



A G E N D A

National Collegiate Athletic Association Division III LGBTQ Working Group Teleconference

Dial-in Number: 877-848-7030
Passcode: 9843578

July 15, 2019
Noon Eastern time

1. Welcome and review of roster. [Supplement No. 1] (Neil Virtue)
2. Review and approval of May 7, 2019, teleconference report. [Supplement No. 2] (Virtue)
3. Review mission statement. [Supplement No. 3] (Virtue)
4. [OneTeam](#) program. (Jean Merrill)
5. LGBTQ recognition event subcommittee. [Supplement Nos. 4 and 5] (Virtue)
6. Future teleconferences. (Virtue)
7. Other business. (Virtue)
8. Adjournment.

NCAA DIVISION III LGBTQ WORKING GROUP ROSTER
(Effective January 2018)

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**REPORT OF THE
NCAA DIVISION III LGBTQ WORKING GROUP
MAY 7, 2019, TELECONFERENCE**

ACTION ITEM.

1. Legislative Items.

- None.

2. Nonlegislative Items.

- **Division III LGBTQ Recognition Event and Reception at NCAA Convention.**

- (1) Recommendation. Request the Division III Management Council's Convention Planning Subcommittee approve, in concept, an event at the NCAA Convention during either the Division III Issues Forum or Business Session to recognize one LGBTQ student-athlete, one LGBTQ administrator or coach, and one team, athletics department or athletics conference (three total awards) that is improving the culture and climate for LGBTQ people and their allies in Division III at the campus, conference or national levels. Additionally, to approve in concept a reception at the NCAA Convention to recognize all award nominees as well as efforts to make Division III inclusive for all people regardless of sexual orientation or gender identity.
- (2) Effective Date. 2020 or 2021 NCAA Convention.
- (3) Rationale. Visibility and recognition are central components to the working group's mission to make Division III safe for, inclusive of and welcoming to LGBTQ individuals and allies. Consequently, the working group seeks to establish three LGBTQ awards to one LGBTQ student-athlete, one LGBTQ administrator or coach, and one team, athletics department or athletics conference (three total awards) that is improving the culture and climate for LGBTQ people and their allies in Division III at the campus, conference or national levels. The NCAA Convention is an optimal location to host an awards event and recognition reception because it is the largest platform and symbolically means LGBTQ inclusion efforts in Division III are important and valued. It also presents more opportunities for straight and cisgender allies to engage in LGBTQ-inclusive initiatives.
- (4) Estimated budget impact. The reception and awards will cost approximately \$15,000 and has already been approved by the Councils for the 2019-21 budget cycle.
- (5) Estimated student-athlete impact. The recommendations provide expanded visibility for LGBTQ student-athletes and allies.

INFORMATIONAL ITEMS.

1. **Welcome and roster.** The chair Neil Virtue welcomed the group, and staff conducted a roll call. The group welcomed its newest member Scott McGuinness, director of athletics at Washington and Jefferson College. McGuinness replaced Steve Cantrell as the Division III Management Council member on the working group.
2. **Report of March 11, 2019, teleconference report.** The working group reviewed and approved the teleconference report.
3. **Mission statement.** The working group reviewed its mission statement. The mission statement is a living document and henceforth may be modified at any time.
4. **LGBTQ OneTeam Program.** The working group reviewed the final list of 33 individuals selected by the Division III OneTeam Selection Subcommittee to participate in the OneTeam facilitator program May 22-23 in Indianapolis.
5. **Working group attendance at LGBTQ OneTeam Program.** Working group members identified their interest and availability to attend the OneTeam facilitator program either in May or in December.
6. **Future teleconferences.** Staff noted the next working group teleconference is scheduled for noon Eastern time Monday, July 15.
7. **Other business.** Staff thanked working group members Brit Katz and Emet Marwell for serving as program panelists during the 2019 NCAA Inclusion Forum.

