

**REPORT OF THE NCAA DIVISION III
DIVERSITY AND INCLUSION WORKING GROUP
FEBRUARY 23, 2016, TELECONFERENCE**

ACTION ITEM.

- **Renewal of Ethnic-Minority Student Grant Program to NCAA Convention.**
 - a. Recommendation. For the 2016-17 academic year, provide up to \$2,000 each for 40 Division III ethnic-minority students to attend the 2017 NCAA Convention and related Division III programming.
 - b. Effective date. August 1, 2016.
 - c. Rationale. The Division III governance and the Office of Inclusion successfully partnered on a pilot program that brought 39 ethnic-minority students to the 2016 NCAA Convention. The students were exposed to Division III, its members and the governance process with the goal of building the Division III pipeline in an effort to ultimately diversify the division. After reviewing the participant's positive feedback, the working group recommends this program for the 2017 NCAA Convention. [Attachment A]
 - d. Budget Impact. \$55,000 from the diversity line in the existing 2016-17 budget.
 - e. Student-Athlete Impact. An opportunity for minority students to experience the Convention, the Division III governance process and related Convention programming.

INFORMATIONAL ITEMS.

1. **Welcome and roster.** The NCAA Division III Diversity and Inclusion Working Group commenced business at 3:03 p.m. Eastern time Tuesday, February 23, 2016. Chancellor Dennis Shields welcomed the group and staff conducted a roll call.
2. **Report of December 16, 2015, teleconference.** The working group reviewed the report and had no changes.
3. **2016 NCAA Convention debrief.** NCAA staff provided updates on the following resources and programs provided at Convention.
 - a. Final Executive Summary. The working group had an opportunity to review the executive summary of the group's work the past year that was shared with the Convention participants at the Division III Issues Forum.

- b. **Infographics.** Research updated the Division III Diversity and Inclusion Fast Facts adding the gender and ethnic/racial diversity of presidents and chancellors. [Attachment B] The working group discussed finding ways to add the diversity data of athletics direct reports (ADRs). However currently the NCAA's annual sports demographic form doesn't collect this information. The working group encouraged staff to partner with NASPA to obtain the data.
 - c. **Straw poll question results.** The working group reviewed the results of the straw poll question asked during the Issues Forum. While the working group made no decision, the survey results indicate the most support for using additional diversity and inclusion funding on administrators.
 - d. **Delegate's feedback.** Staff reported that two Convention delegates specifically requested additional funding be spent on coaches and in particular supporting female and racial/ethnic assistant coaches to stay in Division III.
 - e. **Ethnic-minority programming.** The working group reviewed the participant's feedback and programming budget. [See action item]
 - f. **NCAA Board of Governors resolution.** Staff updated the working group on the recent Board resolution on diversity and inclusiveness. The ad hoc committee's charge is to focus on cultural diversity. The ad hoc committee's work will also include considering recommendations from the NCAA's Gender Equity Task Force. The ad hoc committee has a March teleconference and April in-person meeting.
- 4. Senior Woman Administrator (SWA).** The working group reviewed the NCAA's SWA resource and discussed the current role of the SWA. Working group members and the Office of Inclusion have heard that the SWA role needs to be re-examined as there is still confusion with the SWA designation. The Office of Inclusion has scheduled a session on the SWA role for the 2016 Inclusion Forum that will be held in Indianapolis from April 16-18. The Office of Inclusion anticipates updating its resource, and the working group may include the SWA's role in its best practices resource.
- 5. Black Women in Sports Foundation.** The working group received a request for funding to support the foundation's proposed Division III specific mini-forums. At this time, the working group is still developing proposed funding options. It agreed to not recommend funding of the mini-forums at this time, but will consider in the future.
- 6. Next steps.** Time did not permit the working group to discuss next steps. However in preparation for its April teleconference, the working group will email staff areas it wants

included in the best practice resource. On its April call, the working group will begin developing a best practice resource, as well as discuss possible new diversity initiatives, programming and educational resources for 2016-17.

7. **Other business.** The working group agreed to add two working group members – a faculty athletic representative and an ADR – since neither constituent group is currently represented on the working group. The next teleconference is scheduled for 2 p.m. Eastern time April 14.

8. **Adjournment.** The call adjourned at 4:05 p.m. Eastern time.

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

Teleconference date: February 23, 2016
Attendees:
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
Dennis Shields, University of Wisconsin-Platteville
Nicolle Wood, Salem State University
Absentees:
Callie Olson, Lakeland College
Joe Onderko, Presidents Athletic Conference
Chris O’Rourke, Becker College
Natalie Winkelfoos, Oberlin College
NCAA Staff Support in Attendance:
Jessica Duff, Nicole Hollomon, Louise McCleary, Sonja Robinson, Sarah Sadowski and Amy Wilson.

