



**REPORT OF THE NCAA DIVISION III
DIVERSITY AND INCLUSION WORKING GROUP
MARCH 15, 2024, 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 noon Eastern.
2. **Report of December 14, 2023, videoconference.** The working group reviewed the report and had no edits.
3. **Diversity, equity and inclusion legislative landscape report.** The working group received an update from NCAA government relations on the current state landscape regarding legislation restricting diversity, equity and inclusion programming.
3. **Next steps for the working group.** The working group continued its discussion of a potential transition of the Diversity and Inclusion Working Group and the LGBTQIA+ Working Group into a subcommittee of the Division III Management and Presidents Councils. This potential change could provide an opportunity for enhanced communication lines with the Management and Presidents Councils on important issues each working group engages in while acknowledging the label “working group” may not be optimal given the current agendas of each group. The group was assured the charge and mission of the group would be captured within the new entity, including the oversight, administration, and review of the Inclusive Leaders training program and the Diverse Hiring Guide.

The group concluded this move is appropriate and timely and requested staff compile, and the group review, the mission and charge of both working groups along with a list of work each group has accomplished, and work that is outstanding. Additionally, the group requested the charge of the new subcommittee ensures diversity of thought and experience in the membership of the subcommittee, ensures a balanced group composition of administrators and practitioners, and ensures the subcommittee retains oversight of Division III policies as it pertains to diversity, equity, and inclusion issues. The group also requested information related to the process by which the subcommittee would be established as it compares to the process by which a governance committee would be

established. The group will consider a formal recommendation to the Division III Management Council at its next meeting.

4. **Update on the Inclusive Leaders facilitator training program.** Staff informed the group the next Inclusive Leaders facilitators training will take place June 4-5, 2024, in Indianapolis and the application process has been launched.
5. **Update on the Division III Student Immersion Program.** Staff provided an update on the Division III Student Immersion Program that was held at the 2024 NCAA Convention.
6. **Update on the Division III Institute for Administrative Advancement.** Staff updated the group on the planning of the 2024 Division III Institute for Administrative Advancement that will be held June 7-8, 2024, in Las Vegas.
7. **Additional business.** There was no additional business.
8. **Future videoconferences.** Staff will send a poll to schedule the next videoconference.
9. **Adjournment.** The meeting adjourned at 1 p.m. Eastern.

Working Group chair: Jessica Brown, North Central College

Staff Liaisons: Eric Hartung, Division III Governance

NCAA Division III Diversity and Inclusion Working Group March 15, 2024, Videoconference	
Attendees:	
Jessica Brown, North Central College.	
Charles Dean, Claremont McKenna – Harvey Mudd – Scripps Colleges	
Sue Hasseler, Muskingum University.	
Portia Hoeg, Centennial Conference.	
Teddy Lockhart, William Paterson.	
Nicolle Wood, Salem State University.	
Absentees:	
Dan Schumacher, Northland College.	
Andrew Wu, Goucher College.	
NCAA Staff Support in Attendance:	
Eric Hartung	