



**REPORT OF THE NCAA DIVISION III  
DIVERSITY AND INCLUSION WORKING GROUP  
JANUARY 21, 2021, TELECONFERENCE**

**ACTION ITEM.**

- None

**INFORMATIONAL ITEMS.**

1. **Welcome and Roster.** The chair, Gerard Bryant, commenced the Division III Diversity and Inclusion Working Group teleconference at 1:02 p.m. Eastern time Thursday, January 21, 2021.
2. **Report of October 8, 2020, Teleconference.** The working group reviewed the report and had no edits or corrections.
3. **Division III Graduation Rate Data.** Staff reviewed the data from the most recent graduation rate report. The report represents the first census of Division III student-athlete graduation rates in NCAA history. A comparison of the 2020 academic success rate and federal rate for student-athletes with past cohorts reveals consistency. The consistency affirms the Research staff's conclusion that the 2016 through 2019 cohorts, that only included voluntary reporting, were representative of the broader division. The consistency also will allow research to conduct analysis in the short-term as the division further builds its census cohorts in the coming years.

The comparison of the federal rate for student-athletes and the student body affirms the fact that the favorable "gap" for student-athletes is diminishing. The 2016 report revealed a seven-point gap where the 2020 report revealed only a two-point gap. This may be a result of continued low rates in the football group (the largest portion of the student-athlete cohort) but that likely does not explain it all. There does appear to be gains in the student-body rate that we have yet to analyze carefully.

The data continues to show low rates in football and in the African-American groups on the student-athlete and student-body side. These are endemic issues in higher education that the data indicates also are prevalent in the Division III student-athlete population.

4. **National Student Clearinghouse (NSC) Research Study.** Research has concluded the additional data collection from football institutions that was necessary to complete the data file that will be sent to the National Student Clearinghouse. In the coming weeks, the file will undergo final preparation and be sent to the NSC. 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. 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 the working group a deeper analysis and help us to begin to map out the future research agenda. The working group and Councils will receive the research study findings in April.

5. **Athletics Diversity and Inclusion Designation (ADID) Resource.** The first ADID resource is under final review from the NCAA office of inclusion. The goal is to share the final document with the membership in late February. During the February Minority Opportunities and Interest Committee meeting, staff will discuss additional resources and opportunities for engagement.
6. **Division III Diversity Recruiting and Retention Strategies.** The working group discussed the importance of developing recruiting and retention strategies to assist coaches and will further discuss during its April teleconference.
7. **Division III Student Immersion Program.** Staff noted that 43 students participated in this year's virtual program. The participant feedback has been positive. The students will receive an invitation to attend the virtual Career in Sports Forum in late May.
8. **NCAA Leadership Collective.** The NCAA Leadership Collective is a new initiative. It serves as a tool to progress toward an environment of diverse representation in collegiate coaching and athletics administration. The Leadership Collective is an interactive and user-friendly platform, which highlights the vast professional accomplishments of ethnic minorities within college sports through customizable, in-depth personal profiles. It will feature two designations: "members" who will populate the system with public profiles and "searchers" who are those with the ability to search and view profiles within the system.

Members must apply to gain access to the Leadership Collective. Once the application is reviewed, assessing whether the applicant meets all eligibility criteria, the applicant will receive an approval granting the ability to create a profile in the platform. Full-time administrators and coaches at NCAA member schools or conference offices may apply and all individuals must identify as ethnic minorities.

9. **Additional Business.** Moving forward, the working group will meet via videoconference. The chair noted that if any working group members, who have served for multiple years, needed to end their service due to other work commitments, they should email staff.

10. **Next Steps.** On its next teleconference, the working group will receive an update on the NSC research study, an update from the February MOIC meeting, discuss diversity recruiting and retention strategies, review the Student Immersion Program participant and mentor feedback, and review of this year's graduation rates and the correlation between large incoming classes and low retention rates.
11. **Future teleconferences.** The next videoconference is scheduled for noon Eastern time, April 8, 2021. Staff will send a doodle to schedule the July and October videoconferences.
12. **Adjournment.** The call adjourned at 1:57 p.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 Teleconference date: January 21, 2021	
<b>Attendees:</b>	
Gerard Bryant, John Jay College of Criminal Justice.	
Sean Decatur, Kenyon College.	
Jason Fein, Bates College.	
Joe Onderko, Presidents Athletic Conference.	
Dan Schumacher, University of Wisconsin, Eau Claire.	
Vaishnav Siddapureddy, Pomona-Pitzer Colleges.	
Jason Verdugo, Hamline University.	
Nicolle Wood, Salem State University.	
<b>Absentees:</b>	
Natalie Winkelfoos, Oberlin College.	
<b>NCAA Staff Support in Attendance:</b>	
Louise McCleary.	