



FINAL AGENDA as of April 13, 2017
 Omni Providence; Providence, Rhode Island

Friday, April 21

<u>Time</u>	<u>Session Title</u>	<u>Description</u>	<u>Speaker(s)</u>
10 a.m. to 4:30 p.m.	Registration Opens <i>Narragansett Lobby</i>	Snacks and beverages will be available.	
Noon to 12:45 p.m.	Opening Session: Updates from the NCAA Office of Inclusion, Chief of Staff, Committee on Women's Athletics, Minority Opportunities and Interests Committee, Gender Equity Task Force, and Ad Hoc Committee to Promote Cultural Diversity and Equity <i>Narragansett Ballroom</i>	The 2017 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 initiatives and topics within the Association.	Nnenna Akotaobi, Swarthmore College (@MsNnennaA) Deborah Ford, University of Wisconsin-Parkside (@ChancellorFord) Bernard W. Franklin, NCAA Sherika A. Montgomery, Winthrop University Noreen Morris, Northeast Conference (@NECcommish) Sonja N. Robinson, NCAA (@TheDoctorSN) Judy Sweet, NCAA Gender Equity Task Force (@judysweetsd) Cari Van Sensus, NCAA Amy S. Wilson, NCAA (@AmySWilson20) Richard Zhu, NCAA (@RichardYZhu)
12:45 to 1:45 p.m.	A Conversation on Culture and Sports: Past, Present and Future <i>Narragansett Ballroom</i>	The first Forum session will feature a critical and courageous dialogue between Bernard W. Franklin and William C. Rhoden about the impact and influence of culture on sport, and vice versa. Sharing stories from the past and the present, the objective of this session is to create an understanding and appreciation for our collective work toward an inclusive and representative future. Attendees are invited and strongly encouraged to participate through questions, commentary and engagement.	Bernard W. Franklin, NCAA William C. Rhoden, ESPN's The Undeclared (@WCRhoden)

2 to 3 p.m.

Diversity and Inclusion Reimagined: The Science and the Art

Narragansett Ballroom

Diversity and Inclusion Reimagined: The Science and the Art is an interactive, introspective learning experience designed to encourage leaders and their teams to reimagine diversity and inclusion, releasing transformative power to accelerate and advance focus beyond race and gender. This facilitated experience will engage participants and equip them to position diversity and inclusion as game changers within their organizations.

Participants will delve into both the science and the art of diversity and inclusion; discover what most often impacts a leader's (and a team's) ability to re-imagine; and explore the mindset of an inclusive leader to better understand what actions could create and sustain an environment where diversity and inclusion are leveraged effectively.

Vincent R. Brown, V Randolph Brown Consulting

3:15 to 4:15 p.m.

Empowering Women Leaders: A Conversation with Female Conference Commissioners

Narragansett Ballroom

The overall number of female conference commissioners in intercollegiate athletics has increased over the past decade, which is a fact to celebrate in a leadership landscape that remains male dominated. Women Leaders in College Sports chief executive officer Patti Phillips will moderate a conversation with five accomplished female commissioners who work with college presidents, athletics directors, other administrators, faculty and coaches to advance conference and institutional priorities. They will share significant aspects of their career paths and leadership philosophies, and will provide insights on how women can overcome challenges and achieve success to become influential and impactful leaders in intercollegiate athletics and within their communities.

Moderator: Patti Phillips, Women Leaders in College Sports ([@PattiPhillips10](#))
Robin J. Harris, The Ivy League ([@IvyExecDir](#))
Amy Huchthausen, America East Conference ([@AE_Commish](#))
Donna M. Ledwin, Allegheny Mountain Collegiate Conference ([@amccsports](#))
Jacqie McWilliams, Central Intercollegiate Athletic Association ([@CIAACommish](#))
Noreen Morris, Northeast Conference ([@NECcommish](#))

