



**REPORT OF THE NCAA DIVISION III
DIVERSITY AND INCLUSION WORKING GROUP
DECEMBER 14, 2023, VIDEOCONFERENCE**

ACTION ITEMS.

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

INFORMATIONAL ITEMS.

1. **Welcome and roster.** The chair commenced the Division III Diversity and Inclusion Working Group videoconference at 4 p.m. Eastern.
2. **Report of September 18, 2023, videoconference.** The working group reviewed the report and had no edits.
3. **Update on the Inclusive Leaders facilitator training program.** The working group received an update from the Return on Inclusion (ROI) consultants hired to develop the Inclusive Leaders training program. The consultants discussed the mock training held in October, the development of the training materials, and the upcoming facilitators training program to be held at the 2024 NCAA Convention.
3. **Update on the Division III Student Immersion Program.** Ali Spungen, Associate Director of Division III Governance and program manager provided an update on the participant roster and programming associated with the Division III Student Immersion Program to be held at the 2024 NCAA Convention.
4. **Update on the NCAA Senior Minority Administrator Designation.** Niya Blair Hackworth, Director of Inclusion, updated the group, on behalf of the Minority Opportunities and Interests Committee, on the topic of the proposed Senior Minority Administrator Designation. The committee is forming an exploratory group to conduct a review and determine appropriate next steps. This review will begin January 2024 and result in a potential recommendation to the committee in May.
5. **Next steps for the working group.** The future of the group was discussed considering the upcoming completion of the work on the Inclusive Leaders training program that will be launched in Spring 2024. The value of the working group was confirmed in overseeing educational programming, providing guidance on important issues, and continued identification of diversity and inclusion needs. The group will continue to discuss the objectives and structure of group at their next meeting.

6. **Additional business.** There was no additional business.
7. **Future videoconferences.** Staff will send a Doodle poll to schedule the next videoconference.
8. **Adjournment.** The call adjourned at 5 p.m. Eastern.

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

NCAA Division III Diversity and Inclusion Working Group December 14, 2023, Videoconference	
Attendees:	
Jessica Brown, North Central College.	
Sue Hasseler, Muskingum University.	
Portia Hoeg, Centennial Conference.	
Teddy Lockhart, William Paterson.	
Dan Schumacher, Northland College.	
Nicolle Wood, Salem State University.	
Andrew Wu, Goucher College.	
Absentees:	
Charles Dean, Claremont McKenna – Harvey Mudd – Scripps Colleges	
NCAA Staff Support in Attendance:	
Niya Blair Hackworth, Eric Hartung, Ali Spungen	
Guests in Attendance:	
Nevin Caple, Whitney Johnson Catt, Kristen Matha.	