



# 2019 NCAA Inclusion Forum

April 26 to 28

Omni Atlanta at CNN Center

Atlanta, Georgia

**#NCAAINclusion**



**NCAA** Inclusion





As a core value, the NCAA believes in and is committed to diversity, inclusion and gender equity among its student-athletes, coaches and administrators. We seek to establish and maintain an inclusive culture that fosters equitable participation for student-athletes and career opportunities for coaches and administrators from diverse backgrounds. Diversity and inclusion improve the learning environment for all student-athletes and enhance excellence within the Association.

The Office of Inclusion will provide or enable programming and education, which sustains foundations of a diverse and inclusive culture across dimensions of diversity, including but not limited to age, race, sex, class, national origin, creed, educational background, religion, gender identity, disability, gender expression, geographical location, income, marital status, parental status, sexual orientation and work experiences.

*Adopted by the NCAA Executive Committee, April 2010*

*Amended by the NCAA Board of Governors, April 2017*

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*#NCAAIInclusion*



# Welcome to the 2019 NCAA Inclusion Forum



Writer, lecturer, political activist and feminist trailblazer Gloria Steinem spoke of dreaming as an act of resistance.

Like so many pioneers and unsung civil rights heroes who have preceded her, the 2013 Presidential Medal of Freedom recipient urged listeners to dream of a better tomorrow. One of equality. Of equity. Of inclusivity. And encouraged them to work audaciously — and “with the urgency of now,” as the

Rev. Martin Luther King Jr. suggested — toward achieving it.

“Without leaps of imagination, or dreaming,” she famously said, “we lose the excitement of possibilities. Dreaming, after all, is a form of planning.”

In the NCAA office of inclusion, we, too, believe in and strive to adhere to those sentiments, which inspired the theme of the 2019 NCAA Inclusion Forum, “Dreaming Out Loud: Transforming Passion to Action.”

We dream, with fervor and vigor, of the infinite possibilities that inclusive excellence in intercollegiate athletics can achieve. And act, developing tangible ways member institutions can partner in and operationalize this vision to assist our 500,000 student-athletes and communities of athletics administrators and coaches in reaching their highest potential.

Ambitious in scope, this dream is not plausible without all of you — the higher education and intercollegiate athletics administrators and student-athletes, who have joined us in Atlanta as thought leaders and partners in progress for this eighth annual gathering.

Each of you serves as the window into the lived experiences of our student-athletes and administrators on campus and across conference offices, offering invaluable insight both into the communities we serve at the national office and the areas of opportunities to enhance those experiences. Insight we otherwise would not have.



Simultaneously, as change-makers, you drive equity and inclusion efforts in your own spheres of influence via policy, programming and initiatives that help shape the landscape for the better.

Imagine what we can and will accomplish *together*.

We look forward to this partnership and to continuing this transformative work. Work that we all are so privileged to be a part of as stewards of equity, diversity and inclusion in intercollegiate athletics. Work that advances awareness, advocacy, action and accountability. Work that makes us all want to offer our very best every day and in every way.

As you prepare for an engaging and insightful weekend with those eager to stimulate their intellectual curiosity around equity and inclusion and its applications, consider joining me in “Dreaming Out Loud” — for “transforming our passion into action” is what is necessary for more contemporary progress and for future-proofing our industry.

Thank you for joining us, and please enjoy your stay in Atlanta!

**Katrice A. Albert**

Executive Vice President, Inclusion and Human Resources



# AGENDA

## Friday, April 26

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*For speaker biographies and more information,  
please download the NCAA Events mobile application.*

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**10 a.m. to 4:30 p.m.**      **Registration Open**

*International Ballroom Foyer*

**12:30 p.m.**

**Doors Open**

*International Ballroom Foyer*

**1 to 1:15 p.m.**

**Inclusion Forum Opening: Welcome Remarks from  
NCAA Executive Vice President of Inclusion and  
Human Resources**

*International Ballroom E-F*

**Katrice A. Albert, NCAA**

**1:15 to 2:15 p.m.**

**Opening Keynote — Building the Dream Team:  
Pursuing our Passion for Inclusion**

*International Ballroom E-F*

The critically important work of diversity and inclusion is incredibly exciting and empowering — and yet, it can also be stressful and emotionally challenging. In this highly interactive opening keynote, participants will experience a dynamic and enjoyable opportunity to appreciate their own positive contributions, strengthen the powerful bonds of community at the Inclusion Forum and gain practical skills to enhance their skill sets. Following a brief overview of the importance of inclusive excellence efforts in athletics, the presenter will share approaches to assist participants in better understanding their own cultural identities as a vehicle for building healthier relationships with student-athletes,



engaging in more effective intercultural communication and alliance building, and avoiding the traps of unconscious bias. In addition, by telling their own stories and learning about the experiences of others, participants will become even more aware of the value of our collective work in the current social climate. Be ready to learn, laugh, love and lead together in the pursuit of inclusion!