4:30 to 5:45 p.m.	Title IX at 45: An Overview of Key Issues Impacting Campuses <i>Narragansett Ballroom</i>	Janet P. Judge, Title IX and gender equity expert and member of the NCAA's Commission to Combat Sexual Violence, will provide a Title IX overview, including a focus on athletic equity and sexual misconduct. Judge has vast experience providing guidance to NCAA membership institutions and will address key issues that are most pertinent to campuses.	Janet P. Judge, Sports Law Associates, LLC (@crashdog00)
6 to 9 p.m.	Regional Student-Athlete Engagement Program Welcome and Dinner <i>Waterplace I (2nd Floor)</i>	Bernard W. Franklin will give a brief welcome and invite the pairs of administrators and student-athletes from each institution/conference to engage in the Forum in ways that will benefit their campuses and conferences. By Invitation Only.	
7 to 9:30 p.m.	Expand Your Toolkit: Building Diversity and Inclusion Skills Through Sports <i>(Pre-registration required; limited to 100 attendees)</i> <i>Narragansett Ballroom</i>	Join the Ross Initiative in Sports for Equality (RISE) to learn how it is equipping athletics department administrators, coaches and student-athletes to be leaders in improving race relations and driving social change within their teams, schools and communities. This train-the-trainer session will cover activities on identity, diversity and implicit bias. Each participant will receive a toolkit of the activities covered and a glossary of key race-related terms and concepts. Contact Julian Jones (jujones@ncaa.org) to pre-register for this workshop.	Andrew Mac Intosh, Ross Initiative in Sports for Equality (@RISEtoWIN) Kim Miller, Ross Initiative in Sports for Equality (@Miller Kim)

Saturday, April 22

Time	Session Title	Description	Speaker(s)
7:15 to 8:15 a.m.	Breakfast <i>Providence Ballroom, Newport/Washington and Bristol/Kent (3rd Floor)</i>		
7:45 to 10 a.m.	Registration Opens <i>Narragansett Lobby</i>		

8:15 to 9:30
a.m.

**Unconscious Bias: Understanding How Our
Bias Shows Up In Our Work**

Narragansett Ballroom

This session will unpack how socialization can influence biases in the workplace and explore how people can acknowledge their blind spots. Participants will gain a deeper understanding on the ways in which unconscious bias manifest and learn tips on how to address unconscious bias for optimal customer service.

**Amanda Bonilla, Inclusion Consultant
Network, LLC**
**Alice Jones, Inclusion Network Consultants
LLC ([@hoenigman23](#))**

9:45 to 11
a.m.

**Using Climate Surveys to Build Inclusive
Environments in Higher Education**

Narragansett Ballroom

Climate is a complex concept that is not directly observable and difficult to measure (Hurtado, Griffin, Arellano, & Cuellar, 2008; Peterson & Spencer, 1990; Rankin & Reason, 2008; Tierney, 1990). In an attempt to measure climate, campus professionals and researchers often create constructs comprised of multiple attributes to assess climate— people's attitudes about, perceptions of, and experiences within a specified environment (Glisson & James, 2002; Hart & Fellabaum, 2008; Peterson & Spencer, 1990; Rankin & Reason, 2008). An institutional climate assessment can assist in determining whether—and how well—institutions provide educational environments that foster specific outcomes such as academic success and persistence. Climate assessments should serve as “a foundation for institutional change” (Hart & Fellabaum, 2008, p. 222).

**Emily Niemann, Rankin & Associates
Consulting**
**Susan Rankin, Rankin & Associates
Consulting ([@srxr2psu](#))**

9:45 to 11
a.m.

**LGBT SportSafe: The Next Generation of
Inclusion**

Waterplace I (2nd Floor)

This session will explore best practices and policies in creating an LGBTQ inclusive athletics department. Topics will include an overview of terminology and inclusive language, how to start the conversation in athletics, and managing dating and relationships on teams. Participants will also have the opportunity to learn about the new groundbreaking inclusion program, LGBT SportSafe.

