

Executive Summary  
Division III Diversity and Inclusion Working Group  
Prepared for the 2016 NCAA Convention Division III Issues Forum Attendees

## Highlights

1. **Summary of the working group.** At the 2015 NCAA Convention, the membership charged the working group with evaluating the division's current demographic landscape and offering possible solutions to increase diversity for student-athletes, coaches and administrators. Beginning in March 2015, the group met via teleconference on a monthly basis to review: a) data from the NCAA research staff regarding demographic trends for the division, the Association and higher education; b) current programming available throughout the Association; and c) programming conducted by both affiliated and higher education organizations.
2. **Athletics administrator data.** Data show 70 director of athletics changes occurred within the past 18 months in Division III and that these positions were re-filled largely by individuals of the same demographic profile – white males. Currently women and ethnic minority men hold 29 and four percent respectively of athletics director positions. While women hold almost 50 percent of associate director of athletics positions, the lack of ethnic minority associate directors (two percent) was noted, highlighting a potential pipeline issue for future directors of athletics positions for people of color.
3. **Coaching data.** Data from 2014-15 regarding diversity in Division III coaches show that 91 percent of head and assistant coaches within the division are white. Of that population, 66 percent of head coaching positions and 61 percent of assistant coach positions were held by white males. Ethnic minority men and women held less than eight percent of the head coach positions and white women held less than 26 percent. The working group is collecting data to examine if there is a correlation between racially and ethnically diverse coaching staffs and the racial and ethnic diversity of rosters.
4. **Student-athlete data.** Data from 2012-13 showed that 40 percent of Division III student body identified as diverse compared to 22 percent of the student-athlete populations. This difference of 18 percent is the largest of all three NCAA divisions (one percent for Division I and 9 percent for Division II). Data from the same year also showed that female students make up, on average, 60 percent of the student population while female student-athletes represent only 40 percent of the student-athlete population. The working group agreed that the gender diversity in the athletics department does not need to match the student body, but schools should examine the differences and understand why they exist on their campus.
5. **Collaboration opportunities.** The working group identified several organizations to potentially collaborate with, including:
  - a. NCAA Committee on Women's Athletics;
  - b. NCAA Minority Opportunities and Interests Committee;
  - c. Minority Opportunities Athletic Association;
  - d. Advocates for Athletics Equity;
  - e. National Association of Division III Athletic Administrators;
  - f. National Association of Collegiate Women Athletics Administrators;

- g. Division III Commissioners Association; and
- h. National Association of Diversity Officers in Higher Education.

- 6. Educational programming review.** The 2013 Division III membership survey (77 percent response rate) indicated strong support for new and enhanced programming and initiatives focusing on diversity and inclusion. The division is currently seeing success from both the Division III Ethnic Minority and Women's Internship Grant and the Strategic Alliance Matching Grant, and two newer programs: the Institute for Administrative Advancement and the NACWAA Advancement Forum. Additionally, the working group approved funding for 43 selected ethnic minority students interested in a career in Division III athletics to attend the 2016 NCAA Convention and be paired with mentors and attend identified programming.

Other potential educational programs to model or partner with included:

- a. North Coast Athletic Conference's Branch Rickey Program;
  - b. NCAA Division II Coaching Enhancement Grant;
  - c. NCAA Pathway Program;
  - d. United States Olympic Committee's FLAME (Finding Leaders Among Minorities Everywhere) program; and
  - e. American Council on Education Fellows Program.
- 7. Possible next steps.** The working group discussed creating resources for hiring best practices, focusing on the recruitment of a diverse candidate pool, the hiring process and the retention of diverse administrative and coaching staffs. Also, it wants to either identify or develop on-going assessment tools to promote a diverse and inclusive workplace. The NCAA Office of Inclusion will be developing a best practices guide, anticipating a release date in 2016-17, with the hopes that Division III will both endorse and utilize the document. The working group noted that these resources should benefit various constituent groups including student-athletes, coaches and administrators.
- 8. Resources.** The working group has relied on multiple research documents to inform its discussions. The following resources are referenced in the 2016 NCAA Convention Division III PowerPoint:
- a. Excerpt from the 2013 Division III Membership Survey.
  - b. Center for American Progress, 10 Reasons Why We Need Diversity on College Campuses by Sophia Kerby October 9, 2012.