

A decorative background on the left side of the image features a grid of squares in various shades of blue, purple, green, and orange. The grid is slightly offset and has a 3D effect, with some squares appearing to pop out.

2018 NCAA Inclusion Forum

#NCAAINCLUSION



Diversity and Inclusion Strategic Planning: How to Run a 90-Minute Stakeholder Input Session

Session Agenda

1. Review Purpose of Input Session
2. Review Materials, Set-Up & Steps
3. Participate in a Condensed Input Session

Input Session Purpose

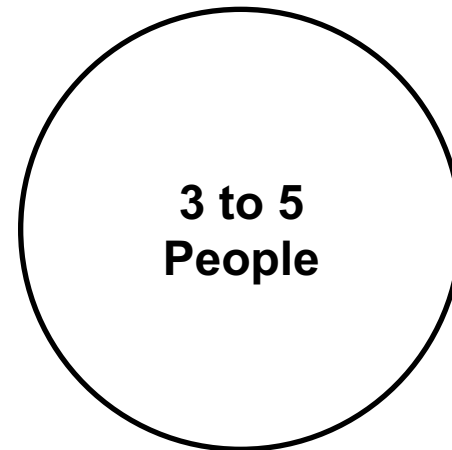
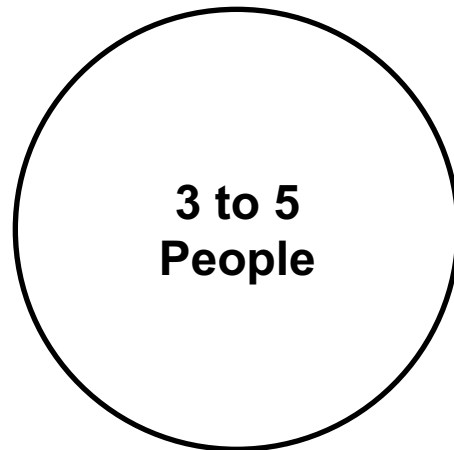
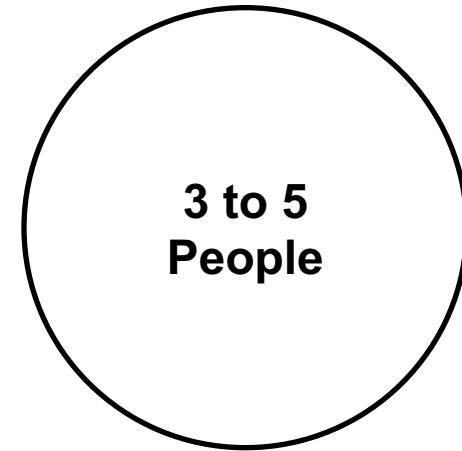
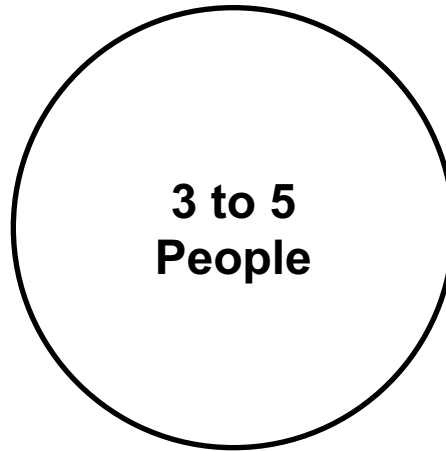
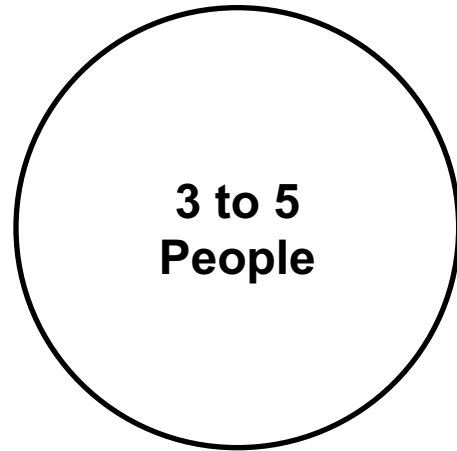
- Communicate the Why and Business Case
- Onboard Participants to Diversity & Inclusion Work
- Engage Participants in a Discussion on Culture
- Engage Participants in a Discussion on Strategic Issues
- Identify Diversity & Inclusion Strategic Themes and Ideas for Improvement