Nevin Caple, LGBT SportSafe ([@NevinCaple](#))
**Eric Lueshen, LGBT SportSafe
([@EricLueshen](#))**

9:45 to 11 a.m.	Reframing Disability: Maximizing Inclusion for Student-Athletes with Disabilities <i>Waterplace II (2nd Floor)</i>	<p>This session will introduce prevalent ways that disability is framed in society and discuss how these ideas inform our practice on college campuses with NCAA athletes. We will review resources available for student-athletes with education-impacting disabilities, including academic and playing rules accommodations, and explore how to maximize inclusion in multiple settings.</p>	Amanda Kraus, University of Arizona (@amandakrausphd) Marcia Ridpath, MAR Educational Consulting
9:45 to 11 a.m.	Unpacking the Asterisk: Intercollegiate Athletics Experiences from Often Untold Racial and Ethnic Perspectives <i>Waterplace III (2nd Floor)</i>	<p>This session will provide insight into experiences of intercollegiate athletics from the perspective of student-athletes, coaches, and administrators from whom we do not normally hear, focusing on Native American, Hispanic/Latino and Asian American racial and ethnic identities. These populations are often the “other” or the ones grouped under the “*” (asterisk) label of not having a significant population size to identify in studies and reports.</p>	Moderator: Alisse Ali-Joseph, Northern Arizona University Nanabah Allison-Brewer, Haskell Indian Nations University Margaret Guo, Stanford University Michael Munoz, University of San Francisco Juwan Nuvayokva, Hopi High School
11 a.m. to 12:15 p.m.	Expert Sit-Down Lunch <i>Providence Ballroom, Newport/Washington and Bristol/Kent (3rd Floor)</i>	<p>Attendees are encouraged to continue dialogue 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>	All Inclusion Forum speakers and NCAA staff
12:15 to 1:30 p.m.	Diversity and Inclusion in the Talent Life Cycle <i>Narragansett Ballroom</i>	<p>Diversity and Inclusion in the Talent Life Cycle is a robust and relevant learning experience designed to equip and empower member organizations to more effectively manage the process of hiring and retaining a workforce in fulfillment of the Pledge and Commitment to Diversity, Inclusion and Equity.</p> <p>This session will inform, educate and engage key stakeholders who hire or influence hiring in their organizations with best practices within each phase of the employment process (i.e., recruitment, development, advancement, and retention of a diverse workforce). Through introspection and interaction,</p>	Vincent R. Brown, V Randolph Brown Consulting Marie Gemelli-Carroll, V Randolph Brown Consulting

1:45 to 2:45
p.m.

Rapper's Delight (est. 1979): Understanding the Impact of Hip-Hop Culture on Today's Student-Athlete

Narragansett Ballroom

participants will explore the challenges of inclusive recruiting and retention and gain insight into best practices to address those challenges to hiring and retaining a diverse and inclusive workforce.

The purpose of this panel discussion is to explore the impact and influence of hip-hop in intercollegiate athletics in three aspects. First, the panel will present a context in the form of theory and data on hip hop cultural identities in terms of today's student-athlete. Second, attendees will hear the voices of former student-athletes, current leaders, and faculty on how hip hop impacts today's student-athlete. And finally, all participants will discuss how hip hop can be utilized in a positive way to empower student-athletes.

Moderator: C. Keith Harrison, University of Central Florida

Felicia Martin, NCAA ([@msfeliciamartin](#))

Cliff Parks, Athletes Think, LLC ([@cparks06](#))

Laurel Traynowicz, Boise State University
([@Traynowicz](#))

1:45 to 2:45
p.m.

Diverse Approaches to Supporting Student-Athlete Mental Health

Waterplace I (2nd Floor)

Student-athletes face all the opportunities and challenges of collegiate life with the additional role of being an athlete. Good mental health is a key component of student-athlete wellness and success. This session will explore the NCAA Mental Health Best Practices and how campuses can translate them into practice. Through presentation and a panel discussion, attendees will also learn about mental health issues within diverse student-athlete populations and resources to support mental health well-being.

Bridget Belgiovine, Wellesley College

Jessica David, Indiana University

Happy Carlock, National Alliance on Mental Illness

Jessica Gonzalez, NCAA ([@senorajess](#))

Mary Wilfert, NCAA

1:45 to 2:45
p.m.

