



**REPORT OF THE NCAA DIVISION III
DIVERSITY AND INCLUSION WORKING GROUP
JULY 11, 2019, 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 12:02 p.m. Eastern time Thursday, July 11, 2019. He welcomed the working group and conducted a roll call.
2. **Report of February 11, 2019, Teleconference.** The working group reviewed the report and gave staff an editorial edit.
3. **Student-Athlete Graduation Rate Reporting Update.** Staff noted that approximately 60 percent of the membership submitted the voluntary student-athlete graduation rate data this year. Next year, it will be a mandatory submission. In the fall, staff will provide the findings to the working group.
4. **Division III Institute for Administrative Advancement Feedback.** Staff provided the results of the 2019 Institute for Administrative Advancement participant surveys. The feedback was overwhelmingly positive. The working group suggested a social media campaign highlighting past participants the month prior to the application process (i.e., January 2020). It also noted that a session highlighting and defining the pathway from coaching to administration might benefit the participants.
5. **Division III Next Steps Program Feedback.** Staff provided the results of the 2019 Next Steps Program participant surveys. Staff noted the participants were highly engaged and the feedback was positive.
6. **2018 Racial and Gender Report Card.** The chair reviewed the annual Racial and Gender Report Card produced by The Institute for Diversity and Ethics in Sport. Similar to past years, while Division III has made some progress in gender diversity of athletics directors, it continues to lag behind in directors of color. The report's outcomes continue to highlight the necessity for a Division III Diversity and Inclusion Working Group.

7. **NCAA Minority Opportunities and Interest Committee Proposed Legislation.** The chair, who is a member of MOIC, provided an update on the proposed 2020 Convention legislation to establish an athletics diversity and inclusion designation. The chair noted that it isn't a new position so there is no budget impact. The working group noted that adding another responsibility may be difficult as many athletics staff members are at a maximum work capacity. However, it also noted the importance of getting education on diversity, equity and inclusion to students, coaches and staff.

8. **NCAA Committee Member Appointment and Training Update.** Staff noted that the NCAA office of inclusion has hired a company to analyze the NCAA committee member appointment and training processes relative to the ability to produce diverse and representative committees.

9. **Other Business.** There was no other business.

10. **Next Steps.** The chair summarized the working group's next steps that includes developing a social media campaign to highlight past participants of the Institute for Administrative Advancement and gathering feedback on MOIC's convention proposal.

11. **Future teleconferences.** The next teleconference is slated for October 3 at noon.

12. **Adjournment.** The call adjourned at 12:42 p.m. Eastern time.

Staff Liaison: Louise McCleary, Division III Governance

NCAA Division III Diversity and Inclusion Working Group Teleconference date: July 11, 2019	
Attendees:	
Nnenna Akotaobi, Swarthmore College	
Gerard Bryant, John Jay College of Criminal Justice	
Jason Fein, Bates College	
Cat Lanigan, Juniata College	
Dan Schumacher, University of Wisconsin, Eau Claire	
Jason Verdugo, Hamline University	
Natalie Winkelfoos, Oberlin College	
Nicolle Wood, Salem State University	

Absentees:
Javier Cevallos, Framingham State University Joe Onderko, Presidents Athletic Conference
NCAA Staff Support in Attendance:
Louise McCleary.
Other in Attendance:
None.