**Derek Greenfield**, *Derek Greenfield and Associates, LLC*

**2:30 to 3:45 p.m.**

**When Student-Athletes Transform Passion to Action: Leading for Excellence in Diversity, Inclusion and Well-Being**

***International Ballroom E-F***

This plenary session highlights the efforts of student-athlete leaders across all NCAA divisions to promote diversity, inclusion and well-being in their respective campus communities. The student-athletes in this session have been the driving forces behind inclusive excellence initiatives on their campuses; they have created award-winning initiatives and programming that helped deconstruct stigma, create accepting team cultures and promote inclusive environments at their school and beyond. Placing the student-athlete voice at the center, panelists will reflect on their experience as inclusive leaders in their community, share tips and best practices to create impactful programming, and offer insights into the crucial role student-athletes can play in driving inclusion and well-being efforts on U.S. college campuses.

**Jake Bain**, *Indiana State University*

**Delaney Hiegert**, *Newman University*

**Keturah Orji**, *University of Georgia*

**Taylor Ricci**, *Oregon State University*

**Kyle Richard**, *State University of New York at Cortland*

**LaChina Robinson**, *Stretch Beyond, Rising Media Stars*



**4 to 5 p.m.**

**Turning Barriers into Bridges by Disrupting Bias**

***International Ballroom E-F***

In today's world, culture is much more than ethnicity and gender. It is all the ways we are similar and different. As the dramatic shift to a highly diverse campus continues, leaders at all levels know they must understand, accept and capitalize on differences as well as similarities. They know the cultural backgrounds and experiences of diverse teams can enrich the full university experience, making it more innovative and elevating academic excellence, yet the institution's ability to manage these intersections can strengthen or impede results.

This interactive, non-judgmental and fun session provides an opportunity for you to discover how and why bias impacts engagement and performance at all levels; and then how to minimize its effects in order to increase positive results.

**Lenora Billings-Harris, *Ubuntu Global***

**5 to 5:45 p.m.**

**"Undefeated" Conversation and Performance**

***International Ballroom E-F***

**Katrice A. Albert, *NCAA***

**Rayana Jay, *R&B/Soul singer-songwriter***

**6:30 to 9:30 p.m.**

**Welcome Reception at the National Center for Civil and Human Rights (100 Ivan Allen Jr. Blvd)**

Welcome remarks begin at 7 p.m.

Heavy hors d'oeuvres served.





# AGENDA

## Saturday, April 27

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**7:15 to 8:15 a.m.**

**Breakfast**

*International Ballroom Foyer*

**7:45 a.m. to 3 p.m.**

**Registration Open**

*International Ballroom Foyer*

**8:30 to 9:30 a.m.**

**Kicking Glass: Women Conquering  
Uncommon Spaces in Sports**

*International Ballroom D*

Even with the growth of women and girls participating in sports, the overall representation in the sports industry remains overwhelmingly male-dominated. Women continue to blaze trails and stand as pioneers, often acknowledged as the “first” or “only” in various professions and positions within sports. This session shares the powerful testimonies of four such pioneers who have successfully kicked through glass ceilings and are ready to inspire others to follow.

**Callie Brownson**, *Dartmouth College*

**Shelton Goode**, *Icarus Consulting*

**Tiffany Greene**, *ESPN*

**LaKeitha Poole**, *Louisiana State University*

**Michele Steele**, *ESPN*

**8:30 to 9:30 a.m.**

**LGBTQ Foundational Knowledge**

*International Ballroom A-C*

How can athletics departments better serve LGBTQ individuals? Centered around this guiding question, this session will provide an overview of how coaches, administrators and higher education professionals can



create an inclusive environment for individuals who identify as members of the LGBTQ community. Session attendees will learn about promising practices and will leave the session with specific action strategies on how to make their athletics department a more inclusive space for LGBTQ student-athletes, coaches and administrators alike. Topics covered include LGBTQ terminology, inclusive language, LGBTQ policies, allyship, NCAA resources available, and how to make sure that all members of the athletics department, including those identifying as LGBTQ, can participate in a safe and respectful environment.

