Dr. Snyder will describe Beyond Xs and Os (BXO), a research project that measures NCAA coaches of women's sports perceptions and experiences with gender bias. She will discuss how the research findings will be used to build awareness about the gender bias faced by women in collegiate coaching and administration, educate policymakers, coaches and administrators	Nicole M. LaVoi, University of Minnesota (@DrSportPsych) Marjorie Snyder, Women's Sport Foundation

		about how they can create working environments that eliminate gender bias, and ultimately increase the number of women working in intercollegiate sports.	
3:30 p.m.	NCAA Institutional Performance Program (IPP): Inclusion Best Practices and Case Studies <i>White River Ballroom G-H</i>	This session will explore how participants can use the IPP Data Management System to review inclusion efforts on campus. Case studies demonstrating how data can be used to support decision-making (e.g., adding a sport, budget allocation, strategic planning) will be presented and best practices discussed.	Jennifer N. Samble, NCAA Katie Willett, NCAA (@KLWillett)
3:30 p.m.	Initiatives that Support LGBT Inclusion in Collegiate Athletics and Recreation <i>White River Ballroom I-J</i>	This panel will consist of LGBT sports policy experts and researchers, including an NCAA member school administrator. Panelists will discuss key elements of LGBT inclusion and the ways in which athletics departments can benefit from LGBT inclusive environments. The discussion will focus on elements of the Sports Inclusion Project, a groundbreaking initiative that provides colleges with tools to assess and address their LGBT environment. Specifically, panelists will discuss the Athlete Ally Climate Survey, the Campus Pride Sports Index and the benefits (and potential challenges) of creating LGBT-inclusive environments. Audience members will leave with a better understanding of the best policies and practices for LGBT inclusion in college athletics.	Leslie Barnes, Duke University (@sunLBshine) Ashland Johnson, Athlete Ally (@ashlandj11) Rebby Kern, Campus Pride (@RebbyKern) Nicole Melton, University of Massachusetts, Amherst (@Doc_Melton)
5 p.m.	Put Yourself in the Shoes of a Person With Dyslexia <i>White River Ballroom E-F</i>	“Put Yourself in the Shoes of a Person with Dyslexia” is a disability simulation to give attendees a hands-on experience that will increase awareness of the difficulties and frustrations individuals with dyslexia encounter every day. By increasing the consciousness of occurrences that may make life difficult for these individuals, attendees will gain a greater understanding and empathy.	Janet George, Fortune Academy (@Fortune_Academy)

- 5 p.m. **Managing Intra-Team Dating Relationships: Developing Effective and Fair Guidelines**
White River Ballroom G-H
- Three approaches to intra-team dating and relationships and the advantages and disadvantages of each approach will be discussed. This discussion will be placed in the broader context of all interpersonal relationships that can affect individual performance and team unity and achievement. Such factors as implications and equitable treatment for all members of the team will be considered. Rather than ignoring or forbidding intra-team dating or relationships, the presenters will encourage an approach based on the value of encouraging respect, openness and professionalism among all team members and sets clear behavioral expectations for managing all interpersonal relationships on teams.
- Pat Griffin, University of Massachusetts, Amherst
Leah I. Johnson, Johnson-Register Alliance (@JRA_L928)
Mi A. Register, Johnson-Register Alliance (@JRA_L928)
- 5 p.m. **Exploring the International Student-Athlete Experience Through Data and Real Conversations**
White River Ballroom I-J
- International student-athletes bring a unique set of experiences and challenges to campuses across the Association. This session will have a twofold approach in exploring the international student-athlete experience. The first half of the session will uncover data related to the international student-athlete experience from the 2015 NCAA GOALS survey responses. The second half of the session will be a panel of international student-athletes, from all three divisions and differing countries, in which they will share their first-hand experiences in adjusting and ultimately thriving on their respective campuses.
- Brittany Washington, NCAA [Moderator]
Lydia Bell, NCAA (@lydiafbell)
Romano Hoffmann, University of Indianapolis
Abhishek Sambatur, DePauw University (@abhisheksamba)
Marina Schneiger, Indiana University-Purdue University at Indianapolis
- 6:15 p.m. **Networking Reception**
White River Foyer
- Come enjoy live music, food and beverages with all Forum attendees. In addition, Jeff Sheng's Fearless Project that features LGBT student-athletes will be exhibited throughout the reception.
- Jeff Sheng, Fearless Project (@jeffsheng)

