



Agenda

2021 NCAA Inclusion Forum: June 2 – 4

A Vision for Change: Empowering Voices and Rising to Action

** All times are in Eastern Standard Time*

Wednesday, June 2

Time

Programming Item

12:30 to 1:20 p.m.

Inclusion Forum Opening Session: Remarks from NCAA Senior Leadership; Chairs of NCAA Diversity, Equity, and Inclusion Committees; and the Office of Inclusion.

Niya Blair Hackworth, NCAA Director of Inclusion

Dr. Mark Emmert, NCAA President

Dr. Derrick Gragg, NCAA Senior Vice President of Inclusion, Education & Community Engagement

Dr. Amy Wilson, NCAA Managing Director of Inclusion

1:20 to 1:45 p.m.

The Audacity of Inclusivity

Yorri Berry, Spoken Word Artist and Global Children's Rights Advocate

1:45 to 2 p.m.

Break

2 p.m. to 3 p.m.

The Evolution of the Diversity Conversation

In this thought-provoking presentation, unconscious bias and diversity expert Howard Ross and his colleague, Dr. Johnnetta Cole, President Emerita of Spelman and Bennett Colleges,



examine the evolution of the racial and diversity conversation in America and its workplaces. At a time when the level of racial tension and polarization is so high, these two longtime colleagues present a hopeful example of how people can bridge across race, gender and religion to create true ally-ship and organizational environments of inclusion, trust and collaboration.

Dr. Johnnetta B. Cole, President Emerita of Spelman College & Bennett College for Women

Howard Ross, Unconscious Bias and Diversity Expert

3 to 3:10 p.m.

Break

3:10 to 4:10 p.m.

Brave Conversations: Racial Justice Lens

In this dialogue, participants will be asked to consider multiple definitions of a brave conversation. Goals, objectives and challenges will be discussed. Participants will receive a template that highlights one format of such conversations.

Niya Blair Hackworth, NCAA Director of Inclusion

Dr. Andrew Mac Intosh, Vice President, Curriculum, Ross Initiative in Sports for Equality (RISE)

4:10 to 5 p.m.

My Story Matters: Elevating the Student-Athlete Voice

Student-athletes from across the membership will share personal narratives about their intersectional identities and how they have used their stories to empower others.

Ivette Alcantar-Herrera, Women's Track and Field and Cross Country Student-Athlete, University of the Incarnate Word

Niya Blair Hackworth, NCAA Director of Inclusion



Natalie Chou, Women's Basketball Student-Athlete, University of California, Los Angeles

Abigail Edwards, NCAA postgraduate intern, office of inclusion

Christopher Robinson II, Men's Football Student-Athlete, University of Arkansas at Pine Bluff

Sufiyan Sarguroh, Men's Track and Field and Cross Country Student-Athlete, Adelphi University

Thursday, June 3

Time

Programming Item

12:30 to 12:45 p.m.

Introductory Remarks

Dr. Amy Wilson, NCAA Managing Director of Inclusion

12:45 to 1:45 p.m.

Leading the Way on DEI: The NCAA Membership Perspective

NCAA DEI Award recipients will share their experiences leading, developing and facilitating efforts surrounding diversity, equity and inclusion within athletics.

Tricia Brandenburg, Deputy Director of Athletics/SWA, Towson University

Kena Gilmour, Former Men's Basketball Student-Athlete, Hamilton College

Jacqie McWilliams, Commissioner, Central Intercollegiate Athletic Association

Dr. Dwight Watson, Chancellor, University of Wisconsin - Whitewater

Kellen Wells-Mangold, Associate Athletics Director-Compliance and Student-Athlete Services, University of Wisconsin-River Falls



1:45 to 2 p.m.

Break

2 to 3 p.m.

Title IX Athletics Compliance

What are your options when it comes to Title IX Athletics compliance? How can you determine if you are in compliance? Where can you find help if you have questions? The U.S. Department of Education, Office for Civil Rights (OCR) is happy to present this introduction to Title IX Athletics. OCR will explain the criteria it uses in evaluating participation, scholarships, and the 11 other program benefits known as the “laundry list.” The purpose of this training is to familiarize you with the key Title IX Athletics concepts, allow you to recognize a potential compliance concern and know when to reach out for assistance.

Zachary Pelchat, Supervisory Attorney, U.S. Department of Education, Office for Civil Rights, San Francisco Regional Office

2 to 3 p.m.