**Nevin Caple**, *LGBT SportSafe*

**Chris Mosier**, *Team USA Athlete,*  
*TransAthlete.com*

**8:30 to 9:30 a.m.**

### **Intersection of Mental Health and Student-Athlete Identity**

*Dogwood A-B*

Student-athletes have multiple identities such as race/ethnicity, sexual orientation, socioeconomic status, gender, country of origin and physical ability. To improve student-athlete use of mental health services, it's important to discuss the various identities of student-athletes and the impact of this on their well-being. This session will explore the multiple identities of student-athletes and focus on best practices and resources to support student-athlete mental health.

**Nnenna Akotaobi**, *Swarthmore College*

**Nathan Braaten**, *Oregon State University*

**Kenneth Chew**, *Indiana State University*

**G Ryan**, *University of Michigan*

**Enna Selmanovic**, *University of Cincinnati*

**9:45 to 10:45 a.m.**

### **Supporting Administrators of Color: Building the Pipeline with a Focus on Inclusion, Retention and Mentorship**

*International Ballroom D*

This session will discuss the support minority administrators give and receive within athletics at Division I, II and III. Administrators who have navigated various positions and levels within athletics will discuss



the support needed/received, obtaining/giving support, networks used, organizations instrumental in their growth and development, and recommendations and lessons learned.

**Renee Bostic**, *Notre Dame of Maryland University*

**Stan Johnson**, *Minority Opportunities Athletic Association*

**Chris Reynolds**, *Bradley University*

**Jessie Rosa**, *Auburn University at Montgomery*

**9:45 to 10:45 a.m.**

**Gender Equity in Action: The Fine Art of Applying Title IX's Athletic Equity Expectations to Your Athletics Program**

*International Ballroom A-C*

After providing a general overview of the law and recent developments, this program will explore the real work of gender equity planning and implementation. Join us as we discuss the pros and cons of Gender Equity Committees, examine the most efficient ways to evaluate program areas, and consider the value of comprehensive equity plans with measurable outcomes and assigned responsibilities. The presenters will also discuss ways to get campus and departmental buy in and educate campus constituencies.

**Janet Judge**, *Holland & Knight, LLP*

**Carrie Michaels**, *Shippensburg University*

**Judy Van Horn**, *University of South Carolina*

**9:45 to 10:45 a.m.**

**The Next Generation: Student-Athletes Leading for LGBTQ Equality**

*Dogwood A-B*

What is it like to be a student-athlete identifying as a member of the LGBTQ community on NCAA campuses? What challenges do LGBTQ student-athletes face — from the recruiting process to transition outside of athletics? How can coaches and administrators help overcome these challenges? How can the athletics community create inclusive environments that allow all



student-athletes to be their true selves and succeed both in the classroom and in their sport? Guided by these questions, this session places the experiences of student-athletes identifying as members of the LGBTQ community center stage. Using the power of their stories, the panelists in this session will address topics such as navigating the coming-out process, mentorship, being an ally, finding support in- and outside the athletics department, and leveraging the power of coaches, administrators and other stakeholders to model inclusive excellence.

**Xavier Colvin**, *Butler University*

**Pat Griffin**, *University of Massachusetts Amherst*

**Jordan Keesler**, *Agnes Scott College*

**Jasmyn Lindsay**, *Queens University of Charlotte*

**Emet Marwell**, *Mount Holyoke College*

**11 a.m. to 12:15 p.m. Professional Engagement  
Through Crucial Conversations**

***International Ballroom E-F***

When you are stuck in any situation – whether personal or professional – there is likely a crucial conversation keeping you from accomplishing the desired results. If you can learn to speak up effectively in these crucial moments, then you can accomplish the results you seek. This workshop will introduce the audience to communication skills and effective techniques that address difficult, emotional or sensitive situations by referencing techniques presented through the Crucial Conversation Trainings. Attendees will view modeled conversations, then participate in moderator-led discussion on how the presented scenarios will allow participants to experience how to deliver professional conversations by reflecting on the potential contexts, approaches, perspectives and reactions of the techniques presented.

