KEY ITEMS.

• None.

ACTION ITEMS.

• None.

INFORMATIONAL ITEMS.

1. **Welcome and introductions.** The Division III LGBTQ Working Group commenced business at 2:01 p.m. Eastern time Monday, February 6, 2017. Staff welcomed the working group to its first teleconference.

2. **Working group roster.** The working group reviewed the roster. Besides changes to Kyrstin Krist’s contact information, there were no additional changes.

3. **Proposal for working group.** Staff reviewed the history behind the creation of the working group. At its October 2016 in-person meeting, the NCAA Division III Management Council endorsed a proposal to establish a working group to examine the current and potential programming, resources, and recognition of the LGBTQ community and its allies in Division III. Also, to increase engagement and collaboration at the institutional, conference, and national levels. Possible outcomes include the examination of the current involvement and role of athletics departments related to LGBTQ resources and programming; creating a best practices resource and collaboration with the NCAA Office of Inclusion to develop programming as needed.

Staff also provided background on the NCAA Board of Governor’s Presidential Pledge. Chancellors and presidents at NCAA member institutions have been encouraged to sign a pledge that commits their schools to achieving ethnic and racial diversity and gender equity in intercollegiate athletics hiring practices.

4. **Mission and objectives of working group.** The working group engaged in an initial discussion regarding its mission and key objectives. The working group discussed having its mission focus primarily on Division III student-athletes, as well as Division III coaches, administrators, alumni and fans through the following channels:

   a. Education;

   b. Resources;
c. Visibility and recognition; and

d. Communication.

The working group also expressed a desire to conduct an anonymous survey to the Division III membership, including Division III student-athletes, to assist the working group’s long-term objectives and priorities. The working group underscored the importance of ensuring the voice of the Division III LGBTQ community is captured and central to all working group considerations henceforth. Inasmuch, the working group concluded that if a survey is made available, it is important to solicit specific, anonymous feedback from LGBTQ individuals. Further, the working group noted the importance of disaggregating data, based on whether an individual identifies as LGBTQ or heterosexual/cisgender. Lastly, the working group noted that when soliciting feedback from LGBTQ individuals, as well as others, it is critical to respect the security, dignity, and self-worth of each respondent.

The list below represents additional highlights from the discussion:

a. Education:
   
i. Provide meaningful educational opportunities to those in Division III who do not identify as LGBTQ.

   ii. Solicit verbal histories from former and current LGBTQ student-athletes in Division III (i.e., “student-athlete role models”).

b. Visibility and recognition:
   
i. Consider partnership opportunities with the “Fearless Project”.

   ii. Publicly recognize and honor those in Division III who identify as LGBTQ, including respected members of the Division III vanguard. Comparable recognitions include “Woman of the Year” and “Champions of Diversity and Inclusion.”

c. Communication:

   • Explore ways to solicit feedback from student-athletes about LGBTQ issues.

5. **2017 NCAA Inclusion Forum and future teleconferences.** The working group discussed scheduling a March teleconference, as well as an in-person meeting at the 2017 NCAA Inclusion Forum, April 21-23, in Providence, Rhode Island. The staff indicated it would
send a Doodle request to determine availability for a teleconference and an in-person meeting.

6. **Other business.** The working group expressed interest in creating a repository for potential survey questions. Staff will create a Google doc or another comparable resource for the working group to use.

7. **Adjournment.** The meeting adjourned at 3 p.m. Eastern time.

*Staff Liaisons: Jess Duff, Office of Inclusion
Louise McCleary, Division III Governance
Jean Orr, Academic and Membership Affairs*

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<thead>
<tr>
<th>NCAA Division III LGBTQ Working Group</th>
<th>February 6, 2017, Teleconference</th>
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<tbody>
<tr>
<td><strong>Attendees</strong></td>
<td><strong>Absentees</strong></td>
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<tr>
<td>Christopher Deddo, State University of New York Maritime College; Skyline Conference</td>
<td>Malcolm Huggins, State University of New York at Oswego; State University of New York Athletic Conference</td>
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<td>Margaret Drugovich, Hartwick College; Empire 8</td>
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<td>R. Brit Katz, Millsaps College; Southern Athletic Association</td>
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<tr>
<td>Christopher Kimball, California Lutheran University; Southern California Intercollegiate Athletic Conference</td>
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<td>Kyrstin Krist, Methodist University; USA South Athletic Conference</td>
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<td>Donna Ledwin, Allegheny Mountain Collegiate Conference</td>
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<td>Julie Shaw, University of La Verne; Southern California Intercollegiate Conference</td>
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<td>Michael Vienna, Emory University; University Athletic Association</td>
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<td>Neil Virtue, Mills College; Independent</td>
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<td><strong>Other Participants:</strong></td>
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<td>Jess Duff, NCAA</td>
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<td>Louise McCleary, NCAA</td>
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