Strong Foundation = Strong House: DEI 101

In order to build an athletic department that fosters a sense of belonging, you need to start with a solid foundation. During this session, we will walk through the foundations of diversity, equity and inclusion, the importance of your personal investment, as well as what it looks like to foster cultures of belonging within your communities.

Sheridan Blanford, Associate Athletic Director for Diversity, Equity and Inclusion, University of Washington

2 to 3 p.m.

Cultivating Culture and Climate: Recruitment and Hiring

This session will cover the importance of understanding and changing culture to impact diverse hiring positively. Participants will also receive information about NCAA Leadership Development's hiring platform, the Leadership



Collective, and Women Leaders hiring platform, Career Connect, that both support diverse hiring.

Dr. Derrick Gragg, NCAA Senior Vice President of Inclusion, Education & Community Engagement

Kara Hess, Director of Education & Leadership Development, Women Leaders in College Sports

Dr. China Jude, Vice President of Diversity, Equity and Inclusion, Denver Broncos Football Club

DeeDee Merritt, Director Leadership Development, NCAA

Gloria Nevarez, Commissioner, West Coast Conference

Patti Phillips, Chief Executive Officer, Women Leaders in College Sports

Dr. Edward Scott, Vice President & Director of Athletics, Morgan State University

2 to 3 p.m.

Sports for Social Change: Student Engagement Program* – Know Yourself; Know Your Voice; Know Your Power

**(for students/student-athletes only)*

In this interactive session, participants will learn about social justice movements in sport, student-athlete agency, intersectionality, and the importance of self-awareness, self-compassion and self-care in activism. Participants will also engage in self-reflection and identity development exercises.

Dr. Clare Devine, Psychology Fellow, University of Delaware

Dr. Adam Gallenberg, Licensed Psychologist, Premiere Sport Psychology

Dr. Marissa Norman, Sports Psychologist, Consultant



Dr. Jaimie Rubin, Licensed Sport Psychologist, Premier Sport Psychology, Macalester College

3 to 3:15 p.m.

Break

3:15 to 4:15 p.m.

Title IX's 50th Anniversary on the Horizon: the Ongoing Pursuit of Gender Equity in Intercollegiate Athletics

This session will feature a panel of thoughtful and talented NCAA Division I, II, III, and conference office athletics administrators who play a leading role in gender equity efforts on their campus and in their conference. Presenters will share their assessment of the current climate, discuss their successes and challenges in the athletic equity space, and share their thoughts about effective ways to engage campus and alumni leadership, talk about equity within the athletics department, monitor compliance, and integrate gender equity into the overall athletics strategic planning and goals. Nationally recognized collegiate sports law attorney Janet Judge will moderate the member-driven discussion that promises to deliver useful takeaways to empower participants as they strive to achieve gender equity goals.

Vicky Chun, Thomas A. Beckett Director of Athletics, Yale University

Amy Huchthausen, Commissioner, America East Conference

Janet Judge, Esq. Partner, Holland & Knight LLP (Moderator)

Carrie Michaels, Senior Associate Director of Athletics/Senior Woman Administrator, Shippensburg University

Erienne Roberts, Associate Director of Athletics and Senior Woman Administrator, Ithaca College



3:15 to 4:15 p.m.

Building Bridges: Global Competencies to Support International Student-Athletes

The growing population of international student-athletes at NCAA member institutions emphasizes the need, now more than ever, to develop awareness of the cultural adversity associated with the international student-athlete experience. This multinational panel will highlight relevant data and survey results and will break down the distinctive roles coaches, athletics administrators and faculty can play in creating inclusive environments for international student-athletes. Join us to discuss reoccurring trends pertaining to the challenges international student-athletes face prior to their arrival on campus, during their time on campus, and after the game, as well as to examine solutions and best practices to assist them.

Timothy F. Bryson, Program Director of Student-Athlete Career Development, University of Maryland

Kelsey Gurganus, Assistant Director of Research, NCAA

Dr. Anastasios Kaburakis, Associate Professor, Saint Louis University

Giovana Melo, Director of Volleyball, California State University, Bakersfield

Estée Widdershoven, Women's Tennis Student-Athlete, Valdosta State University

3:15 to 4:15 p.m.

Exploring Partnerships Between Campus Disability Offices and Athletics

As professionals who work in various capacities within intercollegiate athletics, many of us work with students that might have disabilities or injuries, which creates a need to collaborate with other departments on our campuses, particularly Disability Service Providers. This session will explore the relationship between Disability Service Providers



and Athletic Academic Support Centers on campus and provide some basic steps and tips that can help enhance support for students. This session will include interactive audience participation.