SUPPLEMENT NO. 2

Committee Chair: Neil Virtue, Mills College
Staff Liaison(s): Louise McCleary, Division III Governance
Jean Merrill, Office of Inclusion
Shay Wallach, Office of Inclusion

NCAA Division III LGBTQ Working Group May 07, 2019, Teleconference	
Attendees:	
Mika Costello, Willamette University.	
Kyrstin Krist, Methodist University.	
Crystal Lanning, University of Wisconsin – River Falls.	
Donna Ledwin, Allegheny Mountain Collegiate Conference.	
Emet Marwell, Mount Holyoke College.	
Scott McGuinness, Washington and Jefferson College.	
Kathleen Murray, Whitman College.	
Neil Virtue, Mills College.	
Absentees:	
R. Brit Katz, Millsaps College.	
Christopher Kimball, California Lutheran University.	
Julie Shaw, Los Angeles Clippers.	
NCAA Staff in Attendance:	
Louise McCleary, Jean Merrill, Shay Wallach.	
Other Guests in Attendance:	
None.	



NCAA Division III LGBTQ Working Group Mission Statement

May 26, 2017

The NCAA Division III LGBTQ Working Group aims to ensure Division III is safe for, inclusive of, and welcoming to the LGBTQ community and its allies. To that end, the working group strives to increase engagement, education and understanding of LGBTQ issues at all levels of Division III by examining current resources and areas of unmet need, and creating programmatic, resource and recognition opportunities of the LGBTQ community and its allies in Division III.

The working group's mission and key objectives focus primarily on Division III student-athletes, as well as Division III coaches, administrators, alumni and fans through the following channels:

- Education;
- Resources;
- Visibility and recognition; and
- Communication.



**REPORT OF THE NCAA DIVISION III LGBTQ WORKING GROUP
RECOGNITION EVENT SUBGROUP
MARCH 21, 2019, TELECONFERENCE**

ACTION ITEMS.

- None.

INFORMATIONAL ITEMS.

1. **Welcome.** The subgroup commenced business at 3 p.m. Eastern time, Thursday, March 21. Staff welcomed the group and conducted a roll call.
2. **Purpose of recognition event.** The subgroup discussed the purpose, goals and intended outcomes of a Division III LGBTQ recognition event. Discussion included whether it is better to do a reception at the NCAA Convention on Wednesday and include a cash bar and an award opportunity. The subgroup noted that if the event were to be held in conjunction with the NCAA Inclusion Forum, there would not be as great a likelihood of exposing individuals to key decisionmakers. It was noted that feedback from the 2018 Division III LGBTQ membership survey found that nearly half of LGBTQ respondents indicated they were comfortable with national, conference or institutional recognition for their contributions to intercollegiate athletics and celebrating them for their LGBTQ identity. More than one-quarter were undecided. On the issue of establishing a national LGBTQ recognition award, more than one-third of survey respondents across all groups reported being undecided, while a similar percentage agreed they would like to see such an award. The subgroup expressed an interest in developing a program that is socially engaging but recognizes the leaders, the impact and the sobriety of the issue.
3. **Structure of recognition event.** The subgroup discussed what a recognition award would be for. For example, is there an opportunity to recognize Division III conferences and institutions at the NCAA Convention and recognize individual vanguard awards at the NCAA Inclusion Forum? The subgroup suggested a tiered-recognition structure, wherein there would be recognition of a conference and/or institution, an LGBTQ administrator or coach and an LGBTQ student-athlete (perhaps multiple) and an at-large recognition for those who may not be associated with Division III but have had a positive impact on LGBTQ inclusion in sport.
4. **Location and timing of recognition event.** The subgroup agreed that the NCAA Convention is an optimal location to host the recognition event because it is the largest platform and symbolically means LGBTQ inclusion efforts in Division III are important and valuable. It also exposes more opportunities for straight and cisgender allies to engage in LGBTQ-inclusive. If the recognition event were to occur at the NCAA Convention, requests for space would need to occur soon as space is often at a premium. The subgroup discussed possible options for hosting the event at the NCAA



Convention. The two primary opportunities are during the Division III Issues Forum and the Division III Business Session. Or can it be a stand-alone event. If the recognition event is going to recognize one or two individuals or groups, it could be held in conjunction with the Division III Issues Forum or Division III Business Session. Discussion included whether holding the recognition event during a required program, such as the Issues Forum or the Business Session would make attendees feel obligated to participate in the program, even if they do not want to participate. One suggestion to address that concern is to recognize an institution and/or conference during the Issues Forum or Business Session and recognize individual award recipients at a stand-alone reception. However, if the event is going to entail multiple recognition awards, it would like need to be a stand-alone event.