NCAA Division III Ethnic Minority Participant Pilot Program

After the NCAA Convention Division III Ethnic Minority Participant Program debrief session, on January 16, 2016, the participants filled out a brief feedback survey that included three rating questions and seven open-ended questions. Overall, 30 participants provided their input. The summary of their comments can be found below.

OVERALL ACADEMY	Very Helpful	Somewhat Helpful	Not Helpful	No Opinion
How helpful was the NCAA DIII Ethnic Minority Participant Pilot Program Welcome Session?	26	4	0	0
How informative did you find the content of the welcome binder materials?	24	6	0	0
How informative and/or helpful did you find the speakers?	27	2	0	1

Briefly, tell us your thoughts on the selection process and the correspondence you received pre-convention:

Overall, the response from all thirty (30) participants was positive. Many indicated that the selection process was effective and fair. There were some responses (5) that indicated there needed to be a more selective and intentional process to ensure participants were interested in a career in athletics and attended convention for the right reasons. In regards to the correspondence they received pre-convention, some (6) participants would have liked to receive more information in advance. Such information included: 1) information/bios of all mentors; 2) information/bios of all participants; 3) what types of things to bring to convention; 4) a clearer explanation of mentor and mentee expectations, 5) what to expect at convention; 6) what needed to be covered in terms of cost; and 7) descriptions of programming.

Briefly, identify any expectations met or not met with your assigned mentor:

While a majority of the participants noted that their expectations with their assigned mentor were met or exceeded, some provided recommendations related to receiving advanced information about their mentors. One respondent expressed an interest in having access to all mentors. Another thought a more formalized meeting between mentors and mentees would be beneficial. Some individuals also requested

extra time to meet with mentors to discuss career aspirations, goals for convention and strengths and weaknesses.

Briefly, identify any expectations met or not met during the Division III Ethnic Minority Participant Pilot Program:

Many of the participants disclosed that their expectations were succeeded; one noted it was a “priceless experience,” while another said it was “beyond anything I could have expected.” The overall consensus was that they expected to meet people, to network, to further their knowledge of the NCAA and college athletics, and to understand the role of the Student-Athlete Advisory Committee. A number of participants (7) wished they had more time to network and meet other women and ethnic minorities. Others (3) had hoped that there could have been an open forum with NCAA staff and people from the membership to discuss issues of diversity and inclusion, and how to negate the lack of diversity within the division.

Recommendations for future pilot programs:

Most of the participants provided recommendations for future programs. Of those recommendations, eight (8) respondents noted that more time on the front end of the programming would have been beneficial and may have resulted in an opportunity to spend more time getting to know their mentors and other participants (5). Almost a third of the respondents (9) requested a “speed-dating” icebreaker in order for all participants to meet and get to know each other upon arrival. Several of those respondents (4) noted that a “pre-profile” of all participants should be sent out before the start of programming. Several (5) participants expressed an interest in meeting other ethnic minorities; either through an open forum on diversity and inclusion, or a reception with others within the membership. A few (3) participants also recommended there be clearer expectations for mentors and mentees leading up to convention, while a couple (2) requested more interaction and integration between National SAAC members.

Was the information presented in a useful manner?

A strong majority (24) of the respondents said that the information was presented in a useful manner, noting that what they received was very helpful, informative, clear and well organized. A few (3) made specific mention of the binder and the pre-convention email. One respondent requested there be a resources page with websites listed.

Do you feel more prepared to start a career in Division III athletics?

Of the 30 respondents, 24 felt more prepared to start a career in Division III athletics. Three respondents failed to provide a response to the question, while two said that a career in athletics is not their intended path. The majority of respondents acknowledged that the information provided has allowed them to not

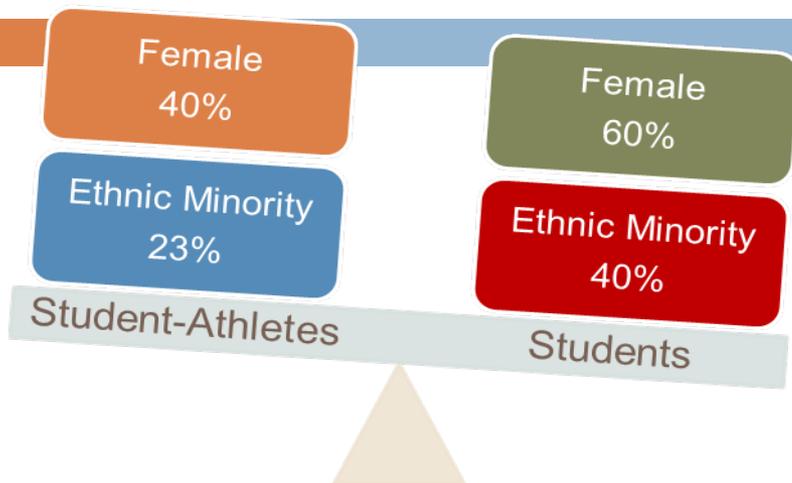
only feel more confident in starting a career in Division III athletics, but has also given them a better understanding of what to expect.

