**REPORT OF THE NCAA
DIVISION III DIVERSITY AND INCLUSION WORKING GROUP
MARCH 23, 2023, VIDEOCONFERENCE**

ACTION ITEMS.

1. **Legislative items.**

    •   **None.**

2. **Nonlegislative 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. With three new members, the chair also reviewed the working group's charge and previous work to support the division's diversity and inclusion efforts.

2. **Report of December 14, 2022, 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 distributed surveys and conducted 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. The Division III membership completed approximately 800 surveys and participated in four focus groups. Between the survey feedback and focus groups, the consultants noted the emergence of several themes. ROI is currently culling the feedback and writing an executive summary that it will share with the working group at a future meeting.

    The consultants shared the outcomes of the Student Immersion Program survey feedback and focus group session and identified the following key findings.

    •   Athletics recruitment and retention of students that identify as Black, Indigenous, People of Color (BIPOC) versus campus efforts to retain and recruit BIPOC students. In many cases, the campus has more racial diversity than athletics. These efforts can be highly effective when planned and coordinated with campus partners.

    •   Navigating the surrounding community versus campus. BIPOC student-athletes expressed psychological safety within teams, and on campus in some cases, but do not feel safe in the surrounding community.

- Representation. Student-athletes expressed a lack of representation within leadership in athletics and on campus. This was highlighted as a reason for campuses not having an inclusive environment, and a solution for increasing racial inclusion.

- Role of coaches as tone setters for team culture and creating inclusive spaces.

- Access to resources. Student-athletes mentioned financial resources such as scholarships to increase racial diversity in athletics. They mentioned mental health resources, and trainings/education to increase perceptions of inclusion and belonging.

After it compiles the feedback, ROI will begin to design the 90-minute training. The training's length of time dictates that it will be a focused training on providing foundational strategies to increase recruiting and retention of students who identify as BIPOC. Since each Division III institution is unique in its approach to diversity and inclusion, the training will be designed to allow institutional autonomy to incorporate the training, as needed, to complement and enhance the institution's current diversity and inclusion efforts.

4. **Division III diversity grants.** Staff noted a decline the past two years in the number of applications for the division's diversity grants. The working group noted the application process is easy and the grants play a critical role in diversifying the division. It also noted the following factors as to possible reasons for the decline in applications.

- With reduced budgets, institutions are hesitant to apply as they cannot afford to supplement the grant, if needed.

- Institutional policies may not allow for searches limited to women and ethnic/racial minorities.

- Reduced staff are impacting applications. There are not enough current staff to submit the application or mentor an intern.

5. **Division III Institute for Administrative Advancement.** The meeting supplements included the roster for the 2023 Institute (21 participants) and draft agenda. The videoconference concluded before staff could provide an update.

6. **Additional business.** There was no additional business.

7. **Next steps.** On its next videoconference, the working group will continue its collaboration with the consultants regarding the train the trainer program.

8.   **Future videoconferences.** The next videoconference is June 6, 3 to 4 p.m. Eastern. Staff will send a doodle to schedule the early October videoconference. The chair noted that due to the work on the train the trainer program, the working group may need to meet in May.

9.   **Adjournment.** The call adjourned at 1:03 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.*
*   Eric Hartung, Division III Governance.*

NCAA Division III Diversity and Inclusion Working Group March 23, 2023, Videoconference
Attendees:
Jessica Brown, North Central College.
Charles Dean, Claremont Mudd Scripps.
Portia Hoeg, Centennial Conference.
Darren Reisberg, Hartwick College.
Vaishnav Siddapureddy, Pomona-Pitzer Colleges.
Nicolle Wood, Salem State University.
Andrew Wu, Goucher College.
Absentees:
Dan Schumacher, University of Wisconsin, Eau Claire.
NCAA Staff Support in Attendance:
Louise McCleary, Eric Hartung
Guests in Attendance:
Nevin Caple, Kristen Matha, Whitney Johnson.