



**REPORT OF THE NCAA DIVISION III
DIVERSITY AND INCLUSION WORKING GROUP
DECEMBER 14, 2022, VIDEOCONFERENCE**

ACTION ITEMS.

1. **Legislative items.**
 - None.
2. **Nonlegislative items.**
 - None.

INFORMATIONAL ITEMS.

1. **Welcome and roster.** In absence of the chair, Jason Verdugo, commenced the Division III Diversity and Inclusion Working Group videoconference at 1:03 p.m. Eastern time Wednesday, December 14, 2022.
2. **Report of September 29 videoconference.** The working group reviewed the report and had no edits.
3. **Diversity Recruiting and Retention Train the Trainer Program.** The working group welcomed the Return on Inclusion consultants hired to develop a train the trainer program. The goal is to increase recruiting and retention of students that identify as Black, Indigenous, People of Color (BIPOC). The consultants reviewed the four-phased process that will be used to establish the program's strategic vision and guide the program development.
 - a. Phase I (Nov. to April 2023). In this phase, the consultants will develop a strategic process, establish priorities for engagement, identify challenges and barriers, conduct research and planning (e.g., focus groups with various Division III program participants and constituents), and design the template for the train the trainer program.
 - The working group identified challenges and unique barriers to recruiting and retaining student-athletes that identify as BIPOC. It noted institutional geography (e.g., Midwest versus East Coast), predominantly white campuses and the low participation numbers of BIPOC student-athletes in some sports.
 - The working group discussed how it would measure the program's success, and the importance of identifying institutions who are successfully recruiting and retaining students of color to use as a benchmark. Short-term measurements may include the level of interest in becoming a program trainer as well as the number of Division III institutions accessing the training and implementing it. A

long-term measurement is surveying student-athletes to report how they are feeling on campus.

- b. Phase II - Train the trainer process (Feb. to Oct. 2023). The program foundation will be based on research from Division III focus groups and constituents. The program's goals are:
 - Outline the role of the NCAA and Division III in the recruitment and retention of BIPOC student-athletes.
 - Highlight the strengths of diversity and explain the terms and concepts of diversity.
 - Identify strategies and best practices.
 - Facilitate learning and provide tips to apply to the training.
 - Analyze and critique actions and continue to learn and grow.
 - c. Phases III and IV (April 2023 to Jan. 2024). During these phases, the consultants will design a program feedback tool, and annually review and work with the trainers to update the program as needed.
4. **Minority Opportunities and Interests Committee senior minority administrator designation update.** The NCAA Minority and Opportunities Interest Committee has created a working group to explore the various concerns related to the designation and provide a recommendation to MOIC. The charge is to create programs that provide leadership development opportunities for minority athletic administrators and administrators of color, evaluate the proposed designation's title, duties, and responsibilities, with specific consideration and input from stakeholder groups.
5. **Additional business.** The working group thanked Jason Verdugo and Michelle Walsh for their service to the working group as their terms are ending due to new Management Council liaison assignments.
6. **Next steps.** On its next videoconference, the working group will continue its collaboration with the consultants regarding the train the trainer program.
7. **Future videoconferences.** Staff will send a doodle to schedule the next series of videoconferences (e.g., April, June, and October).
8. **Adjournment.** The call adjourned at 2:02 p.m. Eastern time.

Working Group chair: Jessica Brown, North Central College
Staff Liaisons: Louise McCleary, Division III Governance
Niya Blair Hackworth, Office of Inclusion
Eric Hartung, Division III Governance

NCAA Division III Diversity and Inclusion Working Group December 14, 2022, Videoconference	
Attendees:	
Vaishnav Siddapureddy, Pomona-Pitzer Colleges.	
Jason Verdugo, Hamline University.	
Michelle Walsh, Vassar College	
Nicolle Wood, Salem State University.	
Absentees:	
Jessica Brown, North Central College.	
Portia Hoeg, Centennial Conference	
Dan Schumacher, University of Wisconsin, Eau Claire.	
NCAA Staff Support in Attendance:	
Louise McCleary, Eric Hartung	
Guests in Attendance:	
Nevin Caple, Kristen Matha, Whitney Johnson.	