CREATING INCLUSIVE ATHLETICS DEPARTMENTS
DIVISION III DIVERSITY AND INCLUSION
SNAPSHOT OF ATHLETICS CONSTITUENTS

ATHLETICS DIRECTORS
7% (31) ETHNIC MINORITY
31% (142) FEMALE

COACHES
12% (3,217) ETHNIC MINORITY
28% (7,734) FEMALE

STUDENT-ATHLETES
21% (44,310) ETHNIC MINORITY
42% (80,434) FEMALE

OVERALL
20% (44,558) ETHNIC MINORITY
40% (88,310) FEMALE

Source: NCAA sports sponsorship and demographic forms

DIVISION III
#WHYD3
BILL KIBLER
PRESIDENT
SUL ROSS STATE UNIVERSITY
Maximizing Affiliations

• Affiliation Opportunities
  – NCAA Grant Opportunities
  – Institutional Opportunities
Lens on Self

• Utilize a Program Review to get a Climate read
  – Opportunity for Recruitment & Growth
  – Opportunity for Departmental Training & Development
  – Opportunity for Student Athlete Support
Connection & Reach

• Strategic Representation on Committees
  – Representation in Recruitment/Retention Committees
  – Representation in College Committees (i.e., CARE Team)
  – Student Athlete Representation on Student Gov. and Committees
DONNIE BROOKS
DIRECTOR OF ATLETICS
MILLSAPS COLLEGE
Millsaps at a Glance

- Jackson Mississippi (Capitol City)
- Conference: Southern Athletic Association
- Undergraduate Enrollment: 860
- Small Liberal Arts College w/ Accredited Business School
- 18 varsity Sports, Students-Athletes Represent 45% of the student population
Diversity and Inclusion

- Diversity of Undergraduate Population:
  - 24% Pell eligible
  - 29.2% Students of Color,
  - Largest Underrepresented Group: 13% African American

- Diversity of Jackson: 83% African American, second amongst US cities with the highest percentage of African-Americans

- Diversity of Student Athletes: 24% Underrepresented students

- Upon my arrival in Fall 2016: 0 coaches or athletics staff of color
Challenges We Are Facing
Inclusion Vs Climate

– House Bill 1523
– Presidential Election
Inclusion in Action: The Plan

- Define it, set goals and get to work?
- Diversifying and creating an inclusive department won’t be easy or perfect.
- Identifying barriers and knocking them down.
- Prepare for the costs of diversity and inclusion.
- Prepare for resistance, inclusion means change!!
- Need help facilitate the tough conversations.
- Correct it when you hear it!
Continued Support

• Coaches teaching each other.
• How does diversity and inclusion connect to your core values?
• Additional support from campus partners.
MIRIAM MERRILL
ASSOCIATE AD/SWA
HAMILTON COLLEGE
Campus Information and Overview

- Hamilton College
  - Central New York (50 minutes east of Syracuse)
  - FT Enrollment: 1850
  - Conference: New England Small College Athletic Conference (NESCAC)
Campus Information and Overview

• Hamilton College
  – Institutional profile: Hamilton College is committed to providing a place for students to study what they love and be who they are.
    • Open Curriculum
    • Need-Blind Admissions Decisions
Ways to Create an Inclusive Environment

• Manage Bias.
• Challenge organizational structures that may inhibit progress for people with marginalized identity.
• Diversify Networks.
Manage Bias

• IAT Test
• Conversation with search committee
Challenge Organizational Structures

• Post both men’s and women’s coach postings on gender-specific websites.
Challenge Organizational Structures

• Understand the distinct needs of coaches with marginalized identities.
  – Gender, person of color, ability, sexuality, etc.
• Be willing to support those identities.
Challenge Organizational Structures

- Evaluate hiring process to reduce homologous reproduction.
Diversify Networks

• Minority Opportunities Athletic Association (MOAA)
  – Symposium: June 27-28 (Washington, D.C.)

• Women Leaders in College Sports
  – National Convention: Oct. 14-16 (Atlanta, GA)

• NCAA DIII Diversity Database

• Mentor
Q&A Discussion