



DIVISION III

DISCOVER | DEVELOP | DEDICATE

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

ACTION ITEMS.

1. **Legislative items.**
 - None.
2. **Nonlegislative items.**
 - **Developing Inclusive Leaders proposal.**
 - (1) Recommendation. The Division III Management Committee approve a multi-year contract with Return on Inclusion to create an inclusive learning path for athletics professionals to improve the recruit and retention of student-athletes that identify as Black, Indigenous, People of Color (BIPOC) while leveraging the power of athletics for positive growth. **[Attachment A]**
 - (2) Effective date. Immediate
 - (3) Rationale. For the past several years, the Division III Diversity and Inclusion Working Group has discussed a membership need to provide more tools and resources for coaches and athletics administrators in the recruitment and retention of student-athletes of color. A train-the-trainer program will provide athletics departments with foundational strategies and resources that can align with the institution's current mission and philosophies. While the training focuses on athletics, the working group believes there will be a broader campus-wide positive impact.
 - (4) Estimated budget impact. \$300,000.
 - (5) Student-athlete impact. The program's goal is to increase the recruitment and retention of students who identify as BIPOC.

INFORMATIONAL ITEMS.

1. **Welcome and Roster.** The chair, Jessica Brown, commenced the Division III Diversity and Inclusion Working Group videoconference at 1:05 p.m. Eastern time Thursday, September 29, 2022.
2. **Report of June 21 Videoconference.** The working group reviewed the report and had no edits.
3. **Diversity Recruiting and Retention Resource Proposal.** The working group reviewed and endorsed a proposal from Return on Inclusion to develop a train the trainer program to identify recruiting and retention strategies for students of color. See Action Item.
4. **Division III Student Immersion Program.** The 2023 Student Immersion Program closed its

nomination and application process on Sept. 30. There were over 100 nominations and more than 75 completed applications. Three working group members will serve as the selection committee. The final cohort, consisting of 40 students of color, will be notified in mid-October. This year marks the eighth year of the program that will be held in-person with the 2023 NCAA Convention in San Antonio, Jan. 11-14.

5. **Division III Institute for Administrative Advancement.** The chair, who was a presenter at this year's Institute, reviewed the participant's feedback of the program held in-person in conjunction with the NACDA Convention and NADIII Summer Forum in Las Vegas. Overall, the feedback was positive, and the participants provided suggestions for future Institutes.
6. **Additional business.** There was no additional business
7. **Next steps.** On its next videoconference, the working group will continue to discuss the train the trainer proposal to support BIPOC student-athlete recruiting and retention if Management Council approves it. The working group also requested an update on the Senior Minority Designation.
8. **Future videoconferences.** Staff will send a Doodle to schedule the next series of videoconferences (e.g., December, April, June and October).
9. **Adjournment.** The call adjourned at 1:37 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 September 29, 2022, Videoconference	
Attendees:	
Jessica Brown, North Central College.	
Sean Decatur, Kenyon College.	
Vaishnav Siddapureddy, Pomona-Pitzer Colleges.	
Jason Verdugo, Hamline University.	
Michelle Walsh, Vassar College	
Absentees:	
Portia Hoeg, Centennial Conference	
Dan Schumacher, University of Wisconsin, Eau Claire.	
Nicolle Wood, Salem State University.	
NCAA Staff Support in Attendance:	
Louise McCleary	