



**REPORT OF THE  
NCAA DIVISION III LGBTQ WORKING GROUP  
AUGUST 21, 2018, 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 Crystal Lanning, director of athletics at the University of Wisconsin – River Falls, and Kathleen Murray, president of Whitman College recently replaced former members Malcolm Huggins and Margaret Drugovich, respectively. Virtue welcomed Lanning and Murray to their first teleconference.
2. **Report of June 8, 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. **Budget requests.** Staff provided an update on the working group's two budgets requests noting that the Division III Management and Presidents Councils approved both requests: 1) \$100,000 annually for new LGBTQ initiatives, including programming and a recognition event; and 2) A \$100,000 one-time allocation for the LGBTQ identity kit. Staff noted that the actual cost to provide and distribute the LGBTQ identity kits is between \$65,000 and \$70,000.
5. **Nondiscrimination policy guide.** Staff reviewed the final version of the Division III LGBTQ Nondiscrimination Policy Guide. As part of the review, staff thanked members of the policy guide subgroup for their additional service in developing the resource. The guide was reviewed by the Division III Presidents Council, Management Council and Student-Athlete Advisory Committee, as well as national office staff to ensure accuracy of content and context. The guide will be published online the week of August 20, and one hard copy of the guide will be mailed to every Division III institution and conference before the end of August. The guide also will be distributed at the 2019 NCAA Convention.
6. **LGBTQ identity kit.** Staff provided an update on the LGBTQ identity kit, including a review of an informational letter to be included in the kit and the Division III ONETEAM logo. One promotion kit containing a banner, 12 posters and 50 stickers adorning the ONETEAM logo will be mailed to every Division III institution and conference. The kit will be mailed approximately one week after the policy guide.
7. **Communication plan.** Staff reviewed a comprehensive communication plan for the 2018-19 academic year based on the working group's identified communication priorities. The plan includes communication on Division III-specific platforms (e.g., Monthly Update),

association-wide platforms (e.g., NCAA Champion magazine article) and national office platforms (e.g., NCAA Daily) to ensure a broad and overlapping communication effort. Staff noted the communication plan is nimble and will likely be adjusted throughout the academic year to maximize messaging and timing.

- 8. Other working group initiatives.** The working group turned its attention to its fourth priority initiative: Division III LGBTQ programming. The delegates at the 2018 NCAA Convention indicated that facilitator training (e.g., train-the-trainer) for coaches would most assist their LGBTQ inclusion efforts. The working group noted that head coaches would be an optimal audience for the programming because of their central positioning with and influence on student-athletes, peer coaches and athletics administrators.

The working group suggested the training for head coaches should have three learning objectives:

- a. To understand the involvement of the NCAA (and its member institutions and conferences) in LGBTQ issues on the national, regional and local levels;
- b. To learn common LGBTQ terms and definitions; and
- c. To develop best practices for creating safe spaces in athletics departments and on teams.

The working group recommended that the training be facilitated once per budget cycle, but twice an academic year to have the greatest impact. Proposed dates may include June 2019 for the 2018-19 cycle and December 2019 in the 2019-20 budget cycle. The June training will be available for half of the Division III conferences, 22 in total, to two head coaches of fall or winter sports per conference (44 total). The December training will be available for the remaining conferences for two head coaches of winter or spring sports per conference (44 total).

This proposal would allow all conferences to send two head coaches to receive the training within an 18-month period. The working group noted an expectation that all participating head coaches will be expected to present information at their next conference coaches meeting as part of the train-the-trainer concept.

As the working group continues to consider elements of the programming the following questions remain to be answered during its October and November teleconferences:

- Should the working group use existing training program formats, such as the Safe Zone Project, LGBT SportSafe, Game Day the DIII Way, the Division III FAR Fellows Institute or the Division III Athletics Direct Report Institute as models for this program?

- How long should the program be (e.g., half-day; full day; multi-day)?
- How does the working group ensure a diverse representation of participants?
- Should working group members assist and participate in conference-level presentations/trainings?
- Should there be a standardized application process for head coaches to participate in the training?

**9. Future teleconferences.** Staff will send a Doodle request to determine availability for the next two teleconferences (e.g., mid-to-late October and mid-November).

*Staff Liaisons: Jean Merrill, Office of Inclusion*

*Louise McCleary, Division III Governance*

| <b>NCAA Division III LGBTQ Working Group<br/>June 08, 2018, Teleconference</b> |  |
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| <b>Attendees:</b>  |  |
| Mikayla Costello, Willamette University.                                       |  |
| R. Brit Katz, Millsaps College.  |  |
| Kyrstin Krist, Methodist University.   |  |
| Crystal Lanning, University of Wisconsin – River Falls.                        |  |
| Kathleen Murray, Whitman College.  |  |
| Julie Shaw, Women’s Sports Foundation.   |  |
| Michael Vienna, Emory University.  |  |
| Neil Virtue, Mills College.  |  |
| <b>Absentees:</b>  |  |
| Christopher Kimball, California Lutheran University.                           |  |
| Donna Ledwin, Allegheny Mountain Collegiate Conference.                        |  |
| Emet Marwell, Mount Holyoke College.   |  |
| <b>NCAA Staff in Attendance:</b>   |  |
| Louise McCleary, Jean Merrill.   |  |