

**REPORT OF THE NCAA DIVISION III  
DIVERSITY AND INCLUSION WORKING GROUP  
FEBRUARY 2, 2017, 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 Thursday, February 2, 2017. Gerard Bryant, the working group's new chair, commenced the teleconference. He welcomed the group, and President Javier Cevallos, Dan Schumacher, Jason Verdugo and Jessica Jean. Staff conducted a roll call.
2. **Report of December 5, 2016, teleconference.** The working group reviewed the report and no changes.
3. **Feedback on Diverse Hiring Best Practices Resource.** The working group reviewed the final resource: The Diverse Workforce: Recruitment and Retention Basics for Division III Athletics Departments. Working group members noted an initial positive reaction at the 2017 NCAA Convention, where the resource was unveiled and distributed to the membership. During the athletics direct report (ADR) Luncheon, ADRs participated in a diversity workshop using and citing the resource. The ADRs provided positive feedback on the resource. A few ADRs appeared genuinely surprised with the lack of diversity in the division and appreciate the creation of the resource. Staff noted that the resource was distributed via the February Monthly Update, posted on NCAA.org and direct mailed to all Division III presidents/chancellors, ADRs and commissioners. Staff also will take every opportunity to remind the membership of the benefits of using the resource.
4. **Companion Program to Student Immersion Program.** The working group continued its support of a companion program for participants of the Student Immersion Program. Staff recommended the establishment of an application process that will be sent to participants of the 2016 and 2017 Student Immersion Program. Participants, anticipate 20-25, will come to Indianapolis for a day of Division III-specific professional development Wednesday, May 31, and then attend the NCAA's Career in Sports Forum, June 1-4. For the Division III-specific programming, the working group recommended staff work with the National Consortium for Academics and Sports to develop the programming.
5. **Next steps.** The working group brainstormed about its next steps. Concepts that received support included the following:

- a. Review the Division III voluntary graduation rates, and specifically, the lower rate of men of color, and determine if there are any needed next steps. Staff will ask research to participate on the April teleconference.
- b. Develop a resource to help undergraduate student-athletes chart a course on obtaining a career in athletics.
- c. Create an annual award recognizing either an individual, institution or entity (either within or outside of the NCAA) for championing women and/or ethnic minorities pursuing careers in sport.
- d. Develop a strategic plan.

**6. Adjournment.** The call adjourned at 1:55 p.m. Eastern time.

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

Teleconference date: February 2, 2017
<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
Javier Cevallos, Framingham State University
Jason Fein, Drew University
Joe Onderko, Presidents Athletic Conference
Dan Schumacher, University of Wisconsin, Eau Claire
Jason Verdugo, Hamline University
Natalie Winkelfoos, Oberlin College
Nicolle Wood, Salem State University
<b>Absentees:</b>
Jessica Jean, John Jay College of Criminal Justice
<b>NCAA Staff Support in Attendance:</b>
Louise McCleary, Sonja Robinson, Nicole Hollomon, and Amy Wilson.
<b>Other in Attendance:</b>
None.