



A G E N D A

National Collegiate Athletic Association

Division III Diversity and Inclusion Working Group

Teleconference, 253B
Dial-In No.: 866/434-5269
Access Code: 5128535

April 14, 2016
2 p.m. Eastern Time

1. Welcome and roster. [Supplement No. 1] (Dennis Shields)
2. Report of February 23, 2016, teleconference. [Supplement No. 2] (Shields)
3. New diversity initiatives. (All)
 - a. Athletics administrator programming.
 - (1) Professional development seminar for hiring administrators (e.g., how to create a diverse candidate pool.
 - (2) Model [NCAA Leadership Institute](#).
 - (3) Model [NCAA Pathway Program](#).
 - (4) Model the [United States Olympic Committee's FLAME](#) program.
 - (5) Model the [American Council on Education \(ACE\) Fellows Program](#).
 - (6) Other.
 - b. Head coach programming.
 - Model [Division II coaching enhancement grant](#).
 - c. Education and collaboration.
 - (1) Collaborate with [Advocates for Athletic Equity \(AAE\)](#) to offer professional development and networking in addition to highlighting job opportunities in Division III.
 - (2) Collaborate with [MOAA](#) and [NADIII](#) to communicate the opportunities available in Division III.

- (3) Partner with [National Association of Diversity Officers in Higher Education \(NADOHE\)](#) to create networking opportunities and connect athletics directors of color with aspiring professionals.
4. Best practices resource. (All)
 - a. Model [Division II best hiring practice guide](#).
 - (1) Developing a diverse candidate pool.
 - (2) The search process and engagement with search firms.
 - (3) Search committee training (e.g. diversity allies, SWAs). Collaboration with Human Resources in training of interview questions to ask and how to answer diversity questions.
 - (4) Retention and exit interview training.
 - b. Model 360 Proof.
 - (1) Campus diversity assessment tool.
 - (2) Strategic planning tool.
 - (3) Diversity feedback instrument.
 - c. Role of the Senior Woman Administrator (SWA).
 - d. Recruitment of ethnic minority student-athletes.
 - e. Create repository of diversity and inclusion speakers.
 - f. Other.
5. Next steps.
6. Other business.
 - a. Future teleconferences: June and August
7. Adjournment.