



**REPORT OF THE NCAA DIVISION III
DIVERSITY AND INCLUSION WORKING GROUP
JUNE 6, 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 3:02 p.m. Eastern. Sue Hasseler, a member of the Division III Presidents Council, was welcomed to the working group.
2. **Report of March 23, videoconference.** The working group reviewed the report and had no edits.
3. **Diversity recruiting and retention Train the Trainer Program.** The working group received an update from the Return on Inclusion (ROI) consultants hired to develop a train the trainer program. The consultants reviewed the feedback from distributed surveys and self-identified focus groups with the 2023 Division III Student Immersion Program cohort, Division III Student-Athlete Advisory Committee, Division III members currently serving on NCAA diversity committees and working groups, Division III constituents, the NCAA Division III governance staff and the NCAA office of inclusion staff.

Key takeaways included a lack of diverse representation, the need for more diverse athletics staffs, an existing gap in diversity from the student body to student-athletes, campus and community experiences, and a lack of resources. The feedback also provided potential solutions to the identified issues such as increasing the availability of resources, increasing diverse representation within athletics, increasing diversity, equity and inclusion training, creating tools to solicit feedback on DEI efforts, and increased funding.

The working group discussed the impact of the current political landscape and backlash to advancing diversity, equity, and inclusion. It also provided feedback on ways to measure the success of the training.

With the feedback and guidance from the working group, the consultants will design the 90-minute training over the next several months. The working group agreed to participate in the training in Indianapolis in late October to provide feedback to the consultants as they are finalizing the program. The program will be available to the

membership by January 2024 with an initial training scheduled to occur at the 2024 NCAA Convention.

4. **Additional business.** There was no additional business.
5. **Next steps.** On its next videoconference, the working group will continue its collaboration with the consultants regarding the train the trainer program.
6. **Future videoconferences.** The next videoconference is September 18, 1 to 2 p.m. Eastern. Staff will send a Doodle to schedule the late October in-person training.
7. **Adjournment.** The call adjourned at 4:03 p.m. Eastern.

Working Group chair: Jessica Brown, North Central College

Staff Liaisons: Louise McCleary, Division III Governance

Niya Blair Hackworth, Office of Inclusion

Eric Hartung, Division III Governance

NCAA Division III Diversity and Inclusion Working Group Videoconference June 6, 2023	
Attendees:	
Jessica Brown, North Central College.	
Charles Dean, Claremont Mudd Scripps.	
Sue Hasseler, Muskingum University.	
Portia Hoeg, Centennial Conference.	
Darren Reisberg, Hartwick College.	
Nicolle Wood, Salem State University.	
Andrew Wu, Goucher College.	
Absentees:	
Teddy Lockhart, William Paterson.	
Dan Schumacher, University of Wisconsin, Eau Claire.	
Vaishnav Siddapureddy, Pomona-Pitzer Colleges.	
NCAA Staff Support in Attendance:	
Katie Mucci.	
Guests in Attendance:	
Nevin Caple, Kristen Matha.	