



**REPORT OF THE
NCAA DIVISION III LGBTQ WORKING GROUP
NOVEMBER 28, 2018, TELECONFERENCE**

ACTION ITEMS.

- None.

INFORMATIONAL ITEMS.

1. **Welcome and roster.** The chair, Neil Virtue, welcomed the group, and staff conducted a roll call.
2. **Report of October 11, 2018, teleconference report.** The working group reviewed and approved the teleconference report.
3. **Mission statement.** The working group reviewed its mission statement. The mission statement is a living document and henceforth may be modified at any time.
4. **LGBTQ programming.** The working group continued to discuss its fourth priority initiative: Division III LGBTQ educational programming. As part of developing a general structure for the programming, the working group reached consensus on topics listed below. Staff reminded the working group that the general structure will be used by a third-party consultant to develop the program, curriculum and resources.

Concept/rationale for Division III LGBTQ program. Staff reminded the working group that the delegates at the 2018 NCAA Convention indicated that facilitator training (e.g., train-the-trainer workshop) would most assist their LGBTQ inclusion efforts. The working group agreed that a train-the-trainer model and subsequent educational programming facilitated by individuals who complete the train-the-trainer workshop is an efficient, cost-effective and hands-on way to provide LGBTQ educational programming to Division III member institutions and conferences. The working group agreed to refer to the subsequent educational programming as the ONETEAM program for two reasons: 1. To distinguish the ONETEAM program from the train-the-trainer workshop; and 2. To align with the ONETEAM logo and identity kit.

Train-the-trainer workshop – Learning objectives. The working group agreed with the following learning objectives for a train-the-trainer workshop:

- a. To understand the involvement of the NCAA and Division III in LGBTQ issues on the national, regional and local levels;
- b. To recognize the importance of LGBTQ inclusion in college athletics;
- c. To learn common LGBTQ terms, definitions and concepts;

- d. To identify strategies and best practices for institutions and conferences to ensure all individuals may participate in an athletics climate of respect and inclusion, regardless of sexual orientation, gender identity or gender expression; and
- e. To develop facilitation and presentation skills for the ONETEAM program.

Train-the-trainer workshop - Platform. The working group agreed the train-the-trainer program should be conducted in-person.

Train-the-trainer workshop - Participants. The group agreed that any non-student, full-time employee in Division III athletics (e.g., assistant coach, director of athletics, commissioner), may apply to participate in the train-the-trainer workshop. However, the group did not determine what the specific application process would be. One suggestion was to use the “Game Day the DIII Way” program as a model for selecting participants. Working group members will also have the opportunity to participate in a workshop.

Train-the-trainer workshop - Eligibility. The working group agreed that every conference should have the opportunity to be represented at a workshop. By allowing conference representation, there is a greater likelihood of engagement, continuity, and distribution of information across the membership. The working group agreed that if a conference does not have a representative, there may be opportunities for other conferences to have multiple representatives.

Train-the-trainer workshop - Duration. The working group agreed that one-and-one-half days is an ideal length for the train-the-trainer workshop. The duration would allow participants to arrive the day before the workshop. The formal workshop would take place for most of the next day and a half with a mid-afternoon conclusion on the second day to allow participants to fly home that evening.

Train-the-trainer workshop - Frequency and dates. The working group agreed that the train-the-trainer workshop would be facilitated once per budget cycle, but twice per academic year to have the greatest impact. Proposed dates include June 2019 for the 2018-19 budget cycle and December 2019 in the 2019-20 budget cycle. Staff noted that there may be an opportunity to facilitate a third workshop during the 2020-21 budget cycle, pending financial availability and membership interest.

Train-the-trainer workshop - Location. The working group agreed that the train-the-trainer workshop will be conducted as a stand-alone program at the NCAA national office to best accommodate the logistics and expenses needed for a multi-day program. Staff clarified that although the train-the-trainer workshops will be conducted at the NCAA national office, subsequent ONETEAM programs may be conducted anywhere and in conjunction with other

programs, such as coaches conventions, the NCAA Convention, the NCAA Inclusion Forum or the NCAA Regional Rules Seminars.

