



## A G E N D A

### NCAA Division III Diversity and Inclusion Working Group

Palmer Pierce Room C  
NCAA National Office

November 11, 2015  
8 a.m. to 2 p.m. Eastern Time

1. Welcome and roster. [Supplement No. 1] (Dennis Shields)
2. Report of September 30 teleconference. [Supplement No. 2] (Shields)
3. Convention framework and goal.
  - The benefits of a diverse candidate pool. [Supplement Nos. 3a and 3b] (Jessica Duff)
4. Informed Decision Making.
  - a. Turnover rates in athletics director positions. [Supplement No. 4] (Nicole Hollomon)
  - b. Student-athlete versus student-body diversity differences. [Supplement Nos. 5a and 5b] (Louise McCleary)
  - c. International student impact on student-body diversity versus student-athlete diversity. (Hollomon)
  - d. 2013 Division III membership survey results. [Supplement No. 6] (McCleary)
5. Coach diversity.
  - a. 2015 Woman of Color Study executive summary and next steps. [Supplement No. 7] (Hollomon)
  - b. Head and assistant coach diversity and trends. [Supplement No. 8] (Hollomon)
  - c. Correlation between diverse coaches and rosters? (Hollomon)

- d. Brainstorming session.
    - (1) Potential modeling opportunities.
      - (a) [Division II Coaching Enhancement Grant.](#)
      - (b) [NCAA Pathway Program.](#)
      - (c) [United States Olympic Committee \(USOC\) FLAME \(Finding Leaders Among Minorities Everywhere\) Program.](#)
      - (d) [American Council on Education \(ACE\) Fellows Program.](#)
      - (e) [Council for Advancement and Support of Education \(CASE\) conference.](#)
    - (2) Education and collaboration.
      - [Advocates for Athletics Equity \(AAE\).](#)
      - Alliance of Women Coaches.
      - [National Association of Diversity Officers in Higher Education.](#)
6. Current Division III programming review.
    - a. Ethnic Minority and Women Internship and Strategic Alliance Matching Grant Impact. [Supplement No. 9] (Sarah Sadowski)
    - b. Institute for Administrative Advancement. [Supplement No. 10] (McCleary)
    - c. NACWAA Advancement Forum. [Supplement No. 11] (McCleary)
  7. Development of a best practices resource.
    - a. Review mission, processes and best practices of Historically Black Colleges and Universities (HBCUs). [Supplement No. 12] (Duff)
    - b. NCAA Division II hiring best practices. [Supplement No. 13] (Amy Wilson)

- (1) Creating a diverse candidate pool.
    - (2) Recruiting and retention strategies.
  - c. Brainstorming session.
    - (1) 360 Proof model – assessment, best practices and feedback instrument.
    - (2) [Sample best practices](#). [Supplement No. 14]
8. New Division III programming. (McCleary)
  - Ethnic minority students to NCAA Convention.
9. Convention programming preparation recap.
10. Other business.
11. Adjournment.