Monday, April 18

<u>Time</u>	<u>Session Title</u>	<u>Description</u>	<u>Speaker(s)</u>
7:30 a.m.	Breakfast <i>White River Ballroom A-D</i>		
8:30 a.m.	Title IX and Athletics: Participation, Financial Aid and Equal Treatment <i>White River Ballroom E-F</i>	This session features experts on Title IX and gender equity who will provide guidance on the law's application to intercollegiate athletics. The presenters will address Title IX's requirement to provide equitable athletics opportunities to students of each sex, as interpreted by the three-part test; explain the law's requirements regarding financial aid; and focus on Title IX's requirement to treat existing female and male student-athletes equitably in general athletics program areas or what is commonly referred to as the laundry list. Using examples from the current intercollegiate athletics scene, the presenters will give particular attention to issues related to Title IX and gender equity that are currently most relevant to athletics departments in each division.	Erin Buzuvis, Western New England University (@ErinBuzuvis) Janet P. Judge, Sports Law Associates, LLC (@crashdog00)
10 a.m.	Athletics as Culture Change Agents in Sexual Assault Prevention <i>White River Ballroom E-F</i>	This panel session will engage the audience with the experts in three areas of sexual violence prevention and education: the athletics environment and its unique position to be a leader in effectuating change; men's role in preventing sexual violence; and the needs of, and support for, survivors. The audience also will be provided an overview of the NCAA's current efforts, resources and anticipated best practices. Audience contributions to the discussion is expected and welcomed!	Neil Irvin, Men Can Stop Rape (@mcsr_nirvin) Connie J. Kirkland, Northern Virginia Community College Mary E. Wilfert, NCAA Sport Science Institute Debbie Wilson, George Mason University

10 a.m.	The Student-Athlete Voice: Opportunities and Obstacles <i>White River Ballroom G-H</i>	<p>This session will explore the link between the student-athlete experience and the student-athlete voice, covering the potential ways that student-athletes can be empowered, productive and prepared for life after sport. Panelists will discuss the importance of advocating on behalf of engaged student-athletes, while also addressing the responsibilities and concerns of all who interact in this active space, including students, student-athletes, faculty, coaches and administrators.</p>	<p>C. Keith Harrison, University of Central Florida Mark Henninger, Marian University (@CoachHenn) Brittney Johnson, Montana State University-Bozeman (@BrittAnnJo) Cliff Parks, Athletes Think, LLC (@cparks06)</p>
11:15 a.m.	Boxed Lunches are Available <i>White River Foyer</i>		
11:30 a.m.	Closing Keynote <i>White River Ballroom E-F</i>	<p>2016 will be a year full of lasts for women's basketball star Tamika Catchings. Her last Olympic Games. Her last season in the WNBA. Her last run for the WNBA championship with her longtime team, the Indiana Fever. But the year will include firsts such as the release of her first full-length memoir, "Catch a Star: Shining Through Adversity to Become a Champion."</p> <p>Catchings was born with a hearing loss and has embraced her disability while becoming a champion on the court, in the classroom and within the community. A dominating force at the University of Tennessee, Knoxville, with multiple All-America honors, she also has achieved numerous All-WNBA honors and three Olympic gold medals as a part of Team USA. Catchings created the Catch the Stars Foundation to provide academic and sports-related programs for at-risk youth.</p> <p>Join all Forum attendees in celebrating and become inspired by Catchings' incredible journey and career during the 2016 NCAA Inclusion Forum closing keynote.</p>	<p>Tamika Catchings, Catch the Stars Foundation (@Catchin24)</p>