

**REPORT OF THE
NCAA DIVISION III LGBTQ WORKING GROUP
JUNE 8, 2023, VIDEOCONFERENCE**

ACTION ITEMS.

1. Legislative.

- **None.**

2. Nonlegislative.

- **Transgender Student-Athlete Statement.**
 - a. Recommendation. That the Management and Presidents Councils urge the NCAA Board of Governors to make a public statement about its recognition and inclusion of LGBTQ-IA+ student-athletes.
 - b. Effective date. Immediate.
 - c. Rationale. Considering the current backlash against the LGBTQ-IA+ community with state and legal discriminatory actions, there is value in raising the NCAA's visibility in its support of LGBTQ-IA+ inclusion. The void of communication has left LGBTQ-IA+ student-athletes and their allies unsettled and unsure of the NCAA's support.
 - d. Estimated budget impact. None.
 - e. Estimated student-athlete impact. A statement of support would provide clarity and improve a sense of acceptance and belonging.

INFORMATIONAL ITEMS.

- 1. Welcome.** The chair commenced the NCAA Division III LGBTQ Working Group videoconference at 12:02 p.m. Eastern time Thursday, June 8, 2023.
- 2. Report of February 13, 2023, videoconference.** The working group reviewed and approved the report with no changes.
- 3. Review of Mission Statement.** The working group reviewed its mission statement [Attachment] and recommended the following updates:
 - Change the working group's name and broaden the mission statement to include IA+. Per the Gay & Lesbian Alliance Against Defamation (GLAAD), the letter "I" represents intersex, which is "an umbrella term describing people born with

reproductive or sexual anatomy and/or a chromosome pattern that cannot be classified as typically woman or man.” However, it also reflects someone who does not identify with a specific gender. The letter “A” can either represent an ally or asexual. Asexual describes those who do not feel sexual or romantic attraction to others. The plus symbol is used to represent those who do not identify with one of the letters in the acronym (for example, those who identify as pansexual or gender-fluid). The working group noted the importance of adding the additional letters as it sets the tone for widening the spectrum and making it welcoming for everyone.

- Expand its key objectives to include collaboration. The working group noted its collaboration efforts with NCAA departments and advocacy groups is a key objective.
4. **LGBTQ resource for athletic communication and sports information offices.** The working group provided feedback on the development of a new resource to assist athletics communication and sports information offices with LGBTQ inclusion. An advisory group of working group members, executive members of the Division III Athletics Communication Directors and NCAA staff will update the resource, per the feedback, and send it to the NCAA graphic designer. The working group will review another proof before it is distributed to the membership in August.
 5. **2023 goals and priorities.** The working group reviewed its goals from the February videoconference, and decided in an effort to advance its goals and streamline its work it will divide into the following subgroups:
 - Marketing and communications. This subgroup will identify ways to better communicate and distribute LGBTQ-IA+ resources.
 - OneTeam training. This subgroup will focus on encouraging engagement with the OneTeam program, updating the resource, as needed, and providing additional facilitation training opportunities.
 - Policies and resources. This subgroup will review the Division III LGBTQ nondiscrimination policy and recommend updates, as needed. It also will discuss the need for additional policies and resources (e.g., athletics communication/sports information resource). The subgroup will collaborate with the NCAA office of inclusion and its initiative, Common Ground.
 - LGBTQ of the Year. This subgroup will serve as the selection committee, review the current nomination process and recommend updates, as needed.
 6. **Transgender state landscape.** The working group reviewed a supplement that detailed the current state landscape regarding the banning of transgender student-athlete

participation. To date, 21 states have enacted legislation to prohibit transgender participation and 32 states have introduced legislation.

The working group requests the Division III councils urge the NCAA Board of Governors make a public statement about its recognition and inclusion of LGBTQ-IA+ student-athletes. [See Nonlegislative Action Item]

7. **Next steps.** The working group will address the following:
 - Distribute resource for athletics communication and sports information directors.
 - Divide into subgroups to address specific areas. Staff will send an email to solicit which subgroups members want to serve on.
8. **Additional business.** The next videoconference is Monday, Oct. 2, 1 p.m. Eastern. Staff will send an email to solicit interest and availability to switch the videoconference to an in-person meeting.
9. **Adjournment.** The videoconference adjourned at 2:06 p.m. Eastern time.

Working Group Chair: Donna Ledwin, Allegheny Mountain Collegiate Conference
Staff Support: Louise McCleary, Division III Governance

NCAA Division III LGBTQ Working Group June 8, 2023, Videoconference	
Attendees:	
Peter Bothner, Nazareth College.	
Becky Hall, Kalamazoo College.	
Kyrstin Krist, Methodist University.	
Crystal Lanning, University of Wisconsin – River Falls.	
Donna Ledwin, Allegheny Mountain Collegiate Conference.	
Richanne Mankey, Defiance College.	
Courtne Prather, University of California, Santa Cruz.	
Absentees:	
Allison DeGroot, University of Wisconsin Superior.	
Jack Langan, Cornell College.	
Emet Marwell, Athlete Ally.	
NCAA Staff in Attendance:	
Louise McCleary	



NCAA Division III LGBTQ-IA+ Working Group Mission Statement

The NCAA Division III LGBTQ-IA+ Working Group aims to ensure Division III is safe for, inclusive of, and welcoming to the LGBTQ-IA+ community and its allies. To that end, the working group strives to increase engagement, education and understanding of LGBTQ-IA+ issues among all Division III constituents by regularly examining and updating, as needed, current resources and areas of unmet need, and creating programmatic, resource and recognition opportunities for the LGBTQ-IA+ 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/ae and fans through the following channels:

- Advocacy.
- Education and related resources.
- Visibility and recognition.
- Communication.
- Collaboration.

Created: May 26, 2017

Updates: June 1, 2022, June 8, 2023