Brad Erbesfield, Education Program Specialist, University of Georgia

Jessica Kylo, Athletic Academic Advisor, James Madison University

Marcia Ridpath, Diversity Consultant, NCAA

3:15 to 4:15 p.m.

Sports for Social Change: Student Engagement Program* – Understand Community; Learn the Collective Voice

**(for students/student-athletes only)*

In this session, participants will engage in thought-provoking small group discussions, that will provide opportunities to exercise empathy, hone communication skills and apply interpersonal-based learning about social justice, diversity, allyship, and social change.

Dr. Clare Devine, Psychology Fellow, University of Delaware

Dr. Jaimie Rubin, Licensed Sport Psychologist, Premier Sport Psychology, Macalester College

4:30 to 5:30 p.m.

Chancellors/Presidents Session*

**(for chancellors/presidents only)*

This session will feature topics such as The NCAA Eight-Point Plan to Advance Racial Equity, the Presidential Pledge, the Policy on Campus Sexual Violence Prevention, the Athletics Diversity and Inclusion Designation, and the Gender Equity Review of NCAA Championships.

Dr. Mark Emmert, NCAA President



Dr. Derrick Gragg, NCAA Senior Vice President of Inclusion, Education & Community Engagement

Dr. Brandon Martin, Vice Chancellor/Director of Athletics, University of Missouri-Kansas City, and co-chair of the Black AD Alliance

Patti Phillips, Chief Executive Officer, Women Leaders in College Sports

Dr. Cari Van Senus, NCAA Interim Senior Vice President of Policy and Governance and Chief of Staff

4:30 to 6 p.m.

Athletics Diversity and Inclusion Designee Session*

This session will be an opportunity to hear findings from the 2021 ADID Survey and next steps for optimizing the designation. Leaders from the Minority Opportunities Athletic Association (MOAA) and the Diversity, Inclusion and Equity Council of Excellence (DIECE) will provide support and resources.

**(for ADIDs only)*

DaWon Baker, Associate Athletic Director for Diversity, Equity and Inclusion, University of Colorado

Sheridan Blanford, Associate Athletic Director for Diversity, Equity and Inclusion, University of Washington

Niya Blair Hackworth, NCAA Director of Inclusion

Marquetta Dickens, Head Women's Basketball Coach, William Peace University

Dena Freeman-Patton, Director of Athletics, California State University, Dominguez Hills

Stan Johnson, Executive Director, MOAA

Angel Mason, Director of Athletics, Berry College



Harry Stinson III, Director of Athletics, Lincoln University

6 to 8 p.m.

Sports for Social Change: Student Engagement Program* –
Practice Your Voice; Develop Collective Power
**(for students/student-athletes only)*

In this session, participants will practice their voice, agency and collaborating skills by teaming up to create an original social change through sport initiative to begin in their own communities, which will be made accessible to their coaches, administrators, and to all NCAA member institutions.

Dr. Clare Devine, Psychology Fellow, University of Delaware

Dr. Jaimie Rubin, Licensed Sport Psychologist, Premier Sport Psychology, Macalester College

Friday, June 4

Time

Programming Item

11 to 11:05 a.m.

Introductory Remarks

Leland Brown III, 2021 NCAA Inclusion Forum Emcee and Program Director, Diversity, Equity and Inclusion, USA Swimming

11:05 a.m. to 12:05 p.m. Coping with the Silent Pandemic

This joint session between the Office of Inclusion and Sport Science Institute will guide participants through coping with a silent pandemic facing collegiate athletes- mental health well-being challenges. This year student-athletes have had to cope with the difficulties of COVID-19 while experiencing a year full of social justice and racial tensions in our society. A moderated discussion with a range of athletics stakeholders will focus on how to support student-athlete mental health well-being, advocacy, and how to prepare for upcoming in person return to play/class.