U.S. Paralympics Gateway to Gold Collegiate Sport Initiatives – Do You Know Your Paralympic Athletes?

Waterplace II (2nd Floor)

Team USA earned 115 total medals at the 2016 Rio Paralympic Games making it one of the most successful performances ever by a U.S. Paralympic team. This historic achievement was in a large part due to the performance of collegiate athletes that competed in both individual and team sports. A total of 117 collegiate athletes, or 40% of the U.S. Delegation, produced 45% of Team USA's medalists. Moreover, these athletes also represent 79 NCAA member schools. Is your school one of these? Do you know

Paul Ackerman, U.S. Olympic Committee

Dan Coonan, Eastern College Athletic Conference ([@ECACdannyc](#))

Ron Lykins, University of Missouri, Columbia

Queenie Nichols, U.S. Olympic Committee

Margaret Stran, University of Alabama

Sarah Wilhelmi, U.S. Olympic

Committee ([@SarahWilhelmi](#))

your Paralympic athletes? This session will provide analysis of collegiate athlete participation in the 2016 Rio Paralympic Games, a discussion of current programs operating at member schools and finally, present U.S. Paralympics initiatives to increase awareness of Paralympic sports and create more competitive opportunities for collegiate athletes with disabilities.

1:45 to 2:45
p.m.

Optimizing the SWA Designation: A Study to Enhance the Impact and Influence of Women in Intercollegiate Athletics Administration
Waterplace III (2nd Floor)

In the fall of 2016, the NCAA Office of Inclusion, with the support of the Committee on Women's Athletics, initiated an examination of the Senior Woman Administrator (SWA) designation - led by Leah Kareti and Julie Muller from the 3 Fold Group. In this session, Muller will provide an overview of the history of the designation, including when and how it has been studied and highlights of past research. She will share the current process being used to study the designation, including constituent interviews, an examination of past legislative actions related to the role and a membership survey of key constituents. Topics covered in the examination include the environment in which SWAs work, jobs held by SWAs, representation of SWAs and other women in the NCAA governance structure and the general perceptions and realities of the role. The session will include a presentation of interesting findings from the study thus far, and invite participants into a question and answer and brainstorming session.

Julie Muller, 3 Fold Group
[\(@FirstNACCommish\)](#)

3 to 4 p.m.

Best Practices to Ensure Inclusive Campus Cultures
Narragansett Ballroom

Achieving inclusive campus cultures requires meaningful collaboration—a team effort! This panel, moderated by Jennifer Fraser, director of Division I Governance, features passionate individuals from a range of positions on campus who will offer insights into implementing inclusive best practices on campuses. Participants will not only be inspired, but

Moderator: Jennifer Fraser, NCAA
Earl Edwards, University of California, San Diego
Amy Huchthausen, America East Conference
[\(@AE_Commish\)](#)
Sean Huddleston, Framingham State University [\(@FraminghamCDIO\)](#)