**Suong Ives**, *NCAA*

**Wendy Pottgen**, *NCAA*

**Power Play Interactive Development**,  
*University of New Hampshire*



**12:15 to 1:15 p.m.**

**Buffet Lunch**

*International Ballroom Foyer*

**1:15 to 2:15 p.m.**

**Preventing Campus Sexual Violence —  
Best Practices and Educational Tools**

*International Ballroom D*

NCAA member schools have helped lead the charge in higher education to prevent sexual violence and interpersonal violence on campuses through education effects and by adhering to the Board of Governors policy on campus sexual violence. To continue improving your school's efforts, learn from experts in the field about what best practices and resources can improve your education to better engage students and staff to be part of this change. This session will also discuss the importance of adhering to consistent, annual sexual violence prevention training for coaches, staff and student-athletes to comply with the Board of Governors policy and help improve overall campus culture.

**Nnenna Akotaobi**, *Swarthmore College*

**Jennifer Block**, *United States Air Force Academy*

**Janet Judge**, *Holland & Knight, LLP*

**Kyle Richard**, *State University of  
New York College at Cortland*

**1:15 to 2:15 p.m.**

**The Intersection of Inclusion, Disability and  
Intercollegiate Athletics**

*International Ballroom A-C*

Administrators and athletics department staff are strategically positioned to create a more inclusive environment for student-athletes with disabilities. In this session, panel members will discuss the impact that visible and invisible disabilities can have on the life of a student-athlete. Attendees will learn more about the waiver process, common disabilities, and accommodations. The panel will discuss the power of language in the disability community and how building strong connections across campus can widen the



support for student-athletes. This session will offer some practical tools for cultivating a safe and inclusive culture for athletes who identify as disabled.

**Whitney Branham**, *California State University Chico*

**Shane Carter**, *University of Nevada, Reno*

**Tara Park**, *University of Nevada, Reno*

**Marci Ridpath**, *NCAA*

**John Wood**, *Landmark College*

**1:15 to 2:15 p.m.**

**The Skin We're In: Intentional Conversations about Race, Ethnicity, Identity and Allyship in Athletics**

*Dogwood A-B*

Whether addressed aloud or not, issues surrounding race, ethnicity and identity impact every relationship and interpersonal dynamic that exists. This session will delve deeper than the comfort level that usually keeps these conversations at a surface level, examining how everyone has a role in understanding, empathizing and advocating for one another, despite superficial differences. The panelists will lead attendees through exercises that deal with topics of anti-racism, whiteness, intentionality, power dynamics and how they impact the welfare and experiences of student-athletes, coaches, administrators and supporters.

**Victoria Farris**, *Farris Consulting*

**Jen Fry**, *Jen Fry Talks*

**Paul Tokunaga**, *Multi-Ethnic Leadership Development (MELD)*

**2:30 to 3:30 p.m.**

**Moving the Needle: Trends and Hiring Practices for Women Administrators in Intercollegiate Athletics**

*International Ballroom D*

This panel highlights the voices and experiences of women in senior-level positions alongside the key influencers involved in the hiring process — athletics directors, conference commissioners, and search firm executives. Panelists will reflect on topics such



as hiring trends and practices, the power of diverse representation in athletics leadership, navigating different institutional cultures, and career preparation to best position oneself for advancement into senior leadership roles. Key takeaways include better understanding of hiring trends in college athletics, helpful information about the search process, and insights on how women can position themselves and prepare for leadership positions.

**Jill Bodensteiner**, *Saint Joseph's University*

**Noreen Morris**, *Northeast Conference*

**Daniel Parker**, *Parker Executive Search*

**Patti Phillips**, *Women Leaders in College Sports*

**Etienne Thomas**, *Kentucky State University*

**2:30 to 3:30 p.m.**

**Taking a Trip Around the World: Understanding the Cultural Differences Impacting International Student-Athletes**

***International Ballroom A-C***

College can be a daunting undertaking for many students, especially student-athletes trying to balance both academic and athletic obligations. But what about those students who also have to navigate learning a new language, a new education system and a new culture while finding that balance? How do we support our international student-athlete populations as they navigate new educational, social and personal environments hundreds, even thousands, of miles from home? This session will establish a foundation toward understanding the cultural differences that impact our international student-athletes, while exploring ways to create environments where they can develop and succeed.

**Mindy Reger**, *Boston University*



**2:30 to 3:30 p.m.**

**Finding Common Ground: Religion and LGBTQ Inclusion in College Athletics**

*Dogwood A-B*

This session will begin with a brief description of the Common Ground initiative, a multi-year project bringing together LGBTQ advocates and people of faith, allies, student-athletes, coaches, athletics administrators and staff to discuss how college athletics programs can be welcoming and respectful for student-athletes and athletics staff of all faiths, sexual orientations and gender identities. The majority of the session will feature group discussion facilitated by members of the Common Ground Leadership Team. Participants will have the opportunity to engage with each other about challenges and successes their athletics programs and campuses experience in addressing this topic in public, private secular and private faith-based schools. The Common Ground Leadership Team will offer strategies and resources for supporting these important conversations and meaningful actions that create inclusive environments for all student-athletes.

