



**REPORT OF THE NCAA DIVISION III
DIVERSITY AND INCLUSION WORKING GROUP
JANUARY 13, 2020, TELECONFERENCE**

ACTION ITEM.

- None.

INFORMATIONAL ITEMS.

1. **Welcome and Roster.** The chair, Gerard Bryant, commenced the NCAA Division III Diversity and Inclusion Working Group teleconference a 1:02 p.m. Eastern time Monday, January 13, 2020. He welcomed the working group.
2. **Report of October 3, 2019, Teleconference.** The working group reviewed the report and had no edits or corrections.
3. **Student-Athlete Graduation Rate Report.** Staff reviewed a PowerPoint detailing the most recent graduation rate report results. With the student-athlete graduation rate reporting being a mandatory submission in 2019-20, due June 1, 2020, staff is preparing to provide resources and education in the spring to assist institutions. On its October teleconference, the working group emphasized the importance of studying the data and developing best practices, ideally in collaboration with the NCAA Minority Opportunities and Interest Committee, to educate and assist the membership in increasing graduation rates for African American male student-athletes.

On this teleconference, the working group discussed next steps after the 2019-20 data collection. The working group noted the importance of broadening the discussion beyond Division III. Specifically, it directed staff to answer the following questions:

- a. How can Division III collaborate with the Minority Opportunities Interest Committee?
- b. How does the low African-American male graduation rate compare to the other divisions? Why is there a difference between the divisions?
- c. Is there a correlation between graduation rate and transfer rates?
- d. Does the NCAA know the socio-economic and grade point average of incoming African-American student-athletes?

The working group also requested staff research existing resources and conversations related to minority graduation rates that would assist Division III as it determines how best to serve the membership.

Staff will reach out to the following organizations:

- Black Student-Athlete Summit.
 - Board of Governors Strategic Plan: Diversity.
 - Divisions I and II.
 - Division III FAR Advisory Group.
 - Minority Opportunities Interest Committee.
 - N4A: The National Association of Academic and Student-Athlete Development Professionals.
 - NCAA Accelerating Academic Success Program.
 - Racial Equity Institute, Shaun Harper.
4. **Division III Diversity Grants.** Lamarr Pottinger, the new associate director in Leadership Development, provided an update on the strategic vision of the Division III diversity grants. Division III is committed to providing funding for its three diversity and inclusion grants with a budget of approximately two million annually.
- Leadership development will collect data on the diversity grant recipients to determine the success of these programs. The last data study was six years ago, and it showed 90% of the Strategic Alliance Matching Grant recipients stayed in Division III and approximately 65% of Ethnic Minority and Women's interns stayed in the division.
5. **Division III Diversity Recruitment Plan.** The working group discussed the potential need to develop resources to assist athletics departments in the recruitment and retention of diverse prospective student-athletes. While institution's admissions departments have diversity recruiting strategies, the strategies do not translate well to the competitive nature of athletics recruiting. The issue is that institutions are instructing coaches to recruit more students of color without providing effective strategies and tools. The working group will continue this discussion on its next teleconference and determine next steps.
6. **Other Business.** The chair noted the 2020 Convention proposal to create an athletics diversity and inclusion designee that will be voted on by all three divisions. The 2020 Inclusion Forum will be April 17-19 in Denver and the registration process is now open.

7. **Next Steps.** On its next teleconference, the working group will continue its discussion on student-athlete graduation rates and diversity recruitment strategies.

8. **Future teleconferences.** The next teleconference is slated for April 9, 2020, at 2 p.m. Eastern time.

9. **Adjournment.** The call adjourned at 1:58 p.m. Eastern time.

Staff Liaisons: Louise McCleary, Division III Governance

Niya Blair, Office of Inclusion

Amy Wilson, Office of Inclusion

NCAA Division III Diversity and Inclusion Working Group Teleconference date: January 13, 2020	
Attendees:	
Nnenna Akotaobi, Swarthmore College.	
Gerard Bryant, John Jay College of Criminal Justice.	
Javier Cevallos, Framingham State University.	
Cat Lanigan, Juniata College.	
Joe Onderko, Presidents Athletic Conference.	
Dan Schumacher, University of Wisconsin, Eau Claire.	
Jason Verdugo, Hamline University.	
Natalie Winkelfoos, Oberlin College.	
Nicolle Wood, Salem State University.	
Absentees:	
Jason Fein, Bates College.	
NCAA Staff Support in Attendance:	
Niya Blair, Louise McCleary, Lamarr Pottinger, Amy Wilson.	
Other in Attendance:	
None.	