



Office of Inclusion 2023-24 Impact Report



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NCAA OFFICE OF INCLUSION

Mission, Vision, Values

MISSION

We lead, advance and educate on diversity, equity and inclusion to foster belonging and well-being across intercollegiate athletics.

VISION

To be the national diversity, equity and inclusion leader that transforms intercollegiate athletics cultures and structures by engaging, educating and empowering the Association.

VALUES

- **Accountability:** Hold ourselves responsible, individually and collectively, to high standards, integrity and purposeful outcomes.
- **Advocacy:** Act intentionally to support and challenge the Association to advance diversity, equity, inclusion, belonging, justice and access; display resiliency and uplift others.
- **Humanity:** See individuals for who they are. Commit to the pursuit of understanding and validating different lived experiences. Treat everyone with compassion and empathy.
- **Learning:** Expand our knowledge and expertise to continuously educate ourselves and others.
- **Social Justice:** Understand, challenge and address inequities and injustices that hinder equal rights and equitable access and opportunities.





2024 NCAA Inclusion Forum

The 12th edition of the Inclusion Forum, the premiere DEIB event in collegiate athletics, was sold out for a second consecutive year, breaking its attendance record with 650 in attendance.

INCLUSION FORUM METRICS

The forum included **6** plenary sessions, **15** breakout sessions, more than **70** speakers and **20** staff volunteers.

SOLD OUT AUXILIARY EVENTS

The second annual **ADID Summit** was attended by 150 athletics diversity and inclusion designees (a 50% increase from 2023) who engaged in networking, workshops and education.

The inaugural **Student-Athlete Symposium**, with 130 student-athletes, featured tailored programming to engage, equip and empower attendees to champion DEIB.

SURVEY SAYS

91%

agreed/strongly agreed the event “has enhanced my understanding of DEI.”

97%

of speakers agreed/strongly agreed they would like to return.

Educational sessions average ranking (out of 5):

Quality of session

4.6 ★★★★★

Content of session

4.7 ★★★★★

Tools to strategize

4.6 ★★★★★



“This rejuvenates me. To be surrounded by people who understand the depth, purpose, possibility and pain behind belonging ... it is so needed.”

“This forum has opened my eyes to the power of student-athletes’ voices and actions.

“I encourage all ADIDs and leaders to attend.”



Facilitation of Membership Diversity, Equity and Inclusion Committees

The NCAA Office of Inclusion formed the DEI Committees Review Working Group, consisting of current and past NCAA DEI committee members, to conduct a review of the current structure, function and effectiveness of the four DEI committees as directed by the NCAA Board of Governors for all Association-wide committees.

The six-month review resulted in a recommendation to the Board of Governors for one centralized NCAA membership committee: the Committee on Diversity, Equity, Inclusion and Belonging, a committee proposed to increase the overall impact and stature of the membership's work in this significant area.

Committee on Women's Athletics

- Recommended to each division that women's wrestling become the next NCAA national championship. Received budget approval to establish a new championship for winter 2026 and assisted in moving the recommendation through the NCAA governance process.
- Initiated and oversaw a comprehensive review of the NCAA Emerging Sports for Women program to implement enhancements to current sports' support and future applicant sports.

Committee to Promote Cultural Diversity and Equity

- Established goals focused on increasing diverse leadership across intercollegiate athletics.

Gender Equity Task Force

- Engaged with NCAA progress on external gender equity recommendations.
- Authored letter to NCAA governance leadership emphasizing the importance of keeping gender equity and Title IX at the forefront of conversations related to settlement discussions and the evolving collegiate sports environment.

Minority Opportunities and Interests Committee

- Approved the recommendations from the Senior Minority Administrator Exploratory Working Group. The recommendations will be implemented over the next two to three years.
- Explored and created a new process for the NCAA/Minority Opportunities Athletic Association Award for Diversity and Inclusion that will recognize one winner per division starting in 2025.





Staff Engagement and Presentation Metrics

BY THE NUMBERS

More than **90** formal presentations, **70%** of those conducted in person, in addition to countless informal engagements.

6,811 The approximate number of total participants who engaged with the inclusion team through one of our presentations. This includes students and student-athletes, coaches and administrators from schools and conferences, as well as various organizations, national governing bodies, NCAA national office staff and employee engagement groups, media outlets and other stakeholders who have been directly impacted by our work.

SURVEY SAYS

For **60%** of participants, this was the first engagement with our office.

Most common presentation topic: inclusive leadership at **20%**.

94% Participants agreed that the presentation was “helpful/very helpful.”

94% Participants agreed/strongly agreed that “the knowledge I gained will be helpful to my DEI efforts on campus/conference.”

96% Participants are likely/very likely to “recommend the presentation to a colleague or a peer.”



What did you learn?

“The difference between inclusive leadership and leadership.”

“How to approach being a leader.”

“The importance of difficult conversations.”

Core Areas Highlights

Race/Ethnicity

- Collaborated with NCAA communications to highlight student-athletes of diverse backgrounds during Hispanic and Native American heritage months.
- Served on a panel at the Black Student-Athlete Summit about the state of DEI.
- Provided support and leadership for six student-athletes from historically Black colleges and universities to attend the Black Student-Athlete Summit.
- Provided support for 10 HBCU athletics diversity and inclusion designees to attend the ADID Summit/Inclusion Forum.
- Facilitated session on identity and leadership at the Central Intercollegiate Athletic Association Student-Athlete Empowerment Symposium.
- Led a session at the NCAA Inclusion Forum on how to maximize support for the Native American community beyond providing land acknowledgments.

