

**REPORT OF THE NCAA DIVISION III
LGBTQ WORKING GROUP
FEBRUARY 9, 2018, TELECONFERENCE**

ACTION ITEMS.

- **None.**

INFORMATIONAL ITEMS.

- 1. Welcome and roster.** The NCAA Division III Lesbian, Gay, Bisexual, Transgender and Questioning (LGBTQ) Working Group commenced business at 2 p.m. Eastern time Friday, February 9. The chair, Neil Virtue, welcomed the group, and staff conducted a roll call. The working group welcomed its newest member Mikayla Costello, a women's swimming and diving student-athlete at Willamette University. Costello replaced Christopher Deddo as the Division III National Student-Athlete Advisory Committee member on the working group.
- 2. Report of January 3 teleconference report.** The working group reviewed and approved the teleconference report.
- 3. Mission statement.** The working group reviewed its mission statement. The mission statement is a living document and henceforth may be modified at any time.
- 4. Convention recap.** The working group reflected on the Division III Business Session at the 2018 NCAA Convention during which the chair and Brit Katz separately addressed LGBTQ issues. Specifically, Virtue presented to Division III delegates a summary of findings from the LGBTQ Division III membership surveys, solicited additional information via polling questions and encouraged Division III institutions and conferences to be safe for and respectful of LGBTQ student-athletes, coaches and administrators. Katz was recognized by colleagues on the Division III Management Council for his service as chair, which concluded in January 2018. During his remarks to the Division III membership, Katz noted that he was the first openly gay individual to serve as chair of the Division III Management Council and was humbled by the significance. Working group members who attended Convention commended the chair for representing the working group, and congratulated Katz on his recognition and service. Further, those in attendance noted the level of humanity during the business session, and thanked NCAA staff for their commitment to address LGBTQ issues in Division III.
- 5. Review straw poll results from Convention.** The working group reviewed results of the six straw poll questions presented to delegates during the Division III Business Session. The questions were designed to solicit additional information to guide the working group's next steps. Below are key takeaways from the questions:

- a. Respondents indicated written educational guides (38 percent) and facilitator training (37 percent) would most assist their LGBTQ programming efforts.
 - b. Respondents who do not use existing LGBTQ resources from the NCAA Office of Inclusion noted that they were either not aware the resources existed (39 percent) or did not know where to find them (25 percent). The working group suggested the possibility of developing a communication plan, including using conference commissioners as resource distributors to their member institutions.
 - c. Respondents (73 percent) preferred the NCAA commit financial resources toward LGBTQ programming. The working group expressed disappointment that the fewest respondents (six percent) preferred a financial commitment toward an LGBTQ recognition event. The working group pondered whether the polling question and/or response options skewed the results.
 - d. Respondents indicated coaches (47 percent) and athletics administrators (35 percent) should be the initial target for LGBTQ programming. The working group hypothesized that most respondents selected coaches to be the initial target because they interface with student-athletes and administrators, and often serve as an informational and cultural conduit between both groups. However, the working group noted that athletics administrators are important in setting a tone and creating an environment of inclusion in athletics departments.
 - e. Respondents (77 percent) noted that if made available, they would publicly display a Division III-specific, LGBTQ-inclusive banner/poster in their athletics facilities. The working group was encouraged by the result and expressed interest in pursuing a branding campaign.
 - f. Respondents (85 percent) noted that if made available, they would use template language to develop LGBTQ-inclusive policy statements, inclusion statements and nondiscrimination clauses for their handbooks. The working group was similarly encouraged by the result and noted developing template language could be a relatively simple, yet impactful, action item.
- 6. Discuss next steps.** The working group discussed next steps regarding the development of Division III-specific, LGBTQ resources, initiatives and programming. Specifically, the working group identified the following priority initiatives:
- a. Banner/poster campaign. Since 77 percent of respondents indicated they would publically display LGBTQ inclusive banners/posters, the working group identified the creation of a banner/poster campaign as a priority. As part of the discussion, the working group inquired how student-athletes could be involved in the design of a banner/poster, such as collaborating with the Division III National SAAC or

creating a division-wide, student-only design competition. The working group and staff also discussed a potential concern. Specifically, staff reminded the working group that the straw poll feedback indicated more respondents (73 percent) preferred the NCAA commit resources toward LGBTQ programming (e.g., train-the-trainer program) compared to 21 percent supporting promotional materials (e.g., banner/poster campaign). Staff did not discourage the working group from prioritizing a banner/poster campaign but wanted to make the group aware that there could be pushback from the Division III membership for prioritizing an initiative with a significant expense that was not the highest priority noted by straw poll respondents.

- b. Policy template language. Since 85 percent of respondents indicated they would use template language to develop LGBTQ-inclusive language for their handbooks, the working group identified the development of LGBTQ-inclusive policy template language as a high priority. Working group members noted that this initiative could be relatively simple to accomplish if the working group solicits existing policy language from Division III member institutions and conferences, among other LGBTQ-inclusive organizations. The working group also underscored the importance of engaging the Division III National SAAC in a review of template language before making it available to the Division III membership.
 - c. Train-the-trainer program. The working group noted that the majority of straw poll respondents (73 percent) preferred the NCAA commit financial resources toward LGBTQ programming, such as a train-the-trainer program. Therefore, the group agreed that program development is a priority. However, the working group and staff cautioned that a train-the-trainer program will require more time and resources to develop. Therefore, the working group agreed to focus short-term priorities (e.g., three to six months) on the banner/poster campaign and the development of policy template language, and to focus long-term priorities (e.g., six to 12 months) on program development.
 - d. Recognition event. The working group agreed to explore possible event opportunities to recognize LGBTQ student-athletes, coaches and administrators for their contributions to intercollegiate athletics and to celebrate their LGBTQ identity. However, the working group noted that a recognition event would not take precedent over a banner/poster campaign, development of policy template language or development of a train-the-trainer program.
7. **Future teleconferences.** Staff noted the next working group teleconference will be held at 4 p.m. Eastern time Tuesday, March 13, 2018.
 8. **Other business.** Michael Vienna contacted staff immediately following the teleconference with a comment. Specifically, Vienna noted that the straw poll results indicated that

primary reasons why respondents do not use existing LGBTQ resources from the NCAA Office of Inclusion is because they are not aware the resources existed (39 percent) or they do not know where to find them (25 percent). Vienna inquired if the working group could add to its list of next-step priorities a communication plan to better inform the Division III membership of LGBTQ resources from the NCAA Office of Inclusion.

9. Adjournment. The meeting adjourned at 3 p.m.

*Staff Support: Louise McCleary, Division III Governance
 Jean Orr, Office of Inclusion*

NCAA Division III LGBTQ Working Group February 9, 2018, Teleconference
Attendees:
Mikayla Costello, Willamette University; Northwest Conference.
Margaret Drugovich, Hartwick College; Empire 8.
Malcolm Huggins, State University of New York at Oswego; State University of New York Athletic Conference.
R. Brit Katz, Millsaps College; Southern Athletic Association.
Christopher Kimball, California Lutheran University; Southern California Intercollegiate Athletic Conference.
Donna Ledwin, Allegheny Mountain Collegiate Conference.
Julie Shaw, Women’s Sports Foundation.
Michael Vienna, Emory University; University Athletic Association.
Neil Virtue, Mills College; Independent.
Absentees:
Kyrstin Krist, Methodist University; USA South Athletic Conference.
Emet Marwell, Mount Holyoke College; New England Women’s and Men’s Athletic Conference.
NCAA Staff in Attendance:
Louise McCleary, Jean Orr, Amy Wilson.