

**REPORT OF THE NCAA DIVISION III
DIVERSITY AND INCLUSION WORKING GROUP
AUGUST 16, 2016, TELECONFERENCE**

ACTION ITEMS.

- **None.**

INFORMATIONAL ITEMS.

1. **Welcome and roster.** The NCAA Division III Diversity and Inclusion Working Group commenced business at 1:05 p.m. Eastern time Tuesday, August 16, 2016. Chancellor Dennis Shields welcomed the group and in particular, Val Cleary, a new member. Staff conducted a roll call.
2. **Report of May 31, 2016, teleconference.** The working group reviewed the report and had no changes.
3. **Discuss best practices resource.** Each subgroup provided an update on its recent teleconference(s):
 - a. Developing a diverse candidate pool.
 - b. The search process and engagement with search firms.
 - c. Search committee training.
 - d. Retention and exit interview training.

From the subgroup reports, the working group noted the following themes:

- a. The resource needs to be grounded in higher education and Division III athletics.
- b. Higher education and Division III specific data will be used to support the best practices.
- c. Emphasis on the need for conferences and institutions to engage in on-going, proactive groundwork in developing a diverse candidate pool prior to using the resource.
- d. Provide useful and relevant resource tools.

- e. The resource needs to be written in a concise and educational format.

Each subgroup will conduct another teleconference to create a draft outline, including any data support needs, to share with the Division III Management Council during its October meeting.

4. Update on 2016-17 diversity initiatives. Staff provided an update on the following Division III diversity initiatives.

- a. Senior Woman Administrator (SWA) Professional Development. This year's inaugural program will occur October 7-8 in Kansas City, Missouri, in conjunction with the NACWAA National Rally. Applications are being accepted in the NCAA's Program Hub from August 1 to September 2. The inaugural class will include 30 participants.
- b. Division III Student Immersion Program. The second annual program will be held in conjunction with the 2017 NCAA Convention in Nashville, Tennessee. Applications are being accepted in the NCAA's Program Hub from August 15 to September 30. The class will include 40 participants.
- c. Conference Grant Funding Specifically for Programming and/or Internships. From September 1 to August 1, Division III conferences may request up to \$2,500 for funding to support their member institutions with either 1.) internships for students who are women and/or ethnic minorities, and/or 2.) conference and/or institutional-based programming for women and ethnic minorities. Funding will be distributed on a first come basis pending an approved proposal and no more than a total of \$50,000 will be distributed in a funding cycle.
- d. Additional Programming for Ethnic-Minority Students – Model Leadership Institute. On a future working group teleconference, staff will discuss the format, content and logistics of this new program.

5. Update on NCAA Association-wide diversity pledge. Staff noted that at the August Board of Governors (BOG) meeting, the BOG approved an Association-wide diversity pledge. The pledge states the commitment of a school in achieving ethnic and racial diversity and gender equity in college sports hiring practices. In the coming weeks, all NCAA presidents and chancellors will be encouraged to sign the pledge.

6. **Next steps.** The working group will continue to work within its subgroups in the development of a best practices resource. Each subgroup will develop a draft outline, including needed support data, to be reviewed on the working group's next teleconference.

7. **Other business.** Staff noted that it anticipates developing a strategic plan for the working group over the next several months. A doodle will be sent for a late September teleconference and an early November videoconference.

9. **Adjournment.** The call adjourned at 2 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: August 16, 2016
Attendees:
Nnenna Akotaobi, Swarthmore College
Heather Benning, The Midwest Conference
Keith Brandon, Penn State University, Abington
Gerard Bryant, John Jay College of Criminal Justice
Valerie Cleary, Willamette University
Nicole Monick, Johnson State College
Joe Onderko, Presidents Athletic Conference
Dennis Shields, University of Wisconsin-Platteville
Natalie Winkelfoos, Oberlin College
Absentees:
Jason Fein, Drew University Callie Olson, Lakeland College Nicolle Wood, Salem State University
NCAA Staff Support in Attendance:
Reed Fogle, Nicole Hollomon, Louise McCleary, Sonja Robinson, Sarah Sadowski, and Amy Wilson.