



**REPORT OF THE NCAA DIVISION III LGBTQ WORKING GROUP  
APRIL 30, 2018, TELECONFERENCE**

**ACTION ITEMS.**

**1. Legislative items.**

- **None.**

**2. Nonlegislative item.**

- **LGBTQ Promotion Kit.**

- (1) **Recommendation.** Request the Division III Strategic Planning and Finance Committee (SPFC) approve funding for a one-time LGBTQ Identity Promotion Kit.
- (2) **Effective Date.** Immediate (2017-18 fiscal year).
- (3) **Rationale.** For the past 16 months, the Division III LGBTQ Working Group has examined the current and potential programming, resources, and recognition of the LGBTQ community and its allies in Division III. The working group distributed a survey in October 2017 in addition to soliciting feedback at the 2018 NCAA Convention. In particular, the survey respondents, as well as the Convention delegates, overwhelmingly supported the creation of an LGBTQ-inclusion banner. Consequently, the working group wants to hire the NCAA's creative graphic design agency to develop a logo and tag line for use on banners, posters, stickers and websites. If approved, the promotion kits would be distributed to institutions and conference offices in August 2018.
- (4) **Budget Impact.** \$100,000. Approximate costs are \$125 for a banner; \$25 for a dozen posters and \$50 for 50 stickers. As a one-time expense, the working group recommends the funding come from the Division III reserve surplus.
- (5) **Student-Athlete Impact.** Increases visibility and acceptance for LGBTQ students, student-athletes, staff and coaches, as well as opportunities for allies to engage in dialogue.

**INFORMATIONAL ITEMS.**

- 1. Welcome and roster.** The working group commenced business at 4 p.m. Eastern time Monday, April 30. The chair, Neil Virtue, welcomed the group, and staff conducted a roll

call. Mr. Virtue informed the working group that Margaret Drugovich and Malcolm Huggins were stepping down from the working group. The working group thanked both members for their service and wished them well in future endeavors. The working group also discussed possible replacements for the two outgoing members, in particular whether to add another president to the roster. The working group agreed it would be beneficial to consider adding new members, particularly a president.

2. **Report of March 13 teleconference report.** The working group reviewed and approved the teleconference report.
3. **Mission statement.** The working group reviewed its mission statement. The mission statement is a living document and henceforth may be modified at any time.
4. **Banner/poster campaign.** The working group discussed its desired goals, intended audience and preferred platforms for the LGBTQ initiative based on feedback from the working group and the Division III Student-Athlete Advisory Committee. The feedback will inform the NCAA's third-party vendor, Section 127, a creative and marketing agency, as they design a logo and marketing initiative. Staff will present sample logos and taglines to the working group for feedback during its June 8 teleconference, with the goal to have the branded materials developed and distributed to the membership (institutions and conferences) in August. The working group agreed a subgroup is not necessary for this initiative. (See action item)
5. **Policy template language.** The working group reviewed sample LGBTQ-inclusive policies from several Division III institutions and conferences and discussed the process for creating an LGBTQ-inclusive policy template for Division III institutions and conferences to use in athletics department handbooks, student-athlete handbooks and conference handbooks. The working group suggested that the template language should be broad in concept but succinct in content and should account for the diversity of institution-types (e.g., public, private faith-based and private secular) in Division III. The working group also suggested drafting template language that allows institutions and conferences to include web links to their own policies to ensure institutional and conference autonomy. The working group also suggested including language in the policy template that directs institutions and conferences to consult with their general counsels and to ensure all athletics-specific LGBTQ-inclusive policies comply with policies that apply to general student bodies and/or personnel. The working group agreed to establish a subgroup with

the following members: Mikayla Costello, Brit Katz, Kyrstin Krist, Donna Ledwin, Mike Vienna and Neil Virtue. Staff will send a Doodle request to determine availability for two subgroup teleconferences before the working group's June 8 teleconference. Staff also noted that the template policy may not be available to the membership until late-summer.

- 6. NCAA resource communication plan.** Staff informed the working group that after the June teleconference, it will discuss strategic methods to ensure the Division III membership is aware of and can access resources produced by the NCAA Office of Inclusion and Division III. Suggestions for staff to discuss included:

  - a. Email correspondence at strategic times of year (e.g., beginning of each academic term; Pride Month (June); National Coming Out Day [November]);
  - b. Focus communication style and platform based on intended audience (e.g., social media correspondence for student-athletes; email to administrators);
  - c. Produce a video and corresponding written information on where and how to access NCAA resources; and
  - d. Ensure all resources produced by the Office of Inclusion also are accessible on the Division III Diversity and Inclusion webpage.
- 7. Train-the-trainer program and recognition event.** Staff suggested that the working group pursue the train-the-trainer and recognition event initiatives after the previously discussed initiatives have been developed to ensure sufficient planning and quality programming. Despite a deferred timeline, staff emphasized the two initiatives remain top priorities.
- 8. Future teleconferences.** Staff noted the next working group teleconference is scheduled for 3 p.m. Eastern time Friday, June 8.
- 9. Other business.** Staff noted that during the June SPFC teleconference, the committee will discuss new nonchampionship initiatives, and one recommendation will be to create an account line for LGBTQ programming and initiatives. The initial staff recommendation will be for \$100,000 to fund future train the trainer programs; initiatives and a recognition event on an annual basis. Julie Shaw also encouraged members to watch a documentary film entitled, We Exist: Beyond the Binary. The film offers a first-hand account of what it is like to exist other than male or female.

**10. Adjournment.** The meeting adjourned at 5 p.m. Eastern time.

*Staff Support: Jean Merrill, Office of Inclusion  
Louise McCleary, Division III Governance*

<b>NCAA Division III LGBTQ Working Group April 30, 2018, Teleconference</b>	
<b>Attendees:</b>	
Mikayla Costello, Willamette University.	
Malcolm Huggins, State University of New York at Oswego.	
R. Brit Katz, Millsaps College.	
Christopher Kimball, California Lutheran University.	
Kyrstin Krist, Methodist University.	
Donna Ledwin, Allegheny Mountain Collegiate Conference.	
Julie Shaw, Women's Sports Foundation.	
Michael Vienna, Emory University.	
Neil Virtue, Mills College.	
<b>Absentees:</b>	
Margaret Drugovich, Hartwick College.	
Emet Marwell, Mount Holyoke College.	
<b>NCAA Staff in Attendance:</b>	
Louise McCleary and Jean Merrill.	