



**REPORT OF THE NCAA DIVISION III
DIVERSITY AND INCLUSION WORKING GROUP
APRIL 9, 2021, VIDEOCONFERENCE**

ACTION ITEM.

- None

INFORMATIONAL ITEMS.

1. **Welcome and Roster.** The chair, Gerard Bryant, commenced the Division III Diversity and Inclusion Working Group videoconference at 11:02 a.m. Eastern time Friday, April 9, 2021.
2. **Report of January 21, 2021, Videoconference.** The working group reviewed the report and had no edits or corrections.
3. **National Student Clearinghouse (NSC) Research Study.** Research is finalizing its data collection from football institutions to complete the data file that will be sent to the National Student Clearinghouse. The NCAA staff furloughs and departures have slowed down the process and final submission to the National Student Clearinghouse. The file contains the information necessary to retrieve an enrollment record from the NSC for those football student-athletes that did not graduate from their initial institution. Graduation rates have shown to be lower for black males who are football student-athletes in comparison to other sports and the overall student body. The study intends to show what happens to the students once they depart their original institution. For this research study, it includes the Division III institutions that sponsor football. The file will contain information on football student-athletes from more than 60 percent of schools that sponsor football. This data will provide a deeper analysis and help the working group start the process of mapping out the future research agenda. The working group and Councils will receive the research study findings during the summer.
4. **NCAA Committee Member Appointment Process Analysis.** The working group reviewed the committee member appointment process executive summary and discussed the section titled "Potential Strategies to Increase Representation of Women and Ethnic and Racial Minorities on NCAA Committees." The working group discussed the following proposed strategies and provided feedback.
 - Create processes to enhance the priority of appointing a greater number of women and ethnic and racial minorities to NCAA committees.

The working group suggested allowing Division III diversity grant interns to serve on committees and possibly create non-voting committee members to expand the committee service opportunities. Another consideration is requiring individuals who receive an NCAA grant (e.g. Division III diversity grant) to serve for one year on a committee in order to receive the award.

- Engage in a promotional campaign stressing the importance of the NCAA having a diverse and representative governance structure, designed to encourage more nominations of women and ethnic and racial minorities.

The working group noted the importance of strengthening the pipeline for women and ethnic/racial minorities. Suggestions included utilizing the Student Immersion Program and reaching out to student-athletes beyond National SAAC. The group also suggested targeting individuals from the existing Division III diversity grant programs and educating these individuals about the importance of committee service.

The working group suggested having individuals with large networks and varying professional experiences to serve on the Division III Nominating Committee. The group also wants to stress the importance of relying on different individuals in the membership to share information about committee work with people of color. This suggestion is intended to get a wider array of individuals to promote the committees to women and people of color.

- Develop more robust training opportunities specific to seeking nomination on an NCAA committee, and to effectively engage in committee service.

The working group suggested the NCAA host targeted informational sessions for women and ethnic/racial minorities. The intent of the sessions would be to provide information about NCAA committee service and needed experiences, current committee vacancies, and how a committee appointment can benefit the individual's career. The working group noted that emails detailing committee openings were not always the most efficient method of distributing information. It can be difficult to encourage engagement when many individuals are already serving in leadership roles on their campuses.

- Create a rubric or other assessment tool to help the Nominating Committee prioritize the selection of women and ethnic/racial minorities.

In terms of a rubric, the working group noted that the Nominating Committee's current considerations of gender, geographic location, race/ethnicity, and professional background were sufficient, and that the committee was using a rubric. The group did suggest that the committee be more transparent with individuals about what the committee is looking for and providing more understating on why individuals may have not been selected for a specific committee.

The working group's feedback will be passed along to the Nominating Committee.

5. **Diversity and Inclusion Designation Resource.** Staff reviewed the Athletics Diversity and Inclusion Designee resource. The resource explains the ADID's role, primary function and who is eligible to serve in the role. Staff sent the resource to current ADIDs, conference commissioners, athletics directors, and presidents. The office of inclusion is working with NCAA research to create a survey specific to ADIDs. The survey's intent is to better understand the ADID's position on campus and with the conference, understand how they are being utilized, and understand what resources or support ADIDs want from the NCAA national office. The survey will be sent out in mid-April. The NCAA Inclusion Forum, June 2-4, will feature a session to provide the survey results.
6. **Division III Student Immersion Program Feedback.** The working group reviewed the feedback for the 2021 Student Immersion program. The participants primarily noted the sessions as being very helpful with the most popular session being the Professional Development Session. The participants noted the opportunity to connect with mentors was the most valuable piece of the program. The participants and mentors prefer an in-person program and requested more time to connect with each other.
7. **2020 TIDES Report.** The TIDES report details the gender and racial hiring practices across the NCAA. The working group noted the data did not show the full picture of Division III successes in recent years.
8. **Additional Business.** Moving forward, the working group will meet via videoconference. The chair noted that if any working group members had further feedback about the NCAA committee member appointment process analysis strategies, they should email staff.

9. **Next Steps.** On its next videoconference, the working group will receive an update on the NSC research study, an update from the April MOIC meeting, discuss diversity recruiting and retention strategies, and review the Nominating Committee's feedback on the committee member appointment process.
10. **Future videoconferences.** The next videoconference is scheduled for 10 a.m. Eastern time, July 13, 2021.
11. **Adjournment.** The call adjourned at 11:58 a.m. Eastern time.

Staff Liaisons: Louise McCleary, Division III Governance
Niya Blair, Office of Inclusion
Jarett Gerald, Division III Governance

NCAA Division III Diversity and Inclusion Working Group Videoconference date: April 9, 2021	
Attendees:	
Gerard Bryant, John Jay College of Criminal Justice.	
Jess Brown, Eureka College.	
Sean Decatur, Kenyon College.	
Portia Hoeg, Centennial Conference	
Dan Schumacher, University of Wisconsin, Eau Claire.	
Vaishnav Siddapureddy, Pomona-Pitzer Colleges.	
Jason Verdugo, Hamline University.	
Michelle Walsh, Vassar College	
Absentees:	
Nicolle Wood, Salem State University.	
NCAA Staff Support in Attendance:	
Niya Blair and Jarett Gerald.	