Input Session Materials and Set-Up

- ✓ Cohort of 15-25 Participants
- ✓ 5 Table/Chair Groupings
- ✓ Lead Facilitator & Assistant
- ✓ 6 Easel Pads (sticky backed)
- ✓ 5 Packages of Post-It-Notes
- ✓ Pens, Permanent Markers
- ✓ Stickers (5 for each participant)
- ✓ PowerPoint Set-Up
- ✓ Timer
- ✓ Candy

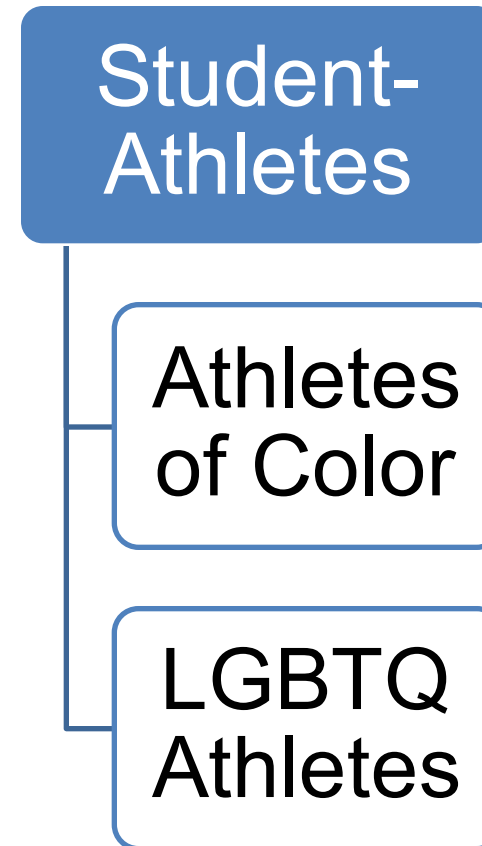
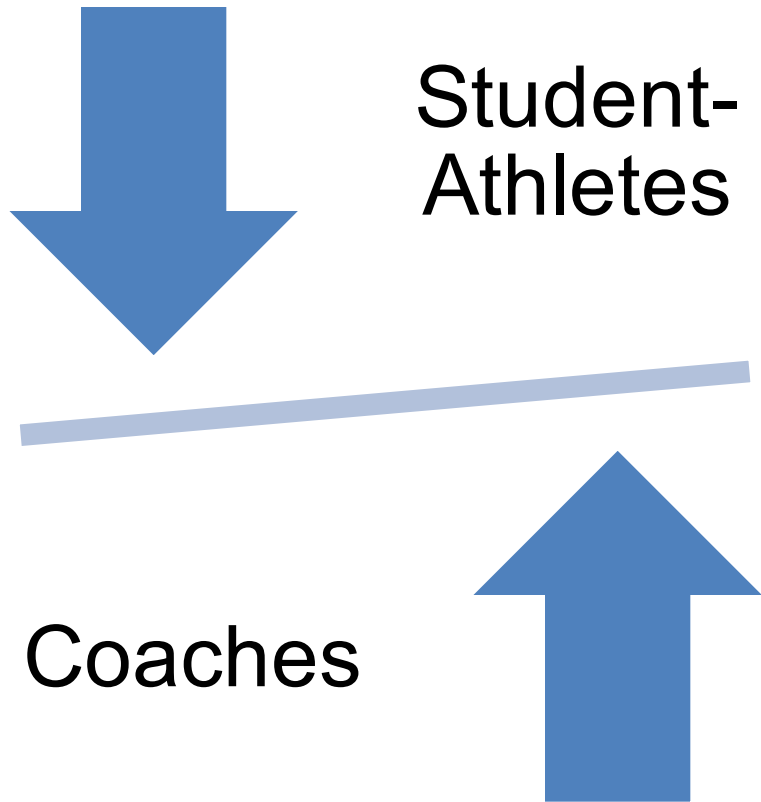


Input Session Room Set-Up



**Table Materials:
pens, markers,
stickers, post-it-
notes, candy**

Cohort Considerations



Input Session Steps

Step	Time
Welcome, Why, Business Case & On-Board	10 Minutes
Transition to Input Discussions	
Group Culture Discussions	15 Minutes
Individual Issues or Trends Brainstorm	10 Minutes
Categorize and Label Issues or Trends	5-10 Minutes (categorize simultaneously with brainstorm)
Review Categories and Brainstorm Ideas	5 Minutes
Individual Strategic Theme Vote	5 Minutes
Group Strategic Audit Carousel	35 Minutes (7 minutes per strategic theme)

