

The Athletics Diversity and Inclusion Designee (ADID)



What is the ADID?

The ADID is a staff member designated by the chancellor/president or commissioner (or their proxy), who serves as the conduit for information related to national-, local- and campus-level issues of diversity and inclusion and supports diverse and inclusive practices related to athletics.

Who can serve as the ADID?

- The ADID must be an employee of the campus or conference office, but does not have to be employed within the athletics department. For example, a member school may decide to make the institution's chief diversity officer its ADID.
- As appointed by the chancellor/president or commissioner (or their proxy), each campus and conference office is free to determine which staff member will assume this designation.
- Other suggested qualifications are that the individual:
 - a) Has access to student-athletes, coaches and athletics administrators;
 - b) Has regular meetings and/or regular correspondence with the president, director of athletics and members of senior staff within the department of athletics; and
 - c) Is cleared to receive reports related to institutional demographics and diversity and inclusion metrics.

What are the main functions of the ADID?

- The ADID is the primary contact for information related to initiatives, programming and resources from the NCAA national office, specifically from diversity-related committees and the office of inclusion.
- At the direction of the campus/conference office leadership, the ADID participates in training and development to increase and enhance competencies associated with leading and facilitating inclusion initiatives.
- It is recommended that the ADID be involved in discussions about policy changes and the hiring process within athletics.

Why is the ADID important?

- The ADID represents the Association's recognition of inclusion as a core value. The designation supports the [Presidential Pledge and Commitment to Promoting Diversity and Gender Equity in Intercollegiate Athletics](#).
- While the NCAA national office provides valuable resources and programming to support the membership's efforts toward creating and maintaining inclusive environments, campus and conference office personnel are sometimes unaware of available resources and opportunities. The ADID creates a network of colleagues who serve as the conduit for consistent and thorough dissemination of diversity- and inclusion-related information between conference offices, campuses, athletics departments and the NCAA.

How can the ADID best support their athletics department and conference office?

- The ADID can support their athletics department or conference office's diversity, inclusion, and equity strategic planning reviews, including providing support to the athletics department and conference office's diversity, inclusion, and equity committee, if there is one in place.
- The ADID can regularly connect with and support their campus and conference Student-Athlete Advisory Committees (SAACs).
- The ADID can serve as a resource for their athletics department and conference office to partner with and utilize broader diversity, inclusion, and equity services available on campus.

How does a school or conference submit its ADID to the NCAA?

Annually on August 1, the contact information for the ADID is submitted through the NCAA Sports Sponsorship and Demographic Form.

For more information about the Athletics Diversity and Inclusion Designee, contact Niya Blair Hackworth, Director of Inclusion, at odi@ncaa.org.