LGBTQ

- Offered the LaneChanger program and in-person presentations for national office staff, the Committee on Women's Athletics and the Minority Opportunities and Interests Committee. Facilitated four LaneChanger Lunch and Learns for NCAA staff.
- Hosted Common Ground VI for 80 coaches and administrators at faith-based NCAA member schools.
- Hosted three webinars for Common Ground VI attendees.
- Presented six times on the NCAA Transgender Student-Athlete Participation Policy.
- Established a Trans+ Inclusion Education Working Group.

International

- Published the NCAA's first comprehensive handbook to support International Student-Athletes and their parents, to help with acclimatizing to life in the U.S.
- Hosted an international delegate for an extended period of mentorship as part of the Global Sports Mentoring Program.
- Led two sessions at the NCAA Inclusion Forum: one on the holistic integration of international student-athletes and another on the nuanced assistance their administrators must provide them.
- Conducted multiple "Meeting of the Minds" sessions, to directly engage with the NCAA membership and involve constituents in strategic plans.
- Established and expanded relationships with key stakeholders and subject matter experts.



“A playbook on how DEIB should look, be presented and be supported.”





Disability

- U.S. Olympic and Paralympic Committee/NCAA Para-College Inclusion Project.
 - Hosted activations for wheelchair basketball at the 2024 NCAA Division I Women's Basketball Championship and for wheelchair fencing at the 2024 National Collegiate Men's and Women's Fencing Championships.
 - Wheelchair tennis: Hosted a national college wheelchair tennis championship at the 2024 NCAA Division I Men's and Women's Tennis Championships.
 - Wheelchair racing: Hosted a national college championship in the men's and women's 100-meter wheelchair race at the 2024 NCAA Division I Men's and Women's Outdoor Track and Field Championships.
 - Supported the development and launch of the USOPC/NCAA Para-College website and partnered with the NCAA communications staff to develop the NCAA Para-College webpage.
- Consulted on playing rules waivers with disability as the mitigation in eight sports.

Women/Gender Equity

- Emerging Sports for Women program.
 - Hosted and financially supported the NCAA Convention session featuring all six emerging sports.
 - Established a communications plan, provided new education and launched the first webinar series for the NCAA membership featuring sport leaders and administrators sharing information about each emerging sport.
 - Facilitated the process for legislation to be introduced in all three divisions to add women's wrestling as a National Collegiate Championship.

- Created a new resource guide for current emerging sport leaders to help them grow the sport within the NCAA.
- Led presentation for Division III senior woman administrators in conjunction with the Women Leaders in Sports Convention.
- Created new equity education modules for NCAA staff and formalized the Equity Evaluation Process to weave equity throughout national office decision-making and actions.
- Led two sessions at the NCAA Inclusion Forum: one on the intersection of Title IX and name, image and likeness and another on sexual violence prevention strategies for male student-athletes.
- Received a record number of NCAA Woman of the Year nominees (second record year in a row).
- Partnered with Leadership Development to support WeCOACH's annual Coaches Academy, including moderating a panel honoring Title IX pioneers at the event.
- Hosted a Regional Rules session with the Office for Civil Rights on Title IX.



“ These programs gave me reassurance that my experiences matter, and I should be vocal to help improve the industry for the next generation.”

Additional Highlights from Leadership Areas

Athletics Diversity and Inclusion Designee Engagement

- Formed ADID Community Connections and hosted three virtual sessions for ADID engagement and professional development.
- Partnered with the Diversity, Inclusion and Equity Council of Excellence to host a program called Cultivating Affinity Spaces.
- Engaged 749 ADIDs throughout programming (fall program with DIECE, ADID Summit, Community Connections and conference engagements).
- Partnered with the National Conference on Race and Ethnicity to provide over 100 ADIDs yearlong access to the NCORE Virtual Connection conference.
- Formed five new partnerships for ADID engagement/programs.
- Presented at the NCAA Convention about “The Evolution of DEIB: Strategic Shifts and New Approaches,” where we highlighted the work of ADIDs.

Championships

- Advised colleagues on equity questions related to championships through an equity review process and elevated issues to senior staff for input and approval.
- Assisted championships staff in meetings around inclusion and security for gender-diverse student-athletes participating in NCAA championships.
- Recognized five community leaders from the Cleveland community at the Women’s Final Four as part of the Legends and Legacies annual award recognition.

National Office

- Hosted a luau program as part of the Asian American Pacific Islander Celebration at the national office.
- Hosted a Black History Month program with the People of Color Employee Engagement Group displaying local Black artists’ work.
- Organized Champions of DEIB, a program for national office staff DEI leaders, and hosted focus group sessions to understand staff thoughts and needs around DEI within the national office.
- Led professional development training for EEG Leaders.
- Hosted a celebratory event for EEGs and a national office informational meeting about EEGs.
- Supported the Women’s EEG with internal staff celebrations and education for Women’s History Month.

