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)

   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)


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.


10. Other business.

11. Adjournment.