General Comments:

Attendees expressed their thanks to those who put the program together, as well as the speakers involved, and their appreciation for the opportunity to attend convention. One respondent noted that this was a “life-changing experience,” and a few expressed the necessity to continue outreach with current participants and to expand the program in upcoming years. The Honors Celebration was a highlight for a few participants (3) as well.

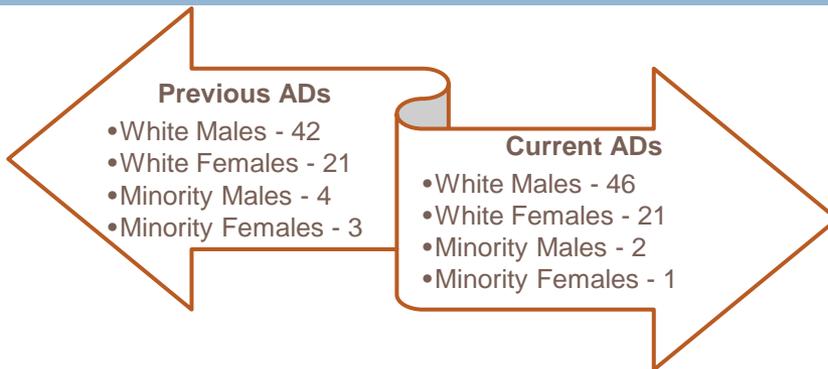
NCAA Division III Diversity and Inclusion Fast Facts

Differences Among Student and Student-Athlete Populations



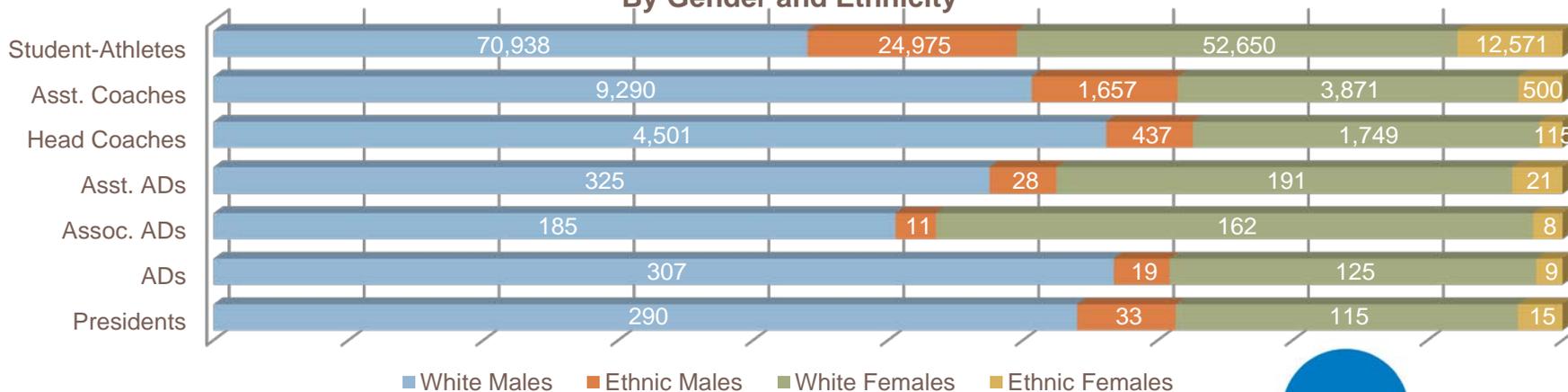
Note: Data reflect comparisons of the 2012-13 academic year for the full-time undergraduate population.

Change in Director of Athletics Positions By Gender and Ethnicity



Note: These figures are derived from membership requested changes to the membership database during the 18 month period of April 2014 - October 2015. There were 70 positions that turned over during this time.

Current Population Figures for Select Division III Positions By Gender and Ethnicity



Note: These figures represent the 2014-15 populations and were derived from the data reported in the annual sport sponsorship and demographic forms. Additionally, head coach, assistant coach and student-athlete totals include only outdoor track figures, to reduce the incidence of potential triple counting.