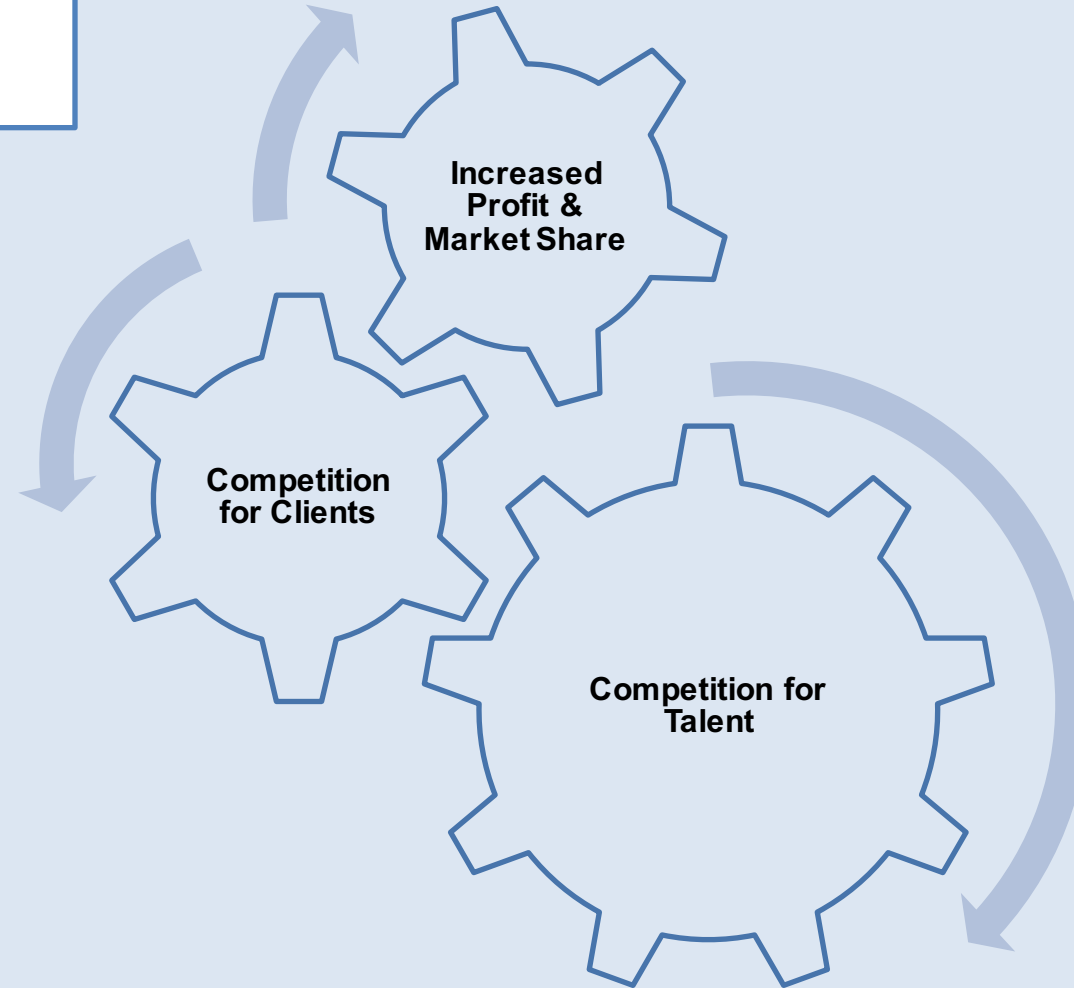
CONDENSED INPUT SESSION

Welcome, Why, Business Case & On-Board

- Why is your institution engaging in this work?
 - It's the right thing to do...
 - Recruit and retain talent (e.g., students, administrators, coaches)
 - Diverse organizations perform better
 - Presidential Pledge
- How will the information be used and how does the input session fit into your institution's broader plan?
 - Strategic planning process
 - Timeline and deliverables



