



AGENDA

National Collegiate Athletic Association

Division III Diversity and Inclusion Working Group

Teleconference, 350B
Dial-In No.: 866/434-5269
Access Code: 5128535

May 31, 2016
10 a.m. Eastern Time

1. Welcome and roster. [Supplement No. 1] (Dennis Shields)
2. Report of April 14, 2016, teleconference. [Supplement No. 2] (Shields)
3. 2017 D.A.R.E.S. Convention program. (Louise McCleary)
 - a. D.A.R.E.S. – Division III Advancing Racial and Ethnic Minority Students.
 - b. Selection committee.
4. Confirm new diversity initiatives for 2016-17. (All)
 - a. Additional programming for ethnic minority students – model Leadership Institute.
 - b. Senior Woman Administrator (SWA) professional development.
 - c. Conference grant funding specifically for programming and/or internships.
5. Best practices resources. (All)
 - a. Model [Division II best hiring practice guide](#). Create a brochure that has step by step recommendations for institutions and conference offices to better diversify their candidate pools. Areas of focus may include:
 - (1) Developing a diverse candidate pool.
 - (2) The search process and engagement with search firms.
 - (3) Search committee training (e.g., diversity allies, SWAs). Collaboration with human resources in training of interview questions to ask and how to answer diversity questions.
 - (4) Retention and exit interview training.
 - b. Collaborate with the Office of Inclusion in updating the [Role of the Senior Woman Administrator \(SWA\)](#) resource.

- c. Model [360 Proof](#). Provide a web-based resource that allows institutions and conference offices to [assess their current diversity climate](#), develop a strategic plan, and provide a diversity feedback instrument.

6. Update on NCAA Association-wide Ad Hoc Committee. (Sonja Robinson)

7. Next steps. (Shields)

8. Other business. (McCleary)
 - a. Development of a strategic plan.
 - b. Working group roster updates.
 - c. Future teleconference: August.

9. Adjournment.