		<p>will learn tangible and relevant ways to succeed at their diversity and inclusion goals.</p>	<p>Yannick Kluch, Bowling Green State University (@yannick_k89)</p>
<p>3 to 4 p.m.</p>	<p>Minority-Serving Institutions, Academic Success and Athletics: The History, the Lessons and the Legacy <i>Waterplace I (2nd Floor)</i></p>	<p>This session will showcase the "mission-oriented" nature of minority-serving institutions and highlight their efforts toward academic success; including best practices and impact stories from recipients of the NCAA Accelerating Academic Success Program Grant.</p>	<p>Moderator: G.E. Branch, Diverse: Issues in Higher Education Marcus Brown, California State University, Bakersfield (@brnenuf) J. Kenyatta Cavil, Texas Southern University (@DrKenyattaCavil) Dianne Harrison, California State University, Northridge Valencia Jordan, Tennessee State University</p>
<p>3 to 4 p.m.</p>	<p>Best Practices for Transgender Student-Athlete Inclusion <i>Waterplace II (2nd Floor)</i></p>	<p>This session will feature the two authors and a contributor to the 2nd edition of the NCAA Inclusion of Transgender Student-Athletes guide. They will provide participants with an understanding of 1) basic terminology and concepts related to transgender identity; 2) the NCAA recommendations for policy and best practice for including transgender athletes; 3) the shifting legal landscape related to transgender participation on sports teams; and 4) an opportunity to ask questions about particular concerns or about implementing an institutional or conference policy.</p>	<p>Helen Carroll, National Center for Lesbian Rights Pat Griffin, University of Massachusetts, Amherst Ashland Johnson, Human Rights Campaign (@ashlandj11)</p>
<p>3 to 4 p.m.</p>	<p>“Cómo Se What?!” Helping Translate the Cultural Divide for International Student-Athletes <i>Waterplace III (2nd Floor)</i></p>	<p>This presentation will highlight the growing population of international student-athletes playing in NCAA sports and how they transition and acclimate to life on college campuses. Speakers will provide best practices implemented at Texas A&M University, College Station and aim to dialogue about our world’s changing cultural climate and proactive ways that college athletics departments can continue to foster inclusion and diversity amongst this unique student population.</p>	<p>Kaan “Turker” Ayar, Texas A&M University, College Station (@avatartuto) Chris Barttelbort, Texas A&M University, College Station (@cbartt11) Kristi Mejias, Texas A&M University, College Station</p>

4:15 to 5:30
p.m.

**Seeking Common Ground: LGBTQ Inclusion
and Religion in College Athletics**
Narragansett Ballroom

This session will focus on describing the Common Ground initiative, a multi-year project bringing together LGBTQ student-athletes, staff, advocates and allies, and athletics administrators from faith-based and public schools to discuss how college athletics programs can be welcoming and respectful for student-athletes and athletics staff of all faiths, sexual orientations and gender identities. The session will include interactive opportunities for participants to talk with others about challenges and successes their athletics programs experience in addressing this topic in public, private secular and private faith-based schools.

Moderator: Amy S. Wilson, NCAA
([@AmySWilson20](#))
Nevin Caple, LGBT SportSafe ([@NevinCaple](#))
Helen Carroll, National Center for Lesbian Rights
Liz Darger, Brigham Young University
([@lizdarger](#))
Pat Griffin, University of Massachusetts, Amherst
Harold "Skip" Lord, Houghton College
([@SkipLord](#))
Karen Morrison, University of Central Florida
([@kmorrison34](#))
Donna Noonan, Fellowship of Christian Athletes
Gary Pine, Azusa Pacific University
([@GaryPineAD](#))
Tanya O. Williams, Authentic Coaching and Consulting ([@tanyaovea](#))

4:15 to 5:30
p.m.

Race, Ethnicity, and Cultural Competency in Intercollegiate Athletics
Waterplace I (2nd Floor)

Exploring the importance of cultural competence and proficiency in college sports, this session will highlight the imperatives and benefits of teammates and professionals being able to recognize and mediate different cultural attitudes, beliefs, experiences, expectations and perspectives. The panelists will discuss key topics such as microaggressions and unconscious bias, and help attendees begin to address some of the difficult, often un-asked, questions about race.

Moderator: Stan Johnson, Stan Johnson & Associates
Anucha Browne, NCAA ([@nukehoops](#))
Pat Ivey, University of Missouri, Columbia
([@P_Ivey_Tiger91](#))
Pamela Prescod-Caesar, Swarthmore College
Latrice Sales, University of Texas at Austin
([@LatriceSales](#))

5:45 to 6:45
p.m.

Reflections on Title IX's 45th Anniversary and the Future of Women's Athletics
Narragansett Ballroom

What better way to celebrate Title IX's 45th Anniversary than an engaging conversation with two pioneers who have dedicated their lives to equity, opportunities, and fairness in intercollegiate athletics and beyond. Join trailblazers Christine Grant and Charlotte West to hear about their personal

Moderator: Amy S. Wilson, NCAA
([@AmySWilson20](#))
Christine Grant, University of Iowa
Charlotte West, Southern Illinois University at Carbondale

involvement in Title IX's history and their visions for a more equitable future for all.

