

**REPORT OF THE NCAA DIVISION III  
DIVERSITY AND INCLUSION WORKING GROUP  
DECEMBER 5, 2016, TELECONFERENCE**

**INFORMATIONAL ITEMS.**

- 1. Welcome and roster.** The NCAA Division III Diversity and Inclusion Working Group commenced business at 1:03 p.m. Eastern time Monday, December 5, 2016. Chancellor Dennis Shields welcomed the group and mentioned that it was his last call as his tenure on Presidents Council ended in January. He urged current working group members interested in serving as the chair to contact NCAA staff. President Javier Cevallos, a new Presidents Council member, will join the working group. Staff conducted a roll call.
  
- 2. Report of November 7, 2016, teleconference.** The working group reviewed the report and noted that Nicolle Wood was not on the November teleconference.
  
- 3. Discuss best practices resource.** The working group discussed and reviewed the latest version of the diverse hiring best practices resource, including the introduction. Staff noted that two contractors, Gary Brown and Vincent Brown, have reviewed and edited the resource. Staff has sent it to the graphic designer and anticipates a final version by the 2017 NCAA Convention. The working group provided some editorial comments and staff encouraged further review and comments be sent no later than Friday, December 9.
  
- 4. Diversity initiatives updates.** Staff provided an update on the following initiatives:
  - a. Division III Student Immersion program selections. The working group's subcommittee selected 44 students to participate and attend the Convention. Staff has enhanced this year's programming and secured mentors.
  
  - b. Division III Diversity facts and figures. Located on NCAA.org on the Division III Diversity and Inclusion webpage, the Division III diversity facts and figures has been updated to include the data for athletics direct reports.
  
  - c. Diversity grants for Division III conferences. Of the \$50,000 approved for conference offices to spend on diversity programs, initiatives and/or internships, to date, staff has distributed approximately \$30,000. The deadline to request funding is August 1, 2017.

- 5. Additional programming for ethnic-minority students.** The working group brainstormed on follow-up programming and/or initiatives for students who participate in the Student Immersion Program. Ideas consisted of the following:
- a. Involve students in an internship or co-op.
  - b. In June, Invite students to a two or three-day intensive program similar to the existing Division III Diversity Grant orientation, Leadership Institute or Pathway Program. The working group also recommended contracting NCAC services - <https://www.ncasports.org/services/>.
  - c. Develop a year-long mentorship with a current Division III athletics administrator or conference office member.
- During its February teleconference, the working group will formalize the proposed program and/or initiatives.
- 6. Next steps.** The working group was in support of continuing its work. Staff will schedule a teleconference call for February and April 2017.
- 7. Adjournment.** The call adjourned at 1:50 p.m. Eastern time.

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

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| Teleconference date: December 5, 2016               |
| <b>Attendees:</b>                                   |
| Nnenna Akotaobi, Swarthmore College                 |
| Heather Benning, The Midwest Conference             |
| Keith Brandon, Penn State University, Abington      |
| Gerard Bryant, John Jay College of Criminal Justice |
| Jason Fein, Drew University                         |
| Joe Onderko, Presidents Athletic Conference         |
| Dennis Shields, University of Wisconsin-Platteville |
| Nicolle Wood, Salem State University                |

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| <b>Absentees:</b>  |
| Valerie Cleary, Willamette University<br>Nicole Monick, Johnson State College<br>Callie Olson, Lakeland College<br>Natalie Winkelfoos, Oberlin College |
| <b>NCAA Staff Support in Attendance:</b>   |
| Louise McCleary, Sonja Robinson and Amy Wilson.  |
| <b>Other in Attendance:</b>  |
| None.  |