**Nevin Caple**, *LGBT SportSafe*

**Liz Darger**, *Brigham Young University*

**Pat Griffin**, *University of Massachusetts, Amherst*

**Chris Mosier**, *Team USA Athlete, TransAthlete.com*

**Dan Wood**, *National Christian College Athletic Association*

**3:30 to 3:45 p.m.**

**Snack and Beverages**

*International Ballroom Foyer*

**3:45 to 4:45 p.m.**

**Why Perspective-Taking Matters: Improving Diversity and Inclusion on Campus by Exploring Varying Perspectives**

*International Ballroom D*





This workshop is designed to provide participants with an introduction to RISE and overview of key insights gleaned from its collegiate perception surveys — both the student-athlete and athletics department staff/coach surveys. Participants will also engage in a RISE activity that can assist campus staff and students in unpacking some of their own perceptions/biases and provide a foundation for working collectively to address diversity and inclusion initiatives on campus. Additionally, recommendations to tackle common challenges facing athletics departments and their student-athletes, coaches and staff will be shared.

**Andrew Mac Intosh**, *Ross Initiative in Sports Equality (RISE)*

**Kim Miller**, *Ross Initiative in Sports Equality (RISE)*

**3:45 to 4:45 p.m.**

### **SWA 101: Maximizing the Senior Woman Administrator's Impact**

#### ***International Ballroom A-C***

As the highest-ranking female involved in the conduct of intercollegiate athletics, the SWA designation should provide opportunities to enhance decision-making and visibility of female role models in athletics. An important first step in maximizing the impact of the SWA is to create open communication and clear expectations about the designation on each campus. This session will feature a panel of ADs and SWAs bringing to life the recommendations recently published by the NCAA office of inclusion to engage in meaningful dialogue to enhance the impact of the SWA designation. The panel will also reflect on what it is like when the SWA has maximum impact.

**Julie Cromer Peoples**, *University of Arkansas, Fayetteville*

**Derrick Gragg**, *University of Tulsa*

**Leah Kareti**, *3 Fold Group*

**Suzette McQueen**, *Central Intercollegiate Athletic Association*

**Julie Muller**, *3Fold Group*

**Natalie Winkelfoos**, *Oberlin College*



**3:45 to 4:45 p.m.**

**Building a Culture of Healthy Masculinity  
for Your Teams**

***Dogwood A-B***

Sport has historically been criticized for its tendency to perpetuate narrow definitions of masculinity. Indeed, toxic masculinity can have a devastating effect on both men and women in the athletics context. How can intercollegiate athletics administrators, coaches, student-athletes and other stakeholders on campus create team cultures that promote healthy forms of masculinity? This session will take an in-depth look at how student-athletes, coaches and administrators can redefine what it means to be a male athlete on college campuses. By sharing personal stories and best practices related to positive masculinity, panelists in this session will empower attendees to redefine masculinity on campus and promote team cultures that reject harmful gender stereotypes and embrace healthy forms of masculinity.

**Nico Darras**, *AND ME Consulting*

**Kip Ioane**, *Willamette University*

**Jordan Jenkins**, *Willamette University*

**Chris Mosier**, *Team USA Athlete, TransAthlete.com*

**5 to 6 p.m.**

**Unveiling the Goals of the NCAA Board of Governors  
Committee to Promote Cultural Diversity and Equity**

***International Ballroom E-F***

The NCAA Board of Governors Committee to Promote Cultural Diversity and Equity was established in 2017 to review, endorse and make recommendations regarding diversity and inclusion matters that impact the Association. Committee members will unveil and explain in detail the strategic goals adopted at the October Board of Governors meeting and discuss membership feedback provided during the 2019 NCAA Convention.