6:45 to 8 p.m. Networking Reception
Providence Ballroom, Newport/Washington and Bristol/Kent (3rd Floor)

Come enjoy food, beverages and music with all Forum attendees, speakers and staff.

Sunday, April 23

<u>Time</u>	<u>Session Title</u>	<u>Description</u>	<u>Speaker(s)</u>
7:30 to 8:30 a.m.	Breakfast <i>Providence Ballroom, Newport/Washington and Bristol/Kent (3rd Floor)</i>		
8:30 to 9:30 a.m.	LGBTQ Best Practices from the Membership <i>Narragansett Ballroom</i>	LGBTQ inclusion in college athletics is instrumental for fostering healthy academic and athletic experiences for our student-athletes, athletics administrators and coaches. The panel will discuss LGBTQ best practices at institutions representing differences in thought and levels of NCAA competition. The panel's discussion will identify some best practices for attendees to take back to their institutions to create and cultivate an LGBTQ-inclusive atmosphere, as well as give the audience an opportunity to share ideas.	Moderator: Josh Sanders, Sports Reporter (@joshbsanders) Liz Darger, Brigham Young University (@lizdarger) Resa B. Lovelace, University of Oregon (@RBLTheory09) Monica Rochon, University of South Florida Jose Rodriguez, Penn State University, Abington
8:30 to 9:30 a.m.	Scoring Goals On and Off the Field - A Collaboration between Disability Services and Student-Athlete Support Services <i>Waterplace I (2nd Floor)</i>	With the increased number of student-athletes arriving on campus with either ADHD or a diagnosed learning disability, it is pivotal to help educate coaching staffs and administrators on the differences between the two. Throughout this presentation, presenters will discuss how to collaborate with the partnering office in order to determine the: who, what, when, where, why and how of delivering this important information. Discussion on how to strengthen the relationships between all units involved (student athlete, coaching staffs, office for disability services and student athlete support services) will ultimately assist student-athletes with becoming their own	Kim Doran, The Ohio State University (@KimmieDoran) Caitlyn McCandless, The Ohio State University

8:30 to 9:30
a.m.

Code-Switching: Exploring the Delicate Balance of Language, Culture, Values and Professionalism

Waterplace II and III (2nd Floor)

advocates once they arrive on campus. Presenters will also discuss how a coach can use this information to aid them in evaluating whether an athlete should be tested for ADHD or a learning disability once they have arrived on campus.

Session attendees will explore and gain a better understanding of the concept of “code-switching”, the practice of shifting the languages you use or the way you express yourself in conversation. Presenters will focus on code-switching’s theoretical history, how it plays out in the current professional landscape, and implications it has on work environments - especially intercollegiate athletics and higher education environments.

Nnenna Akotaobi, Swarthmore College
([@MsNnennaA](#))

Jennifer Jacobs, Augustana University (South Dakota) ([@mzienjacobs](#))

9:45 to 10:45
a.m.

Sport, Justice, Leadership and Expression: A Facilitated Case Study on Activism in Intercollegiate Athletics

Narragansett Ballroom

Throughout history, college campuses have existed as spaces where diverse perspectives, opinions and means of expression have interacted, and the athletics forum is not exempt from these actions. In this session, attendees will have an opportunity to review and discuss the multiple facets of student expression, activism and athletics on campus. Panelists will share contextual information and attendees will participate in a case study activity to dialogue about a variety of relevant issues, such as the first amendment and safety and welfare.

Co-Moderator: C. Keith Harrison, University of Central Florida

Co-Moderator: Sonja N. Robinson, NCAA Jenn Hunter, University of Wisconsin-Madison

Sable Lee, University of Central Florida
([@sablelee22](#))

9:45 to 10:45
a.m.

Research to Better Understand the International Student-Athlete Experience

Waterplace I (2nd Floor)

This session will explore NCAA Research data on the growth of the international student-athlete population and contrast the experiences of international student-athletes as compared to their domestic peers using data from the NCAA GOALS study. Rich qualitative data from student-athletes, coaches and administrators will provide additional information about the international student-athlete experience. Those attending the session can expect to leave with a greater understanding of strategies to support this

Lydia Bell, NCAA ([@lydiafbell](#))

Emily Newell, Georgia Southern University
([@Emily_Marie_](#))

vastly diverse and growing group of student-athletes.

