



**REPORT OF THE NCAA DIVISION III
DIVERSITY AND INCLUSION WORKING GROUP
JUNE 21, 2022, VIDEOCONFERENCE**

ACTION ITEMS.

- None

INFORMATIONAL ITEMS.

1. **Welcome and roster.** The chair, Jessica Brown, commenced the Division III Diversity and Inclusion Working Group videoconference at 12:04 p.m. Eastern time.
2. **Report of March 30, 2022, videoconference.** The working group reviewed the report and had no edits.
3. **Diversity recruiting and retention strategies.** The working group continued its discussion on the need for resources to assist coaches and athletics departments with recruiting and retention strategies of BIPOC student-athletes. The working group will seek endorsement from the Division III Management Council to create a train the trainer program. The program will provide resources and processes for campuses to use in conjunction with its mission to improve recruiting and retention of BIPOC student-athletes. If endorsed by the Management Council, the working group proposes the following timeline:
 - July 2022 – Management Council endorsement.
 - Aug. to Dec. 2022 – develop the program in collaboration with the Division III membership, NCAA office of inclusion and a diversity consultant. The working group noted that different demographics may have varying needs so the program should provide a high-level basic foundation for institutions to build upon.
 - Jan. 2023 – engage the Student Immersion Program cohort during the 2023 NCAA Convention to seek feedback.
 - Feb. to June 2023 – finalize the program parameters.
 - July 2023 – hold the first training program.
 - August 2023 – make the program available to the membership.
 - 2023-24 – develop resources to support the train the trainer program.

Initial program parameters would include the following:

- Foundational education to assist with intentional efforts to support BIPOC student-athletes in the recruiting process and retention.

- Provide ways to partner with campus-wide departments (e.g., admissions, dean of students, residential life, counseling center) to provide a more holistic approach.
- Steps and benefits in creating a DEI student-athlete committee that reports directly to the athletics director.

The working group will continue to discuss on its next videoconference.

4. **Division III committee composition considerations.** The working group reviewed and provided feedback on draft Division III committee concepts prepared by a subgroup of Management Council. Specifically, the working group requested the athletics diversity and inclusion designee be an eligible designation to serve on a Division III committee. It also recommended using more inclusive language regarding the gender minimum requirements.
5. **Division III Student Immersion Program.** Staff provided feedback from the 2022 Student Immersion Program. The participants had high ratings for the program, mentors and overall experience. The working group discussed ways to enhance the mentor component of the program.
6. **Division III Institute for Administrative Advancement.** The working group reviewed the agenda for the 2022 Institute for Administrative Advancement that will be held June 25-26 in conjunction with the NACDA Convention in Las Vegas. Fifteen participants will participate in the 10th annual Institute that provides two-days of professional development. The participants also will participate in the NADIIAA Summer Forum.
7. **Additional business.** There was no additional business
8. **Next steps.** On its next videoconference, the working group will continue to discuss the creation of a train the trainer program to support BIPOC student-athlete recruiting and retention.
9. **Future videoconferences.** The next videoconference is September 22, 1 to 2 p.m., Eastern.
10. **Adjournment.** The call adjourned at 12:50 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

NCAA Division III Diversity and Inclusion Working Group Videoconference June 21, 2022	
Attendees:	
Jessica Brown, North Central College.	
Dan Schumacher, University of Wisconsin, Eau Claire.	
Vaishnav Siddapureddy, Pomona-Pitzer Colleges.	
Jason Verdugo, Hamline University.	
Michelle Walsh, Vassar College	
Nicolle Wood, Salem State University.	
Absentees:	
Sean Decatur, Kenyon College.	
Portia Hoeg, Centennial Conference	
NCAA Staff Support in Attendance:	
Louise McCleary, Niya Blair Hackworth.	