**Katrice A. Albert**, *NCAA*

**Dylan Gladney**, *Prairie View A&M*

**Mark Lombardi**, *Maryville University*

**Tori McClure**, *Spalding University*



**6 p.m.**

**Dinner on Your Own**

**6:30 to 9:30 p.m.**

**Regional Student-Athlete Engagement Program\*  
(RSAEP)**

*Redwood*

*\*For RSAEP participants only.*



# AGENDA

## Sunday, April 28

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**7:15 to 8:15 a.m.**

**Breakfast**

*International Ballroom Foyer*

**8:15 to 9:15 a.m.**

**Changing the Landscape and Narrative About and For Women Coaches**

*International Ballroom D*

In this session, Megan Kahn will share what programming WeCOACH is doing for women coaches around the country and how WeCOACH has partnered with the Tucker Center for Research on Girls & Women in Sport to showcase powerful data on women in the coaching profession. Dr. Nicole M. LaVoi, member of the Board of Directors for WeCOACH, editor of "Women in Sports Coaching" (2016) and primary author of the Women in College Coaching Report Card, will share her scholarly expertise on women coaches. Dr. LaVoi will provide data pertaining to the occupational landscape for women college coaches, outline common narratives about women coaches that are often unfounded, provide rationale for why narratives matter for recruiting, hiring and retaining women coaches, and offer some strategies for changing narratives and in turn the occupational landscape for women coaches. Dedicated to supporting women persisting in coaching and increasing the number of women coaches, Kahn and LaVoi's presentation will offer insights that can help participants empower women leaders in intercollegiate athletics.

**Megan Kahn, WeCOACH**

**Nicole LaVoi, Tucker Center for Research on Girls and Women in Sport**



**8:15 to 9:15 a.m.**

**Inclusive Leadership: Maximizing Everyone's Potential Talent**

***International Ballroom A-C***

Diverse groups bring a multitude of perspectives, strengths, skills and challenges to athletics departments and college campuses. Maximizing that talent is a skill, which requires not only awareness of others but also an awareness of one's personal thoughts and identities. Participants in this session will be engaged in a series of active learning strategies and group discussions to learn how to raise the level of performance of the respective groups they are a part of as well as discuss the meaning of inclusive leadership and its relation to their individual workplaces. In addition, participants will learn how to identify invisible barriers that hinder inclusive environments through both a hiring and relationship-building lens. Finally, participants will question the power of language and its impact on their individual workplaces.

**Nancy Kaplan, St. John's University**

**Lamar Lee, Institute for Sport and Social Justice**

**8:15 to 9:15 a.m.**

**Educating Ourselves to Empower our Students: Understanding Cultural Wealth and Its Impact on Diverse Student-Athletes**

***Dogwood A-B***

Many times support for diverse student populations is approached with a deficit mind-set to which students need to acquire certain skills in order to be successful in a college environment. Cultural Wealth challenges that approach and operates from a strength-based perspective and helps higher education professionals understand the strength and assets these students bring with them to college. This session will build on Tara Yosso's (2005) Cultural Wealth Model by laying a foundational understanding followed by specific examples on how one can use a strength-based approach when working with diverse student populations. This session is particularly beneficial for those individuals who work with students of color and



international students. Individuals who participate in this session will walk away with key understanding on how to work with, motivate and mentor student-athletes from diverse backgrounds.

**Amanda Bonilla**, *Inclusion Consultant Network*

**Alice Jones**, *Inclusion Consultant Network*

**9:45 to 10:45 a.m.**

**Passport to the World Inside our Athletics  
Departments: International Student-Athlete Panel**

***International Ballroom D***

Student-athletes and international students independently face distinctively different challenges than their peers. When these unique identities intersect, some of those challenges become seemingly less, while others intensify and compound. International student-athletes occupy a unique space on our campuses. After highlighting current research data and trends on international student-athletes from NCAA Research, a panel of international student-athletes will share their perspectives on their individual experiences at their respective campuses.

**Sara al Khatib**, *Georgia Institute of Technology*

**Lydia Bell**, *NCAA*

**Shannon Ma**, *Boston University*

**Mindy Reger**, *Boston University*

**Polina Shemanova**, *Syracuse University*

**Jasper Verplancke**, *Boston University*

**9:45 to 10:45 a.m.**

**Building and Implementing a Diversity  
and Inclusion Strategic Plan**

***International Ballroom A-C***

Far too many organizations suffer from “SPOTS” – Strategic Plan on The Shelf. The successful development and implementation of a diversity and inclusion strategic plan requires rigorous management attention and mechanisms to drive personal



accountability. This session will introduce essential strategic plan components and review the strategic planning life cycle. Further, we will examine the obstacles involved in strategic plan implementation and present practical strategies to overcome those hurdles.