External Trends Driving Change



Business Imperative

**Ethnically Diverse
Companies**

35%

More likely to
financially outperform
national industry median

**Gender Diverse
Companies**

15%

More likely to
financially outperform
national industry median

**Organizations Rated Highly
For D&I**

45%

More likely to
improve market share

**Organizations Rated Highly
For D&I**

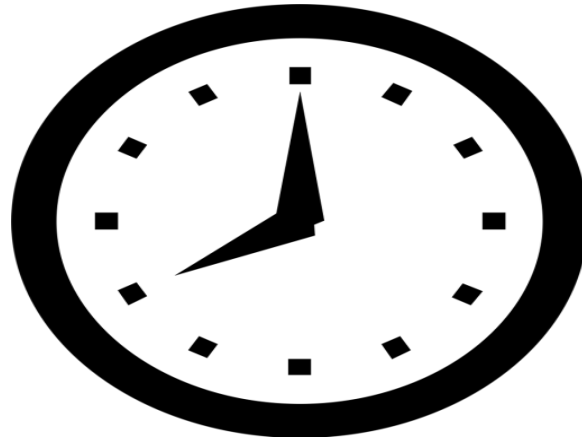
70%

More likely to have
success in new markets

Talent Expectations



**Positive impact
through work**



Workplace flexibility



**Development and
growth**

Timeline

Q1

Q2

Q3

Q4

Strategic Plan Input Sessions

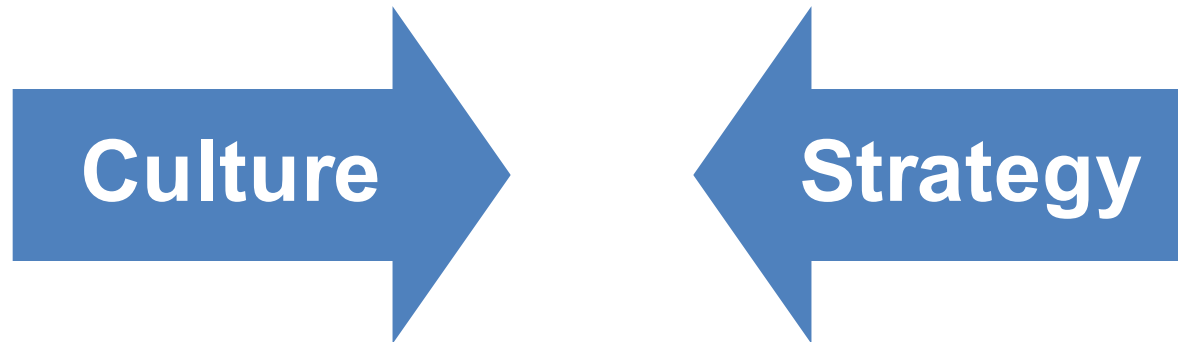
Strategic Plan Development

Plan Launch

Group Culture Discussions

What is our current culture?

How do we align our culture and strategy to build a diverse and inclusive athletics department?



Group Culture Discussion Set-Up

**1 page of
easel pad
paper at
each table**

**1 page of
easel pad
paper at
each table**

**1 page of
easel pad
paper at
each table**

**1 page of
easel pad
paper at
each table**

**1 page of
easel pad
paper at
each table**

**Label all easel pad
sheets with date,
cohort and
discussion topic**

Group Culture Discussion Questions

1. What do you like most about the current culture?
2. What behaviors and mindsets would you change/evolve?
3. What are the characteristics of people who are most successful in our culture?
4. When new people don't succeed in our culture, what is the most common reason?



15 Min

Individual Issues or Trends Brainstorm

- Please think about the issues or trends that could impact the way our athletics department operates as a diverse and inclusive organization over the next 5 years.
 - *For example: staff retention, changing student demographics, Presidential Pledge, respect in the workplace, #MeToo, Title IX OCR Guidance*
 - *Think about our strengths, weaknesses, opportunities and threats*
- **One idea per post-it-note**
- **Please write legibly**



10 Min

Facilitator Categorization

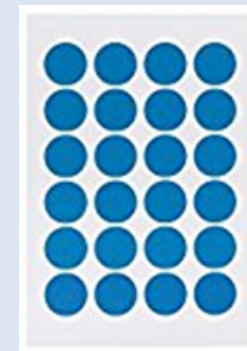
- Begin collecting post-it notes as they are completed
- Post to easel pad paper on wall and begin forming categories
- Label categories as they become defined
- Finish categories and then review categories and post-it- notes with group



10+5 Min

Individual Strategic Theme Vote

- Each participant has 5 votes
 - Identify TBD-year priorities
 - What you think the group should focus on for the remainder of the session
 - 1 vote per category
 - Don't have to use all votes