ONETEAM program – Learning Objectives

The working group agreed with the following learning objectives for the ONETEAM program, a subsequent educational program facilitated by individuals who complete the train-the-trainer workshop:

- a. To understand the involvement of the NCAA and Division III in LGBTQ issues on the national, regional and local levels;
- b. To recognize the importance of LGBTQ inclusion in college athletics;
- c. To learn common LGBTQ terms, definitions and concepts; and
- d. To identify strategies and best practices for institutions and conferences to ensure all individuals may participate in an athletics climate of respect and inclusion, regardless of sexual orientation, gender identity or gender expression.

ONETEAM program – Platform. The working group agreed the ONETEAM program initially should be conducted in-person rather than via an online Learning Management System (LMS) model. Staff noted there may be future opportunities to implement an LMS model, pending financial availability and membership interest.

ONETEAM program – Participants and eligibility. The group agreed that anyone may participate in the ONETEAM program. Member institutions and conferences will determine their intended audience(s) and participation criteria. The group noted that the ONETEAM program would be beneficial for student-athletes (e.g., team captains, SAAC), but agreed that any ONETEAM program conducted for student-athletes should be separate from ONETEAM programs conducted for coaches, administrators, staff or faculty.

ONETEAM program – Duration. The working group agreed that the ONETEAM program should take between 60- and 90-minutes. The rationale for a relatively short program was three-fold:

1. Those facilitating the ONETEAM program would likely not be subject-matter experts;
2. The ONETEAM program would center on four learning objectives; and
3. A relatively short ONETEAM program would maximize engagement and retention of information.

ONETEAM program – Frequency, dates and location. The working group agreed that member institutions and conferences will determine the frequency, dates and locations to conduct the ONETEAM program.

Remaining Questions. As the working group continues to consider elements of the ONETEAM program, the following questions remain to be answered during its January 2019 teleconference:

- (1) How does the working group ensure a diverse representation of facilitators and participants?
 - (2) Should there be accountability measures for trained facilitators, member institutions and conferences? If so, what are those measures?
- 5. LGBTQ recognition event.** The working group briefly discussed ideas for a Division III LGBTQ recognition event. The working group agreed it should be an annual event, pending financial availability and membership interest. The group also suggested leveraging NCAA Champion magazine to recognize individuals. The working group agreed to continue discussing this initiative on future teleconferences and perhaps provide an update to the membership at the NCAA Inclusion Forum in April.
- 6. Future teleconferences.** Staff will send a Doodle request to determine availability for the next two teleconferences (e.g., January and March 2019).
- 7. Other business.** Staff requested shirt sizes for each working group member. All working group members, Division III Management Council and Student-Athlete Advisory Committee members will receive a ONETEAM t-shirt as a gesture of thanks for their service toward LGBTQ inclusion.

Report of the NCAA Division III LGBTQ Working Group

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Committee Chair: Neil Virtue, Mills College

Staff Liaison(s): Louise McCleary, Division III Governance

Jean Merrill, Office of Inclusion

NCAA Division III LGBTQ Working Group November 28, 2018, Teleconference	
Attendees:	
Mikayla Costello, Willamette University.	
R. Brit Katz, Millsaps College.	
Christopher Kimball, California Lutheran University.	
Donna Ledwin, Allegheny Mountain Collegiate Conference.	
Crystal Lanning, University of Wisconsin – River Falls.	
Emet Marwell, Mount Holyoke College.	
Julie Shaw, Gonzaga University	
Neil Virtue, Mills College.	
Absentees:	
Kyrstin Krist, Methodist University.	
Kathleen Murray, Whitman College.	
Michael Vienna, Emory University.	
NCAA Staff in Attendance:	
Louise McCleary, Jean Merrill.	