Dr. Stephany C. Coakley, Senior Associate Athletic Director for Mental Health, Wellness and Performance, Athletics Diversity and Inclusion Designee, Temple University

Dr. Brandon Henry (MD), Sports Medicine Physician, Riverside Medical Clinic, Director of Sports Medicine, California Baptist University, California Baptist University Student Health Team Physician, California Baptist University Athletics University of California, Riverside, School of Medicine

Kerri Nakamoto, Head Women's Basketball Coach, University of Alaska Fairbanks

Mercy Ogutu, Volleyball and Tennis Student-Athlete, Trinity Washington University

11:05 a.m. to 12:05 p.m. Inclusion of Transgender and Non-Binary Student-Athletes

This session will provide an overview of the current NCAA policy on transgender and non-binary (TGNB) student-athlete participation with assistance in understanding terminology as well as the myths that surround TGNB persons and athletics participation. Presenters will share useful practices for supporting TGNB student-athletes and for creating an overall inclusive team culture. In addition, presenters will offer guidance for administrators, coaches, and other higher education leaders on how to have dialogue with colleagues and student-athletes that supports understanding about gender identity and athletics participation. The session will also offer some key considerations for developing policies that address transgender and non-binary student-athlete participation.

Helen Carroll, LGBT Sports Consultant, National Center for Lesbian Rights

Pat Griffin, Professor Emerita, University of Massachusetts Amherst



Ashland Johnson, Founder & President, The Inclusion Playbook

11:05 a.m. to 12:05 p.m. Continuing to Unpack the Asterisk: Intercollegiate Athletics Experience from Often Untold Racial and Ethnic Perspectives

This session will provide insight into the perspectives of student-athletes who are often deemed the “other” within the intercollegiate athletic paradigm. Research, conversation and policy often disregard the inclusion of the Native American, Hispanic/Latino and Asian American experience. These populations are often grouped under the “*” (asterisk) label of not having a significant population size to identify in study and reports. Here, we will continue to unpack the asterisk and engage in meaningful discussion to move beyond the numbers and create viable solutions to support the voices, experiences and resilience of all student-athletes.

Dr. Alisse Ali-Joseph (Oklahoma Choctaw), Assistant Professor/Faculty Athletics Representative, Northern Arizona University

Natalie Welch (Eastern Cherokee), Assistant Professor & Faculty Athletics Representative, Linfield University

Janessa Yniguez, Women’s Basketball Student-Athlete, Linfield University

Klamath Henry, Former Softball Student-Athlete, Emory University; Chachalu Tribal Museum and Cultural Center Research Librarian

Traemaine Savea, Football Student-Athlete, Northern Arizona University

Alofaletauia Maluia, Football Student-Athlete, Northern Arizona University

12:05 to 12:15 p.m. Break



12:15 to 1 p.m.

Championing Change: Using Your Platform for Social Justice

In this session, WNBA champions and current vice presidents of the Atlanta Dream and Indiana Fever, respectively, Renee Montgomery and Tamika Catchings will engage in an intimate conversation about social justice, activism and championing change within their communities. Renee and Tamika will discuss the different ways they have used their voices and platforms to rise to action and inspire others to do the same.

Tamika Catchings, Vice President of Fever Basketball Operations and General Manager of WNBA Indiana Fever

Renee Montgomery, Part Owner & Vice President of the WNBA Atlanta Dream

1 p.m. to 2 p.m.

The Next Play: Elevating Activism for Sustainable Social Change

In this session, facilitators will draw from the expertise of different stakeholders in activism to provide strategies to sustain activist efforts in and beyond athletics, create structures of accountability, serve as allies for marginalized communities, and promote long-term positive social change. This session will also feature a panel discussion to center the voices of changemakers within intercollegiate athletics.

Kevin Booker, Morehouse College, Vice President for Student Services & Dean of the College

Matthew Brown, University of Georgia, Men's Football Student-Athlete

Kevin Gillooly, Rowan University, Men's Swim & Dive Student-Athlete

Shannon Jolly, Ph.D. Student, University of Georgia



Dr. Yannick Kluch, Assistant Professor and Director of Outreach and Inclusive Excellence, Center for Sport Leadership, Virginia Commonwealth University

Resa Lovelace, University of Maryland, Assistant AD for Student-Athlete Development

Megan Smith, University of Tennessee, Women's Softball Coach

2 to 2:15 p.m.

Break

2:15 to 3:15 p.m.

A Dream Too Big

In this inspiring keynote, drawn from his acclaimed book *A Dream Too Big: The Story of an Improbable Journey from Compton to Oxford*, Caylin Moore shares his against-all-odds journey from the cruel poverty of gang-ridden Los Angeles to becoming a Rhodes Scholar attending Oxford University.

Caylin Moore, Author, Rhodes Scholar and Aspiring Professor

3:15 to 3:30 p.m.

Inclusion Forum Closing Remarks

Dr. Derrick Gragg, NCAA Senior Vice President of Inclusion, Education & Community Engagement