5. **Recognition criteria.** The subgroup discussed the importance of determining criteria for recognition awards and noted several diversity and inclusion awards, including LGBTQ-specific awards that are given by various organizations. The subgroup agreed to research these awards and the criteria before the next teleconferences. The subgroup discussed whether a straight or cisgender ally would be eligible for a recognition award. The subgroup agreed that for the inaugural recognition event, all awards should be given to LGBTQ individuals. Perhaps at a future recognition event an ally could be nominated by an LGBTQ individual. However, there was no consensus on individual awards for allies
6. **Future teleconferences.** Staff noted the next working group teleconference is scheduled for 3 p.m. Eastern time Friday, June 8.
7. **Adjournment.** The meeting adjourned at 5 p.m. Eastern time.

*Staff Support: Jean Merrill, Office of Inclusion
Louise McCleary, Division III Governance*

NCAA Division III LGBTQ Working Group – Recognition Event Subgroup March 21, 2019, Teleconference	
Attendees:	
Mika Costello, Willamette University.	
R. Brit Katz, Millsaps College.	
Kyrstin Krist, Methodist University.	
Emet Marwell, Mount Holyoke College.	
Neil Virtue, Mills College.	
NCAA Staff in Attendance:	
Louise McCleary and Jean Merrill.	



**REPORT OF THE
NCAA DIVISION III LGBTQ WORKING GROUP
RECOGNITION EVENT SUBGROUP
JUNE 20, 2019, TELECONFERENCE**

ACTION ITEMS.

- None.

INFORMATIONAL ITEMS.

1. **Welcome.** The subgroup commenced business at 4 p.m. Eastern time, Thursday, June 20. Staff welcomed the group and conducted roll call.
2. **Report of the March 21, 2019, subgroup teleconference.** The subgroup reviewed the teleconference report.
3. **Report of the May 7, 2019, working group teleconference.** The subgroup reviewed the teleconference report.
4. **Update from the Division III Convention Planning subcommittee.** Staff provided an update on the Division III LGBTQ Working Group's request to the Division III Management Council's Convention Planning Subcommittee to approve, in concept, an event at the NCAA Convention during either the Division III Issues Forum or Business Session to recognize one LGBTQ student-athlete, one LGBTQ administrator or coach, and one team, athletics department or athletics conference that is improving the culture and climate for LGBTQ people and their allies in Division III at the campus, conference or national levels. Additionally, to approve in concept a reception at the NCAA Convention to recognize all award nominees as well as efforts to make Division III inclusive for all people regardless of sexual orientation or gender identity. Specifically, the subcommittee supported the concepts generally and forwarded the request to the Management Council. The subcommittee discussed the possibility of announcing the inaugural award and its recipients during the Division III Business Session and celebrating award recipients and nominees during a reception.
5. **Next steps.** The subgroup reviewed a drafted outline for a recognition reception and discussed possible criteria for the awards, such as academic and athletic success, demonstrated leadership, LGBTQ advocacy, and overcoming adversity related to sexual orientation and/or gender identity. The subgroup agreed to examine the frameworks of similar NCAA and higher education programs and awards, and to recommend a framework for the recognition reception, the award criteria, the nomination process and the selection process to the working group during its next teleconference. Staff noted several logistics should be considered prior to the working group's next teleconference, including:

- Expectations of award recipients to attend Convention, including whether the NCAA or the institution/conference covers the award recipient's expenses.
 - Timeline to develop a final award framework, publicize to the membership, post an online application, select and notify award winners and finalize event and award logistics.
- 6. Future teleconferences.** Staff noted the next working group teleconference is scheduled for noon Eastern time, Monday, July 15.
- 7. Other business.** Staff will send a doodle request to determine availability for a subgroup teleconference (if necessary) prior to the working group's next teleconference.

*Staff Support: Louise McCleary, Division III Governance
Jean Merrill, Office of Inclusion
Shay Wallach, Office of Inclusion*

NCAA Division III LGBTQ Working Group – Recognition Event Subgroup June 20, 2019, Teleconference	
Attendees:	
Mika Costello, Willamette University.	
R. Brit Katz, Millsaps College.	
Kyrstin Krist, Methodist University.	
Neil Virtue, Mills College.	
Absentees:	
Emet Marwell, Mount Holyoke College.	
NCAA Staff in Attendance:	
Louise McCleary, Jean Merrill and Shay Wallach.	