



**REPORT OF THE
NCAA DIVISION III LGBTQ WORKING GROUP
OCTOBER 11, 2018, TELECONFERENCE**

ACTION ITEMS.

- None.

INFORMATIONAL ITEMS.

1. **Welcome and roster.** The chair, Neil Virtue, welcomed the group, and staff conducted a roll call.
2. **Report of August 21, 2018, 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. **Nondiscrimination policy guide and identity kit.** The working group discussed anecdotal positive feedback from the membership about the Division III LGBTQ nondiscrimination policy guide, the identity kits and the ONETEAM logo. Staff encouraged working group members to use #d3oneteam when posting comments and photos on social media.
5. **LGBTQ programming.** The working group continued to discuss its fourth priority initiative: Division III LGBTQ educational programming. As part of developing a structure for the programming, the working group discussed the following topics:

Concept/rationale for Division III LGBTQ program. Staff reminded the working group that the delegates at the 2018 NCAA Convention indicated that facilitator training (e.g., train-the-trainer workshop) for coaches would most assist their LGBTQ inclusion efforts. The train-the-trainer model and subsequent educational programming facilitated by individuals who complete the train-the-trainer workshop is an efficient, cost-effective and hands-on way to provide LGBTQ educational programming to Division III member institutions and conferences.

Train-the-trainer workshop – Learning objectives. The working group suggested at least three learning objectives for a train-the-trainer workshop:

- a. To understand the involvement of the NCAA (and its member institutions and conferences) in LGBTQ issues on the national, regional and local levels;
- b. To learn common LGBTQ terms and definitions; and
- c. To develop best practices for creating safe spaces in athletics departments and on teams.

Train-the-trainer workshop - Platform. The working group agreed there was value of conducting the train-the-trainer program in-person.

Train-the-trainer workshop - Audience. The group did not reach consensus on whether participants should be limited to head coaches or include other coaches and/or administrators (e.g., assistant coach, director of athletics, commissioner). One suggestion was to use the “Gameday the DIII Way” program as a model for selecting participants. The working group discussed the following:

- Pro: Head coaches are the optimal audience because of their central positioning with and influence on student-athletes, peer coaches and athletics administrators.
- Con: Several conferences do not conduct multi-sport meetings for coaches (e.g., annual coaches meetings are often sport-specific). Therefore, a coach from such a conference who participates in the train-the-trainer workshop may not have opportunities to facilitate the educational program to coaches across all sports.
- Con: Coaches may be limited in their ability to change culture because of a higher rate of turnover compared to administrators.

Train-the-trainer workshop - Eligibility. The working group agreed that every conference may send two individuals to a train-the-trainer workshop within an 18-month period. The summer 2019 train-the-trainer workshop would be available for half of the Division III conferences (22 total) to send two individuals per conference (44 total). The winter 2019 train-the-trainer workshop would be available for the remaining conferences (22 total) to send two individuals per conference (44 total). The working group noted an expectation that all attendees of the train-the-trainer workshop would facilitate educational programming to campus and/or conference peers.

Train-the-trainer workshop - Duration. The working group discussed one-and-one-half days as an ideal length for the train-the-trainer workshop. The duration would allow participants to arrive the day before the workshop for dinner. The formal workshop would take place for most of the next day and a half with a mid-afternoon conclusion to allow participants to fly home that evening.

Train-the-trainer workshop - Frequency and dates. The working group agreed that the train-the-trainer workshop would be facilitated once per budget cycle, but twice per academic year to have the greatest impact. Proposed dates include June 2019 for the 2018-19 budget cycle and December 2019 in the 2019-20 budget cycle.

Train-the-trainer workshop - Location. The working group discussed possible locations to conduct the train-the-trainer workshop, including coaches conventions, regional sites, NCAA national office, the NCAA Convention or the NCAA Regional Rules Seminars (RRS), comparable to the “Gameday the DIII Way” program.

Subsequent educational program – Duration. The working group agreed that a subsequent educational program facilitated by individuals who complete the train-the-trainer workshop should take between 60- and 90-minutes. The rationale for a relatively short training was three-fold: 1. Those facilitating subsequent educational programs are likely not subject-matter experts; 2. The educational programs would center on three learning objectives; and 3. The educational programs should be relatively short to maximize engagement and retention of information.

Subsequent educational program – Platform. The working group agreed there was value of conducting the subsequent educational program in-person. An online Learning Management System (LMS) model was another method identified to reach Division III coaches in educational programming. Staff noted the working group's operating budget may limit multiple platforms.

Remaining Questions. As the working group continues to consider elements of the programming, the following questions remain to be answered during its November teleconference:

- (1) Does the working group agree with the learning objectives for both the train-the-trainer workshop and the subsequent educational program?
- (2) Does the working group prefer to develop an in-person training or an LMS online training first? Both cannot be developed concurrently due to limitations on budget and human resources.
- (3) Which individuals should be eligible to participate in the train-the-trainer workshop? Head coaches? Any coaches? Administrators? Anyone regardless of title?
- (4) How should individuals be selected to participate in the train-the-trainer workshop? Conference chooses? Application process? Other model?
- (5) Should the train-the-trainer workshop be a stand-alone event or in conjunction with another NCAA program?
- (6) Which individuals should be eligible to participate in the subsequent educational program? Head coaches? Any coaches? Administrators? Anyone – it's the discretion of the conference?
- (7) How should a conference and/or institution determine where, when and how often the subsequent educational program should be conducted?

- (8) How does the working group ensure a diverse representation of facilitators and participants?
- (9) Should working group members assist with and participate in the subsequent educational programming?
6. **LGBTQ recognition event.** Time did not permit the working group to engage in an initial discussion about a Division III LGBTQ recognition event. The working group agreed to discuss this initiative on a future teleconference.
7. **Future teleconferences.** Staff noted the next working group teleconference is scheduled for 4 p.m. Eastern time Wednesday, November 28.

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

NCAA Division III LGBTQ Working Group October 11, 2018, Teleconference	
Attendees:	
Mikayla Costello, Willamette University.	
R. Brit Katz, Millsaps College.	
Christopher Kimball, California Lutheran University.	
Kyrstin Krist, Methodist University.	
Donna Ledwin, Allegheny Mountain Collegiate Conference.	
Crystal Lanning, University of Wisconsin – River Falls.	
Kathleen Murray, Whitman College.	
Michael Vienna, Emory University.	
Neil Virtue, Mills College.	
Absentees:	
Emet Marwell, Mount Holyoke College.	
Julie Shaw, University of La Verne (formerly)	
NCAA Staff in Attendance:	
Louise McCleary, Jean Merrill.	