

**REPORT OF THE NCAA DIVISION III  
DIVERSITY AND INCLUSION WORKING GROUP  
APRIL 14, 2016, TELECONFERENCE**

**ACTION ITEMS.**

- None.

**INFORMATIONAL ITEMS.**

1. **Welcome and roster.** The NCAA Division III Diversity and Inclusion Working Group commenced business at 2 p.m. Eastern time Thursday, April 14, 2016. Chancellor Dennis Shields welcomed the group including new members. Staff conducted roll call. The chair noted the lack of geographic representation from the west and the working group discussed adding another member from this region.
2. **Report of February 23, 2016, teleconference.** The working group reviewed the report and had no changes.
3. **New diversity initiatives.** Staff updated the working group on the Strategic Planning and Finance Committee's recent approval of the working group's request to fund 40 ethnic-minority students to attend the 2017 NCAA Convention.

The chair informed the working group of the division's new funding for diversity programming, approximately \$250,000, and led a discussion on proposed new initiatives for 2016-17. The working group divided the discussion into two focus areas: 1.) programming and initiatives that have a long-term effect (five to 10 years); and 2.) immediate impact programs (three to five years). After a lengthy discussion, the following three concepts gained the most support.

- a. **Build the pipeline.** Create additional programming for the ethnic minority students that attend the NCAA Convention. Parameters may include a June program in Indianapolis that is up to three days long and focuses on career preparation and immersion into Division III athletics. The format could mirror the NCAA's existing [Leadership Institute](#). The goal is to engage these students of color earlier in their professional development (e.g., in college) and ultimately build a pipeline of diverse athletics administrators.
- b. **Engage and develop senior woman administrators (SWAs).** Develop programming to better prepare SWAs to navigate their professional development. (e.g., become athletics directors or commissioners). Parameters may include an October program in conjunction with the NACWAA Convention and consist of several days of professional development programming. A second touch point could be at the NCAA Convention.

- c. Conference Grant funding. Provide additional dollars to the Conference Grant Program for commissioners to provide programming for women and ethnic minorities. Commissioners would have to apply for the grant funding. Parameters may include a cap of \$5,000 per conference, total of \$50,000 per year, to be used for either a one-time program or an internship (e.g., Branch Rickey Program).

The working group also discussed several other programming initiatives: 1.) preparing coaches who want to transition into athletics administration; 2.) ways to enhance mentoring; and 3.) engaging president and vice president to be change agents around diversity and inclusion.

- 4. **Best practices resource.** Time didn't allow the working group to discuss this agenda item. It will be discussed on the June teleconference.
- 5. **Next steps.** On the June teleconference call, the working group will finalize its recommendations regarding new diversity programming for 2016-17. The working group also will start to develop a best practices document, in collaboration with the NCAA Office of Inclusion, with a target release date of January 2017.
- 6. **Other business.** Staff will distribute a doodle poll for the June and August teleconferences.
- 7. **Adjournment.** The call adjourned at 3:05 p.m. Eastern time.

*Staff Liaisons:*            *Louise McCleary, Division III Governance*  
                                   *Nicole Hollomon, Research*  
                                   *Sonja Robinson, Office of Inclusion*  
                                   *Sarah Sadowski, Leadership Development*  
                                   *Amy Wilson, Office of Inclusion*

Teleconference date: April 14, 2016
<b>Attendees:</b>
Heather Benning, The Midwest Conference
Sharon Beverly, The College of New Jersey
Keith Brandon, Penn State University, Abington
Gerard Bryant, John Jay College of Criminal Justice
Jason Fein, Drew University
Callie Olson, Lakeland College
Joe Onderko, Presidents Athletic Conference
Dennis Shields, University of Wisconsin-Platteville
Natalie Winkelfoos, Oberlin College

<b>Absentees:</b>
Nnenna Akotaobi, Swarthmore College George Koonce Jr., Marian University (Wisconsin) Chris O'Rourke, Becker College Nicolle Wood, Salem State University
<b>NCAA Staff Support in Attendance:</b>
Nicole Hollomon, Louise McCleary, and Sarah Sadowski.