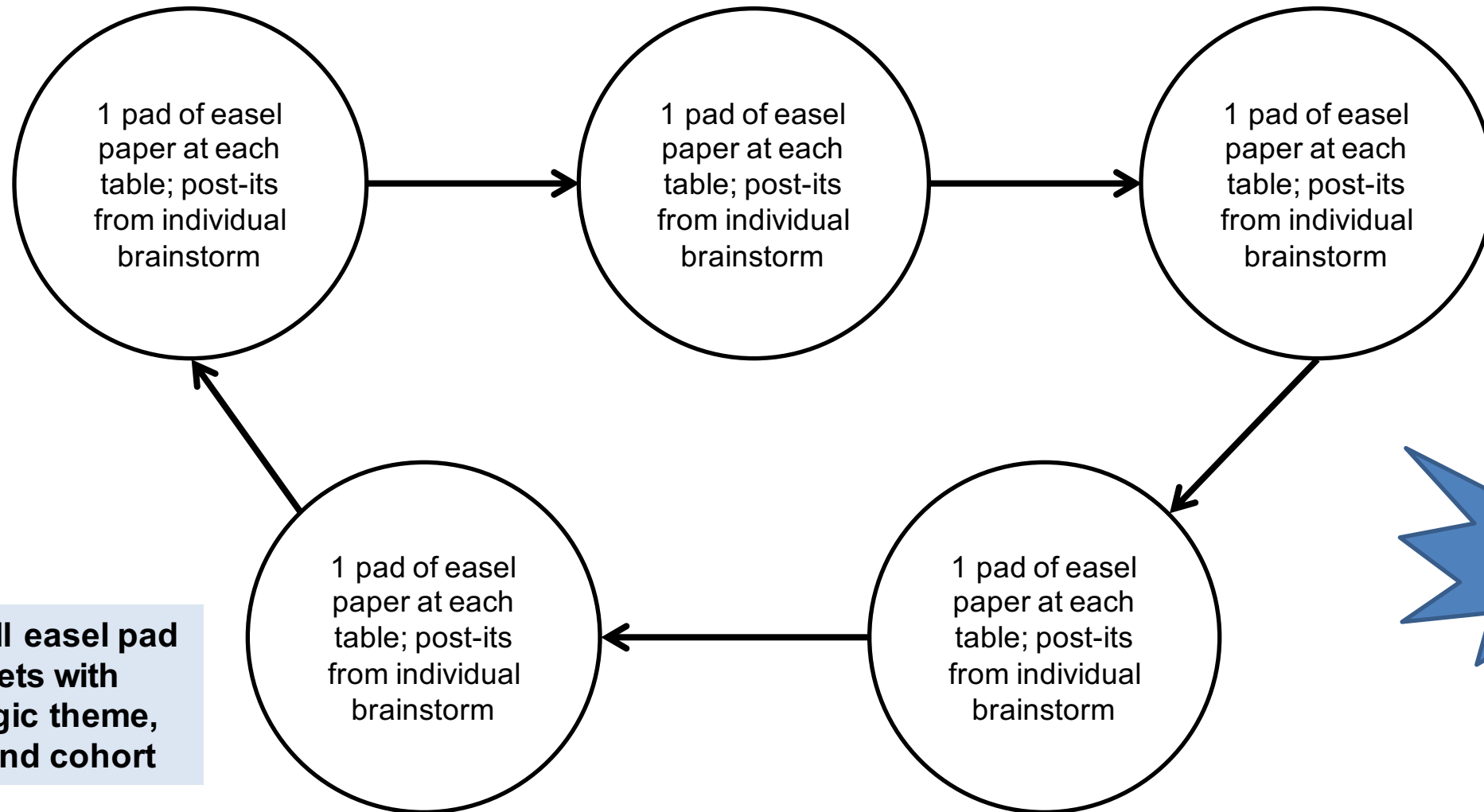
Strategic Audit Carousel

- Focusing on the 5 themes
- Assess 2 things
 1. Current state in athletics department.
 2. How can the athletics department respond to these themes and strategically position itself to be a diverse and inclusive place (e.g., actions, next steps, program ideas)?
- Rotate from table to table building off of the colleagues before you.
- **PLEASE STAR** the best ideas before you add additional ideas to the section.



35 Min

Strategic Audit Carousel Room Set-Up



Label all easel pad sheets with strategic theme, date and cohort

7 Min per Theme

Conclude Session

- Thank people for time and engagement
- Offer 1:1 follow-up opportunities

THANK YOU & QUESTIONS