

**REPORT OF THE NCAA DIVISION III
LGBTQ WORKING GROUP
JANUARY 3, 2018, TELECONFERENCE**

ACTION ITEMS.

- **None.**

INFORMATIONAL ITEMS.

1. **Welcome and roster.** The NCAA Division III Lesbian, Gay, Bisexual, Transgender and Questioning Working Group commenced business at 1 p.m. Eastern time Wednesday, January 3. Working group chair Neil Virtue welcomed the group, and NCAA staff conducted a roll call. The working group welcomed its newest member Emet Marwell, a student at Mount Holyoke College. Additionally, Christopher Deddo, a baseball student-athlete at the State University of New York Maritime College, announced it would be his final working group teleconference. Deddo received an early assignment with the U.S. Marine Corps and will discontinue service on the Division III Student-Athlete Advisory Committee after the NCAA Convention.
2. **Report of November 14 teleconference report.** The working group reviewed and approved the teleconference report with one minor edit. [Attachment]
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. **LGBTQ survey executive summary.** The working group reviewed and endorsed the executive summary of the LGBTQ Division III membership surveys. The executive summary will be posted on the Division III NCAA Convention resource page located on its home page. As part of its endorsement of the executive summary, the working group indicated it wants to further explore the concept, intent and structure of the train-the-trainer program, which was identified as a possible next step. The working group agreed to engage in that discussion after the NCAA Convention. [Attachment]
5. **LGBTQ survey executive summary of comments.** The working group reviewed the executive summary of comments of the LGBTQ Division III membership surveys, a document that detailed the most substantive qualitative data in each of the demographic group surveys. The working group expressed concern that certain language used in the document is considered disrespectful by some LGBTQ individuals. Of particular concern was the term LGBTQ “lifestyle,” which is perceived by many in the LGBTQ community as suggesting sexual orientation and/or gender identity is a choice. Staff explained that

when coding the qualitative data, they used in vivo coding, a technique that uses direct language from survey respondents to enhance the trustworthiness and validity of the research. Per the working group's suggestion, staff will add a sentence to the executive summary of comments to clarify the rationale for using direct language. Staff also underscored that the executive summary of comments will not be publicly available. Instead, the resource was created to help inform and guide the working group in its development of resources.

6. **LGBTQ terminology and definitions.** The working group reviewed and endorsed a one-page LGBTQ terminology and definitions resource. Hard copies of the resource will be distributed at the NCAA Convention and an electronic version will be posted on the Division III home page and the NCAA Convention resources link. During the November 2017 in-person meeting, the working group recommended that staff create an LGBTQ resource that equips people with fundamental terminology and definitions to engage in meaningful discussion about LGBTQ issues. In consultation with the NCAA office of inclusion and a co-author of the NCAA Champions of Respect terminology resource, staff created an abridged version of terminology. The terminology and definitions are organized in building-block order, wherein one term or definition lays the foundation for subsequent terms and definitions. Lastly, members of the working group expressed interest in possibly expanding the resource to include more terminology and definitions. Staff noted that the working group may expand the resource after the NCAA Convention as it deems appropriate. [Attachment]
7. **LGBTQ PowerPoint at Convention.** The working group reviewed and endorsed the LGBTQ PowerPoint that working group chair Virtue will use in conjunction with his presentation at the NCAA Convention. Staff noted the PowerPoint and speech were based on the executive summary, as well as specific data the working group requested to be highlighted. As part of the review, members of the working group inquired whether the PowerPoint adequately highlighted survey findings that addressed areas of unmet need, disparate opinions between LGBTQ and non-LGBTQ participants, and opportunities for enhancement. Staff noted the concerns and deferred additional PowerPoint edits to working group chair Virtue.

The working group also reviewed and endorsed six straw-poll questions designed to solicit additional information to guide the working group's next steps. Staff noted that

Convention delegates will use polling devices during the Division III business session that will allow real-time responses to the questions.

8. **Convention talking points.** Staff presented a one-page document of talking points for members of the working group to use at the NCAA Convention and on campuses. The document includes general information about the working group’s history, its mission, survey results, possible next steps and NCAA inclusion resources to ensure a consistent message on core components of the working group. Staff noted that talking points will be periodically updated to reflect the status of the working group’s initiatives.

9. **Future teleconferences.** Staff will send a Doodle request to determine availability for the February and March teleconferences. On the teleconferences, the working group will begin planning its next steps.

10. **Other business.** Jean Orr shared that she recently moved from NCAA academic and membership affairs to the NCAA office of inclusion. Despite the transition, Orr will continue to serve as the primary liaison to the Division III LGBTQ working group.

11. **Adjournment.** The meeting adjourned at 2 p.m.

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

NCAA Division III LGBTQ Working Group January 3, 2018, Teleconference
Attendees:
Christopher Deddo, State University of New York Maritime College; Skyline Conference.
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.
Kyrstin Krist, Methodist University; USA South Athletic Conference.
Donna Ledwin, Allegheny Mountain Collegiate Conference.
Emet Marwell, Mount Holyoke College; New England Women’s and Men’s Athletic Conference.
Julie Shaw, Women’s Sports Foundation.
Michael Vienna, Emory University; University Athletic Association.
Neil Virtue, Mills College; Independent.
Absentees:
Margaret Drugovich, Hartwick College; Empire 8.
NCAA Staff in Attendance:
Louise McCleary, Jean Orr.