



**REPORT OF THE NCAA DIVISION III
DIVERSITY AND INCLUSION WORKING GROUP
OCTOBER 3, 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 12:05 p.m. Eastern time Thursday, October 3, 2019. He welcomed the working group, including Niya Blair, a new director in the office of inclusion, and conducted a roll call.
2. **Report of July 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 (264 institutions) submitted the voluntary student-athlete graduation rate data this year. Staff provided a few high-level findings from the data:
 - a. Division III student-athletes continue to graduate at a higher rate than the student-body – 67 percent to 63 percent.
 - b. Male African American students and student-athletes continue to graduate as a lower rate than any other race/ethnicity group – 37 percent for student-body and 40 percent for student-athletes.
 - c. Football student-athletes continue to graduate at the lowest level of any sport group – 50 percent.
 - d. African American football student-athletes continue to graduate at the lowest level of any sport sub-group – 34 percent.

Staff noted that the official public release of the graduation rates will be mid-October, and staff will provide updates to the Management and Presidents Councils in October, as well as the national SAAC and FARA meetings in November.

With the student-athlete graduation rate reporting being a mandatory submission in 2019-20, due June 1, 2020, staff is preparing to provide resources and education in the spring to assist institutions. The working group emphasized the importance of studying the data and developing best practices, ideally in collaboration with the NCAA Minority Opportunities and Interest Committee, to educate and assist the membership in increasing graduation rates for African American male student-athletes.

4. **Division III Student Immersion Program Update.** Staff noted that the Student Immersion Program application closed and there were 81 completed applications. In early October, the selection committee, consisting of working group members, will select the 2020 cohort (40 students). Staff also continues to develop the programming and is in the process of securing administrative and career path mentors for the participants.
5. **NCAA Minority Opportunities and Interest Committee Proposed Legislation.** Staff provided an update on MOIC's legislative proposal to add an athletics diversity and inclusion designee. The working group expressed that it was hearing general support for the proposal.
6. **NCAA Committee Member Appointment and Training Update.** The office of inclusion has hired a contractor to analyze the NCAA committee appointment and training processes relative to its ability to produce diverse and representative committees and committee members that feel prepared to understand their responsibilities.

Ultimately, the report will analyze if NCAA committees are representative of NCAA student-athlete demographics regarding women and ethnic/racial minorities (aspirational goal). It also will analyze if new committee members are properly trained prior to their committee service. The contractor's initial work includes the following:

- a. Identifying the governance committees;
- b. Analyzing the current appointment process and new member orientation trainings;
- c. Committee composition requirements;
- d. Demographics of current committees; and
- e. Turnover rates.

This information is being shared with the NCAA Board of Governor's Committee to Promote Cultural Diversity and Equity, as well as the divisional Councils.

7. **Other Business.** The working group requested that during its January teleconference staff provide the strategic vision for the current Division III grants (e.g., internship, strategic alliance matching grant, coaching enhancement).

8. **Next Steps.** Staff summarized the working group's next steps that include analysis of this year's student-athlete graduation rate data and the development of best practices. The working group also will provide feedback regarding the strategic vision for the Division III grants.

9. **Future teleconferences.** The next teleconference is slated for January 13, 2020, at 1 p.m. Eastern time. Staff will send out a doodle for the April and July teleconferences.

10. **Adjournment.** The call adjourned at 12:34 p.m. Eastern time.

Staff Liaisons: Louise McCleary, Division III Governance

Niya Blair, Office of Inclusion

Amy Wilson, Office of Inclusion

NCAA Division III Diversity and Inclusion Working Group Teleconference date: October 3, 2019	
Attendees:	
	Nnenna Akotaobi, Swarthmore College.
	Gerard Bryant, John Jay College of Criminal Justice.
	Javier Cevallos, Framingham State University.
	Jason Fein, Bates College.
	Cat Lanigan, Juniata College.
	Dan Schumacher, University of Wisconsin, Eau Claire.
	Jason Verdugo, Hamline University.
	Nicolle Wood, Salem State University.
Absentees:	
	Joe Onderko, Presidents Athletic Conference.
	Natalie Winkelfoos, Oberlin College.
NCAA Staff Support in Attendance:	
	Niya Blair, Louise McCleary, Amy Wilson.
Other in Attendance:	
	None.