AGENDA
National Collegiate Athletic Association
Division III Diversity and Inclusion Working Group

Teleconference, 253B April 14, 2016
Dial-In No.: 866/434-5269 2 p.m. Eastern Time
Access Code: 5128535

1. Welcome and roster. [Supplement No. 1] (Dennis Shields)


3. New diversity initiatives. (All)
   a. Athletics administrator programming.
      (1) Professional development seminar for hiring administrators (e.g., how to create a diverse candidate pool.
      (2) Model NCAA Leadership Institute.
      (3) Model NCAA Pathway Program.
      (4) Model the United States Olympic Committee’s FLAME program.
      (5) Model the American Council on Education (ACE) Fellows Program.
      (6) Other.
   b. Head coach programming.
      • Model Division II coaching enhancement grant.
   c. Education and collaboration.
      (1) Collaborate with Advocates for Athletic Equity (AAE) to offer professional development and networking in addition to highlighting job opportunities in Division III.
      (2) Collaborate with MOAA and NADIIAA to communicate the opportunities available in Division III.
(3) Partner with National Association of Diversity Officers in Higher Education (NADOHE) to create networking opportunities and connect athletics directors of color with aspiring professionals.

4. Best practices resource. (All)
   a. Model Division II best hiring practice guide.
      (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. Model 360 Proof.
      (1) Campus diversity assessment tool.
      (2) Strategic planning tool.
      (3) Diversity feedback instrument.
   c. Role of the Senior Woman Administrator (SWA).
   d. Recruitment of ethnic minority student-athletes.
   e. Create repository of diversity and inclusion speakers.
   f. Other.

5. Next steps.

6. Other business.
   a. Future teleconferences: June and August

7. Adjournment.