



**REPORT OF THE
NCAA DIVISION III LGBTQ WORKING GROUP
AUGUST 10, 2020, VIDEOCONFERENCE**

ACTION ITEM.

- **None**

INFORMATIONAL ITEMS.

1. **Welcome and Roster.** The chair, Neil Virtue, commenced the NCAA Division III LGBTQ Working Group videoconference at 4:04 p.m. Eastern time Monday, August 10, 2020. The working group shared how they are navigating these unprecedented times with the impact of COVID-19 and racial inequality concerns.
2. **Report of May 5, 2020, Teleconference.** The working group reviewed and approved the report with no changes.
3. **Review of mission statement.** The working group reviewed the mission statement.
4. **LGBTQ Recognition Awards Update.** Members of the recognition award selection subcommittee provided an update on the nomination and selection process. There was a minimum of 10 nominations per category. The working group discussed the nomination process and ways to improve the 2021 process. It discussed the need for a letter of recommendation and a statement encouraging applicants to have someone review their final application. As detailed in the subcommittee report, there are some basic questions (e.g. do you identify as LGBTQ) that will be added to next year's application. While the subcommittee has selected the final recipients, the award winners will remain confidential until the 2021 NCAA Convention. Staff noted the following timeline:
 - August – every nominee will receive a letter of congratulations.
 - September – recognition of nominees in the Division III monthly update.
 - October – work with award recipient institutions and conference offices to create a short highlight video.
 - November – notify the award recipients.
 - January – recognize the award recipients at a virtual LGBTQ and Allies reception.
 - February – recognize the award recipients in the monthly update.

5. **Next Steps.** Staff discussed the possibility of concluding the working group. The membership established the working group in 2016, and since its creation, it has accomplished the following:

- Membership-wide survey to gather feedback on LGBTQ campus and conference culture.
- OneTeam logo design and distribution. Staff noted that this year, the NCAA trademarked the OneTeam logo.
- Non-discrimination policy guide creation and distribution.
- OneTeam Program – facilitator trainings and program promotion and implementation.
- LGBTQ Recognition Award program.

With the conclusion of the February 2021 videoconference, the working group will have accomplished all of its initial goals. While staff will continue to maintain and monitor the existing LGBTQ initiatives and programs, it also noted that it may be a logical time to sunset the working group. The members discussed the pros and cons to ending the working group, and noted if maintained, it could turn its focus to transgender inclusion and policies. The working group will make a final decision on its November videoconference.

6. **Other Business.** Staff is updating the OneTeam facilitator training guide and facilitator list on ncaa.org. In September, a reminder will be sent to all facilitators that in addition to in-person trainings, there is a virtual option.

The working group noted the recent article in Out Sports highlighting the work of the OneTeam program.

7. **Future teleconferences.** Staff will send a doodle for videoconferences in early November and February.

8. **Adjournment.** The call adjourned at 5:03 p.m. Eastern time.

Staff Support: Louise McCleary, Division III Governance

Jean Merrill, Office of Inclusion

Shay Wallach, Office of Inclusion

NCAA Division III LGBTQ Working Group August 10, 2020, Videoconference	
Attendees:	
Mika Costello, Willamette University.	
Brit Katz, University of South Carolina - Upstate.	
Kyrstin Krist, Methodist University.	
Emet Marwell, Smith College.	
Scott McGuinness, Washington and Jefferson College.	
Crystal Lanning, University of Wisconsin – River Falls.	
Donna Ledwin, Allegheny Mountain Collegiate Conference.	
Neil Virtue, Mills College.	
Absentees:	
Kathleen Murray, Whitman College.	
NCAA Staff in Attendance:	
Louise McCleary.	