**Kristen Matha**, *Ice Miller LLP*

**9:45 to 10:45 a.m.**

**Creating “A Different World” Through Intentional Inclusive Excellence**

***Dogwood A-B***

Underlying efforts to create inclusive campus and workplace environments is the desire to instill and maintain a “sense of belonging” among stakeholders. The history of historically black colleges and universities (HBCUs) is anchored in the need to provide a place of value, care and safety for individuals who were otherwise excluded from the higher education enterprise. While societal evolution and integration have spurred greater diversity across all types of colleges and universities, HBCUs continue to lead in best practices for holistic support. This session will focus on how two schools are creating inclusive environments where all student-athletes — whether white, black or international — are finding a place to belong.

**Darryl Peal**, *NCAA*

**Irving Smith**, *Coppin State University*

**Lynn Thompson**, *Bethune-Cookman University*

**10:45 to 11:15 a.m.**

**Spotlight: Regional Student-Athlete Engagement Program**

***International Ballroom E-F***

**Katrice Albert**, *NCAA*



**11:30 to 12:30 p.m.**

**Closing Keynote — Power to Stand:  
Overcoming Adversity**

*International Ballroom E-F*

Chris Norton suffered a spinal cord injury while playing football at Luther College (Iowa). The doctors gave Chris a 3 percent chance of moving anything below his neck again. Four years later, he defied the odds and walked across the stage at his college graduation. Three years later, Chris attempted another incredible feat — this time, perhaps the most important walk of his life: 7 yards down the aisle with his wife, Emily, to commemorate the 7-year anniversary of his injury. In his inspirational address, Chris will share his story — showing that no matter what you go through, there is always hope. With inspiring anecdotes and positive action steps, Chris connects with his audience in a genuine, entertaining and impactful way. His message resonates with all of us: adversity is universal, but we all have the Power to Stand.

**Chris Norton**, *Chris Norton Foundation*

**12:30 to 12:45 p.m.**

**Inclusion Forum Closing Session: Remarks from  
NCAA Executive Vice President of Inclusion and  
Human Resources**

*International Ballroom E-F*

**Katrice A. Albert**, *NCAA*

**12:45 p.m.**

**Boxed Lunches**

*International Ballroom Foyer*





## 2019 NCAA Inclusion Forum Team

**Lydia Adeosun**, *Enforcement*

**Katrice A. Albert**, *Office of Inclusion*

**Shannon Blevins**, *Academic and Membership Affairs*

**Kina Davis**, *Office of Inclusion*

**Katelyn Fischer**, *Administrative Service – Finance and Accounting*

**Olivia Garrison**, *Digital Communications*

**Yannick Kluch**, *Office of Inclusion*

**Craig Malveaux**, *Office of Inclusion*

**Jean Merrill**, *Office of Inclusion*

**Tiana Myers**, *Office of Inclusion*

**Crystal Reimer**, *Short's Travel*

**Brandon Sartin**, *Enforcement*

**Rachel Stocking**, *Short's Travel*

**Marcia Stubbeman**, *Administrative Services*

**Frank Yeboah**, *Accelerating Academic Success Program*

**Shay Wallach**, *Office of Inclusion*

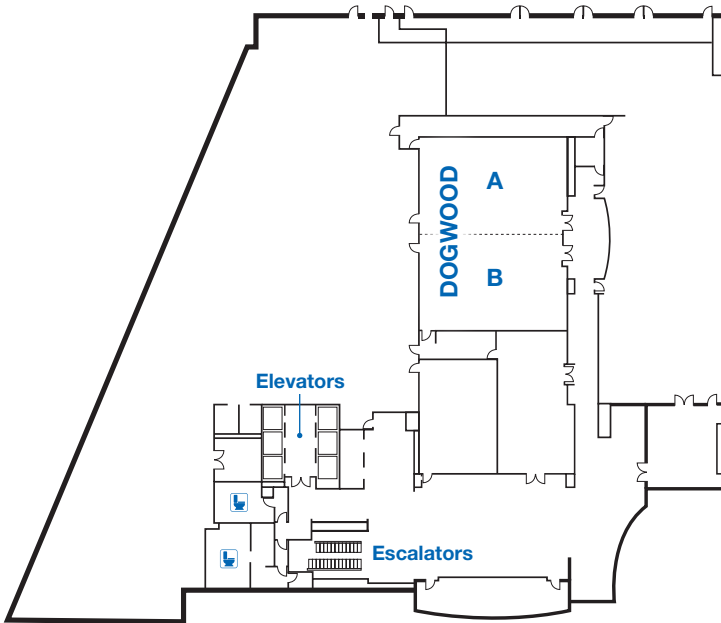
**Kyani White-Tate**, *Championships and Alliances*

