

**REPORT OF THE NCAA DIVISION III
DIVERSITY AND INCLUSION WORKING GROUP
NOVEMBER 7, 2016, TELECONFERENCE**

INFORMATIONAL ITEMS.

1. **Welcome and roster.** The NCAA Division III Diversity and Inclusion Working Group commenced business at 1:05 p.m. Eastern time Monday, November 7, 2016. Chancellor Dennis Shields welcomed the group. Staff conducted a roll call.
2. **Report of September 27, 2016, teleconference.** The working group reviewed the report and had no changes.
3. **Discuss best practices resource.** The working group discussed and reviewed the latest version of the diverse hiring best practices resource, including the introduction. Staff noted that two contractors, Gary Brown and Vincent Brown, have been hired to assist in the final writing and content of the resource. Gary Brown, a former NCAA communication staff member, will focus on writing style and format. Vincent Brown, a current Office of Inclusion contractor, will review the resource with a focus on diversity.
4. **Division III Student Immersion Program selections.** Due to time constraints, this topic was held for the next teleconference.
5. **Division III Diversity facts and figures.** Due to time constraints, this topic was held for the next teleconference.
6. **Graduate student's proposed project.** Amber Brown, a master's student, presented a research proposal to the working group. The proposal would measure the confidence levels and employment impact of participants in the Division III Student Immersion Program. Ms. Brown proposed a five-year longitudinal study. The working group endorsed the proposal's concept and asked the research staff to work directly with Ms. Brown to further assess the research proposal's feasibility. If there are no obstacles, the research would start with next year's Student Immersion Program (2018).
7. **Diversity grants for Division III conferences.** Due to time constraints, this topic was held for the next teleconference.

8. **Next steps.** Staff will work with the two contractors to produce the next draft of the diverse hiring best practices resource. It will be shared and reviewed by the working group on its next teleconference.

9. **Other business.** Due to time constraints, this topic was held for the next teleconference.

10. **Adjournment.** The call adjourned at 2:33 p.m. Eastern time.

*Staff Liaisons: Louise McCleary, Division III Governance
 Nicole Hollomon, Research
 Sonja Robinson, Office of Inclusion
 Sarah Sadowski, Leadership Development
 Amy Wilson, Office of Inclusion*

Teleconference date: November 7, 2016
Attendees:
Nnenna Akotaobi, Swarthmore College
Heather Benning, The Midwest Conference
Keith Brandon, Penn State University, Abington
Jason Fein, Drew University
Callie Olson, Lakeland College
Dennis Shields, University of Wisconsin-Platteville
Natalie Winkelfoos, Oberlin College
Nicolle Wood, Salem State University
Absentees:
Gerard Bryant, John Jay College of Criminal Justice
Valerie Cleary, Willamette University
Nicole Monick, Johnson State College
Joe Onderko, Presidents Athletic Conference
NCAA Staff Support in Attendance:
Nicole Hollomon, Louise McCleary, Sonja Robinson, Sarah Sadowski and Amy Wilson.
Other in Attendance:
Gary Brown.