



**REPORT OF THE  
NCAA DIVISION III LGBTQ WORKING GROUP  
JANUARY 29, 2019, TELECONFERENCE**

**ACTION ITEMS.**

- None.

**INFORMATIONAL ITEMS.**

1. **Welcome and roster.** The chair, Neil Virtue, welcomed the group, and staff conducted a roll call. Virtue informed the working group that Steve Cantrell, director of athletics at Delaware Valley University, recently replaced Mike Vienna on the working group. Cantrell was not able to participate on the teleconference due to other commitments.
2. **Report of November 28, 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 ONETEAM program. Staff informed the group that the NCAA expects to hire Nevin Caple, co-founder and managing partner of LGBT SportSafe, and Dr. Pat Griffin, professor emerita at the University of Massachusetts, Amherst, to develop a structure and content for the Division III ONETEAM facilitator training and the ONETEAM campus/conference program. Staff will conduct bi-weekly teleconferences with Caple and Griffin for progress reports, content review and general communication. The working group will not be directly involved in content development; however, staff will provide updates and may solicit feedback from the group to ensure the programming, curricula, and resources align with the philosophy and culture of Division III.

*Timeline.* Staff shared a general implementation timeline for the program.

- a. Mid-February to early-April: Open NCAA Program Hub application for the ONETEAM facilitator training.
- b. Early-April: Select and notify participants for the ONETEAM facilitator training.
- c. Late-May/early-June: Conduct ONETEAM facilitator training in Indianapolis.

*Selection subcommittee.* The following group members agreed to serve on the ONETEAM selection subcommittee to select participants for the facilitator training: Kyrstin Krist; Donna Ledwin; and Steve Cantrell. Staff informed the subcommittee that they will review all applications independently in early-April, followed by an hour teleconference to select

participants using a ranking rubric. Staff will send subcommittee members a doodle poll to schedule the April teleconference.

- 5. LGBTQ recognition event.** The working group continued to discuss its fifth priority initiative: Establish a Division III LGBTQ recognition event. Staff reminded the group that during the previous teleconference, they agreed an annual event is preferred, pending financial viability and membership interest. The working group discussed several suggestions and ideas for structuring a recognition event but ultimately agreed that a subcommittee is better suited to engage in initial program development.

*Recognition event subcommittee.* The following group members agreed to serve on the Division III LGBTQ Recognition Event Subcommittee: Brit Katz and Neil Virtue. Staff will solicit via email at least one additional person to serve on the subcommittee.

- 6. Future teleconferences.** Staff noted the next working group teleconference is scheduled for 3 p.m. Eastern time, Monday, March 11.

*Committee Chair:* Neil Virtue, Mills College  
*Staff Liaison(s):* Louise McCleary, Division III Governance  
Jean Merrill, Office of Inclusion

<b>NCAA Division III LGBTQ Working Group January 29, 2019, Teleconference</b>	
<b>Attendees:</b>	
R. Brit Katz, Millsaps College.	
Christopher Kimball, California Lutheran University.	
Kyrstin Krist, Methodist University.	
Donna Ledwin, Allegheny Mountain Collegiate Conference.	
Julie Shaw, Gonzaga University	
Neil Virtue, Mills College.	
<b>Absentees:</b>	
Steve Cantrell, Delaware Valley University.	
Mikayla Costello, Willamette University.	
Crystal Lanning, University of Wisconsin – River Falls.	
Emet Marwell, Mount Holyoke College.	
Kathleen Murray, Whitman College.	
<b>NCAA Staff in Attendance:</b>	
Louise McCleary, Jean Merrill.	