

**REPORT OF THE NCAA DIVISION III
DIVERSITY, EQUITY AND INCLUSION SUBCOMMITTEE
SEPTEMBER 27, 2024, VIDEOCONFERENCE**

ACTION ITEMS.

1. **Legislative items.**
 - None.
2. **Nonlegislative item.**
 - None.

INFORMATIONAL ITEMS.

1. **Welcome and roster.** The chair commenced the inaugural meeting of the Division III Diversity, Equity and Inclusion Subcommittee videoconference at noon Eastern.
2. **Overview of the Division III Diversity, Equity and Inclusion Subcommittee.** The subcommittee reviewed the group's purpose, mission statement, reporting line, composition, communication lines, meeting frequency and responsibilities.
3. **Diversity, Equity and Inclusion legislative landscape.** The subcommittee received an update from NCAA government relations on the current landscape regarding state legislation restricting diversity, equity and inclusion programming and the prohibition on participation of transgender student-athletes.
4. **Updates from NCAA Inclusion, Education and Community Engagement (IECE).** The subcommittee received an update from the IECE staff on the pending creation of an Association-wide diversity, equity and inclusion committee. The committee combines the Board of Governors Committee to Promote Cultural Diversity and Equity, the Committee on Women's Athletics, the Gender Equity Task Force, and the Minority Opportunities and Interests Committee. At the direction of the Board of Governors, the Division III Management Council will act on the creation of this new committee during its October meeting.
5. **Division III Diversity, Equity and Inclusion program briefing.** The subcommittee was provided a briefing on the status of the Division III diversity, equity and inclusion programs.
6. **Issues from the Management and Presidents Council for subcommittee consideration.**
 - a. The subcommittee was informed it will be consulted as The Diverse Workforce: Retention and Recruitment Basics for Division III Athletics Departments resource is updated. Division III staff will coordinate these efforts with the IECE staff.

- b. The Management Council representative on the subcommittee requested the group receive an update at its next meeting on the NCAA transgender student-athlete participation policy and engage in discussion on the impact of the policy in Division III.
- 7. **Identification of issues for Management and Presidents Council consideration.** The subcommittee did not identify any issues for consideration by the Management and Presidents Councils at this time.
- 8. **Additional business.** NCAA staff updated the subcommittee on the approval to hire a new Division III governance staff position to manage the Division III diversity, equity and inclusion programs and grants. This new coordinator also will serve as liaison to the Diversity, Equity and Inclusion Subcommittee.
- 9. **Future meetings.** The subcommittee will be polled to determine the date and time of the next meeting anticipated to be held in December.
- 10. **Adjournment.** The meeting adjourned at 1 p.m. Eastern

Subcommittee chair: Jessica Brown, North Central College.
Staff Liaison: Eric Hartung, Division III Governance.

NCAA Division III Diversity, Equity and Inclusion Subcommittee September 27, 2024, Videoconference
Attendees:
Jessica Brown, North Central College.
Charles Dean, Claremont McKenna – Harvey Mudd – Scripps Colleges
Sue Hasseler, Muskingum University.
Portia Hoeg, Centennial Conference.
Kyrstin Krist, Methodist University.
Carolyn Lepre, Salisbury University.
Dan Schumacher, Northland College.
Andrew Wu, Goucher College.
Absentees:
Teddy Lockhart, William Paterson University.
Nicolle Wood, Salem State University.
NCAA Staff Support in Attendance:
Niya Blair Hackworth and Eric Hartung