

SPO 3 Summary Report, 2018

Diversity and Inclusion



Strategic Positioning Outcome Area No. 3: Diversity and Inclusion

The Vision: Help campuses and conferences create diverse and inclusive environments, and build environments at the NCAA national office and within the governance structure in which diversity and inclusion are recognized and valued.

GOALS	INITIATIVES	HOW THEY HELP
Enhance Diversity and Inclusion Locally	<ul style="list-style-type: none">• Matching Grants• Grants for NACWAA and MOAA	<ul style="list-style-type: none">• Restructured programs allocate more than \$1.7 million annually to encourage access, recruitment, selection and the long-term success of ethnic minorities and women in administration and coaching
Enhance Diversity and Inclusion Nationally	<ul style="list-style-type: none">• AD Mentoring• Committee Service• Welcoming Venues	<ul style="list-style-type: none">• Enhances an existing program the D2ADA helps administer, targeting aspiring ADs, particularly women and ethnic minorities• Collaboration among conferences and DII Nominating Committee to bolster representation within the DII governance structure• Division II supports an Association-wide commitment to hosting NCAA events in communities that ensure a welcoming environment

Initiatives COMPLETED since the adoption of the plan in April 2015 that support these goals:

Division II Coaching Enhancement Grant: This former program was restructured in 2016 to better support member schools' needs in creating full-time assistant coaching positions in any of the 24 NCAA-sponsored sports. To support the salary and benefits of the new coaching position, the NCAA provides \$25,000 in funding in the first year, \$15,000 in the second year and \$8,000 in the third year. The school is required to supplement the funding, as well as commit to funding the position in full for the fourth and fifth years. Additionally, the NCAA provides \$1,200 during each of the first three years of the grant toward professional development opportunities for the hired coach.

Division II Ethnic Minority and Women's Internship Grant: This is a one-year grant program that provides funding for full-time, entry-level administrative positions. The NCAA provides \$22,500 to support the salary of the hired intern and \$3,000 in professional development funding.

Professional Development for Athletics Directors: Among goals for the D2 ADA was to elevate programming for veteran athletics directors during the NACDA convention. Through funds allocated from the Foundation for the Future initiative, the association hired consultants to present sessions at the June 2017 convention on best practices for leadership and effective management in today's changing landscape of

college athletics. The ADA also administered the mentoring program enhancement (additional training sessions for mentors, and funds for mentees to visit their mentors on campus) and the New AD Orientation (additional educational and training sessions at the NCAA national office) for 2016-17.

EXISTING INITIATIVES implemented before the adoption of the plan

NCAA Inclusion Forum: Division II supports and participates in the annual NCAA Inclusion Forum held at the national office in the spring. The forum gathers intercollegiate athletics leaders who engage on topics related to policy, research and best practices for racial and ethnic minorities, women, international student-athletes, LGBTQ and disability-access to sport.

Division II Strategic Alliance Matching Grant: The award provides funding for creating a new, or enhancing a current full-time, senior-level administrative position at Division II institutions and conference offices to encourage access, recruitment, selection and long-term success of ethnic minorities and women. Five institutions and one conference office were awarded grants in 2016.

Ongoing Resources: The division collaborates with the Division II Athletics Directors Association to support an annual mentor program for Division II women and ethnic minority administrators. Division II offers the “So You Want to be An Athletics Director” resource at NCAA.org to help those who aspire to be ADs reach their goals.

Effective Programming: Division II participates in and supports a number of NCAA programs aimed at enhancing diversity and inclusion within the membership:

- Leadership Institutes for Ethnic Minority Males and Females. The annual program provides tailored programming to assist racial and ethnic minorities in strategically mapping and planning their careers in athletics administration by providing professional development programming over the course of a calendar year.
- The NCAA Pathways Program offers programming to help administrators achieve senior-level positions.
- The NCAA offers national and regional Career in Sports Forums to give student-athletes who aspire to work in athletics the tools they need to be successful.
- The NCAA partners with Women Leaders in College Sports to offer leadership institutes that help women advance in their careers.
- The NCAA offers the annual Future Football Coaches Academy as a professional development and networking opportunity for those new to coaching football at an NCAA institution and no more than three years past receiving an undergraduate degree

Effective Outreach and Education

- Division II provides an annual \$50,000 grant to the Minority Opportunities Athletic Association (MOAA) and conducts an annual Division II Governance Academy as part of this partnership. The seventh annual academy was held in June 2015 in conjunction with the National Association of Collegiate Directors of Athletics Convention and the MOAA Symposium. The academy provided 16 minority and female administrators an up-close look at the Division II governance structure, including tips on how to serve on Division II governance committees, an update on Division II legislative issues, and even a simulated Management Council meeting. The program is designed to prepare aspiring leaders for future involvement in the Division II governance process.
- Division II also provides an annual \$50,000 grant to Women Leaders in College Sports. The division hosted its fourth Governance Academy in October 2015 as part of this partnership.
- The NCAA research staff annually collects and analyzes demographics data from Division II member colleges and universities.
- Division II works with Association-wide committees in the governance structure such as the NCAA Committee on Competitive Safeguards and Medical Aspects of Sports, the NCAA Committee on Women’s Athletics and the NCAA Minority Opportunities and Interests Committee, to educate member colleges and universities on diversity and inclusion initiatives.

- The Division II Nominating Committee continuously reviews governance committee rosters to ensure inclusive representation.

Award for Diversity and Inclusion: Division II sponsors and promotes the annual given in conjunction with MOAA that recognizes and celebrates the initiatives, policies and practices of schools and offices that embrace diversity and inclusion across the intercollegiate athletics community.