9:45 to 10:45
a.m.

Examining Socioeconomic Considerations of Student-Athletes

Waterplace II and III (2nd Floor)

Understanding parts of a student-athlete's identity are important in order to best support the students and their holistic needs. This session will dive into the narratives of student-athletes who come from poverty and the cultural dissonance students have to navigate while attending universities. Participants will be able to identify their own understanding of class through a series of activities and small group discussions.

Amanda Bonilla, Inclusion Consultant Network, LLC

Alice Jones, Inclusion Network Consultants LLC ([@hoenigman23](#))

11 a.m. to
Noon

Equity on the Sidelines: Examining the X's and O's of Developing, Supporting, and Advancing Women Coaches in Intercollegiate Athletics

Narragansett Ballroom

The representation of women head coaches in women's college sports has declined significantly since the passage of Title IX in 1972. How can we reverse this downward trend? Experts from the Women's Sports Foundation will provide helpful information how you can support your coaches to ensure an equitable and safe workplace, free from discrimination. Learn how to be proactive in eliminating gender bias in the workplace and creating gender-neutral compensation and employment systems. Additionally, Nicole M. LaVoi will share some recent data on AD & SWA perceptions on the reasons for under-representation of women college coaches, five year trends from the Women in College Coaching Report Card, and some top line preliminary findings from interviews with ADs at A and B grade report card institutions in terms of hiring, recruiting and retaining women coaches. Strategies for change will also be offered.

Moderator: Megan Kahn, Alliance of Women Coaches ([@megan_dreambig](#))

Sarah Axelson, Women's Sports Foundation ([@SarahAx_WSF](#))

Nicole M. LaVoi, University of Minnesota, Twin Cities ([@DrSportPsych](#))

Diane Milutinovich, California State University, Fresno

11 a.m. to
Noon

Using the Power of Sport to Address Social Issues: A Special Look at Human Trafficking

Waterplace I (2nd Floor)

In this presentation, Richard Lapchick will talk about using the power of sport to address social justice issues. He will be joined by Emily Pasnak-Lapchick, the manager of the US Fund for UNICEF's End Trafficking program, who will place a special focus on

Richard Lapchick, University of Central Florida ([@richardlapchick](#))

Emily Pasnak-Lapchick, UNICEF USA ([@EndTraffick](#))

the issue of human trafficking. Their respective organizations have formed a partnership called Shut Out Trafficking that conducts 10 programs each year on human trafficking in conjunction with the athletics departments on those campuses. The last three colleges this year were University of California, Los Angeles, University of Alabama and St. John's University.

11 a.m. to Noon **Healthy Masculinity and an Inclusive Team Culture**
Waterplace II and III (2nd Floor)

Don McPherson, activist, feminist, and College Football Hall of Famer, will share ideas and strategies from his forthcoming book *Throw Like a Girl* on how to promote healthy masculinity and team cultures. Recognizing that all persons lead gendered lives that are impacted by sexism and misogyny, McPherson will show the value of approaching the concept of masculinity with humanity and compassion. Developing healthy masculinity empowers student-athletes to realize their whole selves and potentials, leading to many positive outcomes that include desirable team cultures.

Don McPherson, Don McPherson Enterprises LLC ([@DonMcPherson](https://twitter.com/DonMcPherson))

12:15 to 12:30 p.m. **Closing Session**
Narragansett Ballroom

Bernard W. Franklin will offer closing remarks and invite participants of the inaugural Regional Student-Athlete Engagement Program to share their insights on the Forum and initiatives that they will bring back to their respective campuses and conferences.

12:30 p.m. **Boxed Lunches Available**
Narragansett Lobby

12:45 to 1:30 p.m. **Regional Student-Athlete Engagement Program Closing**
Waterplace I (2nd Floor)