**Amy Wilson**, *Office of Inclusion*



## CNN North Tower

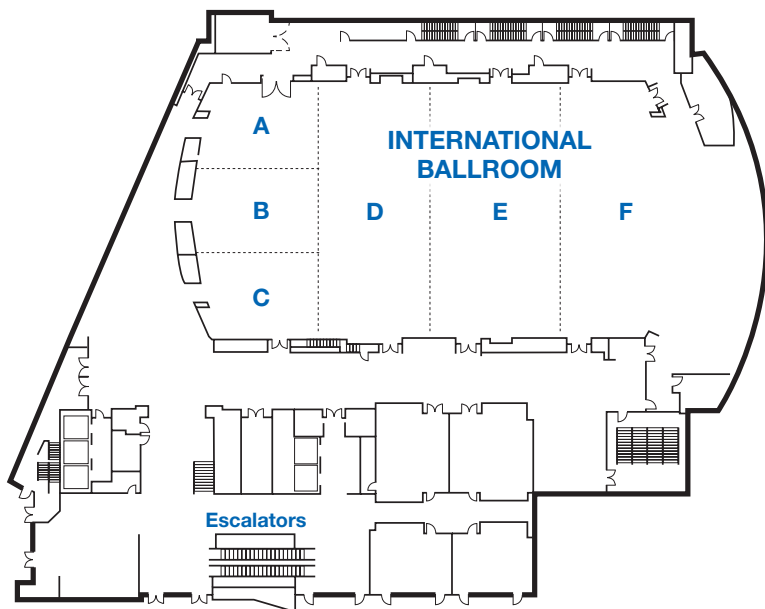
*CNN North Tower M1 Street Level*





## CNN North Tower

### *CNN North Tower M2 International Ballroom*





## **Dear Inclusion Forum attendees,**

Please note that we have an all gender restroom available for your use at the 2019 NCAA Inclusion Forum. An all gender restroom designation means the restroom is safe for people of all gender identities and expressions, including individuals who identify as transgender, gender expansive or genderqueer.

The ability to safely and comfortably use a restroom is of utmost importance to us, and if you choose to use the all gender restroom, please know that it is a safe space.

In order to provide an inclusive and safe environment, we ask all attendees to refrain from gender policing (e.g., judging, scrutinizing or categorizing another person's gender).

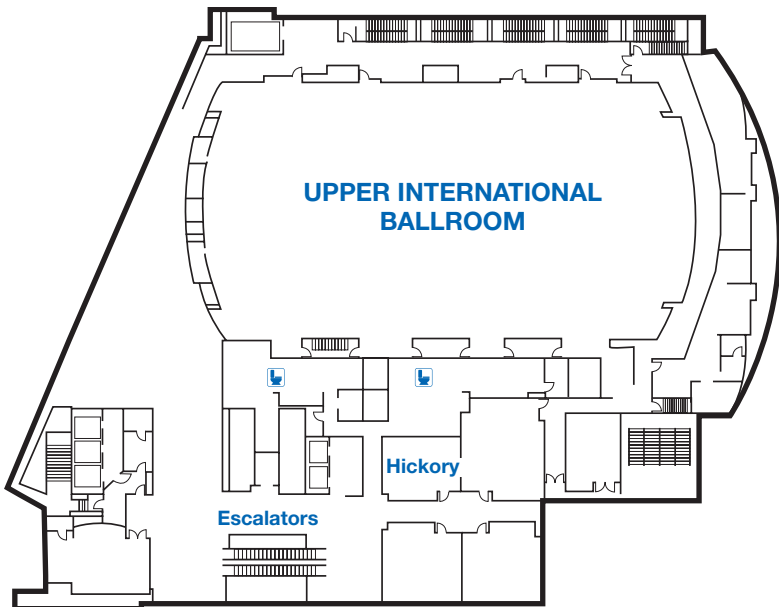
If you have questions about all gender restrooms, please contact Jean Merrill, Director of Inclusion ([jmerrill@ncaa.org](mailto:jmerrill@ncaa.org)).

## ALL GENDER RESTROOM LOCATION

The all gender restroom is located on the third floor of the Omni Atlanta Hotel at CNN Center (site of the Forum). Attendees can take the escalators or elevators up to the third floor, where the all gender restroom will be located near the Hickory meeting room (right next to the larger women's and men's restrooms). Please see the map below for the exact location.

## CNN North Tower

### *CNN North Tower M3 Meeting Level*









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