

**REPORT OF THE NCAA DIVISION III  
DIVERSITY AND INCLUSION WORKING GROUP  
DECEMBER 16, 2015, TELECONFERENCE**

**ACTION ITEMS.**

- None.

**INFORMATIONAL ITEMS.**

1. **Welcome and roster.** The NCAA Division III Diversity and Inclusion Working Group commenced business at 9:33 a.m. Eastern time Wednesday, December 16, 2015. Chancellor Dennis Shields welcomed the group and staff conducted a roll call.
2. **Report of November 11 in-person meeting.** The working group reviewed the report and noted two changes:
  - a. The removal of the straw poll questions; and
  - b. Correction of Callie Olson's institution.
3. **2016 NCAA Convention presentation.** The working group prepared for its presentation at the 2016 NCAA Convention by reviewing and providing feedback on the following areas:
  - a. Working group executive summary.
    - (1) Recommended editing the coaching data and specifically data related to the ethnic diversity to coaches and its correlation to more ethnically diverse rosters.
    - (2) Added NACWAA to the list within collaboration opportunities.
    - (3) The executive summary will be distributed at the Division III Issues Forum.

- b. **Infographics.**
  - The working group reviewed four infographics detailing Division III diversity facts. Most of the data in the infographic is from 2014-15. After review and discussion, the working group selected an infographic to share with the Convention delegates during the Division III Issues Forum.
- c. **Script, PowerPoint and straw poll questions.**
  - (1) Based on the limited presentation time, the working group recommended two speakers instead of three.
  - (2) Reviewed the PowerPoint and deleted the student-athlete diversity slide and added the infographic as an additional slide.
  - (3) Requested that the script be expanded to detail the lack of data related to student-athlete diversity.
  - (4) Enhanced the next steps slides.
  - (5) Decided to have only one straw poll question that asks the delegates to prioritize the area of focus for new programming and initiatives – administrators, coaches or students.
- 4. Next steps.** Staff will schedule teleconferences for February and April. During these calls, the working group will evaluate the Convention feedback, develop and collaborate on a best practices resource; develop an assessment tool and develop and fund new initiatives, programming and educational resources.
- 5. Other Business.** There was no other business.
- 6. Adjournment.** The call adjourned at 10:50 a.m.

Report of the NCAA Division III Diversity  
And Inclusion Working Group December 16, 2015,  
Teleconference  
Page No. 3

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

Teleconference date: December 16, 2015
<b>Attendees:</b>
Nnenna Akotaobi, Swarthmore College
Heather Benning, The Midwest Conference
Sharon Beverly, The College of New Jersey
Keith Brandon, Penn State University, Abington
Jason Fein, Drew University
Callie Olson, Lakeland College
Joe Onderko, Presidents Athletic Conference
Dennis Shields, University of Wisconsin-Platteville
Nicolle Wood, Salem State University
<b>Absentees:</b>
Chris O'Rourke, Becker College
Natalie Winkelfoos, Oberlin College
<b>NCAA Staff Support in Attendance:</b>
Nicole Hollomon, Louise McCleary, Sonja Robinson, Sarah Sadowski and Amy Wilson.