



2022 NCAA Inclusion Forum

It's Time: Delivering on Diversity, Equity, Inclusion and Belonging

Agenda

June 15-16 | Virtual

Wednesday, June 15

Time (EST)

Programming Item

12:00 to 1:30 p.m.

Athletics Diversity and Inclusion Designees Session*

This special session for ADIDs will highlight resources specifically created for those who hold the designation and include a panel discussion that will provide tips and steps to optimize one's role as an ADID. The session will also offer a glimpse of fall offerings that will be provided to ADIDs by the NCAA office of inclusion, Minority Opportunities and Interests Committee, and other affiliated partners. **Auxiliary program, for ADIDs only.*

5:30 to 6:00 p.m.

Opening Remarks

Dr. Mark Emmert, President, NCAA

Felicia Martin, Senior Vice President of Inclusion, Education and Community Engagement, NCAA

Dr. Miguel Cardona, United States Secretary of Education

6:00 to 7:00 p.m.

Special Title IX 50th Anniversary Keynote

Celebrate Title IX's 50th anniversary with a special keynote from Billie Jean King, sports icon and champion of equality. Joined in conversation by analyst LaChina Robinson, Billie Jean will share stories and insights into her historic career advocating for change while also discussing the work that needs to be done to advance Title IX and equity for future generations. This session will bridge the history of Title IX with those who have benefitted from the historic law and those who will continue to move it forward.



Billie Jean King, Sports Icon and Champion of Equality

LaChina Robinson, Award-Winning Basketball Analyst

7:00 to 7:15 p.m. Closing Remarks

Thursday, June 16

Time (EST) Programming Item

12:00 to 12:15 p.m. Opening Remarks

12:15 to 1:15 p.m. **It's Time: Leading & Advocating for Access and Inclusion**
The daughter of refugees, a Black woman, and disabled, Haben developed a powerful path to success, rooted in her belief that inclusion is a choice. People with disabilities represent the largest minority group, numbering one billion worldwide, and reaching a group of this scale creates value for everyone. Haben provides valuable insights that help people become better leaders and help organizations prioritize accessibility by being more inclusive to a much larger demographic, improving the experience for both disabled and non-disabled people, and facilitating further innovation.

Haben Girma, the First Deafblind Graduate of Harvard Law School & Disability Rights Advocate

1:15 to 2:15 p.m. Concurrent Sessions

Session 1 | Mitigating Unconscious Bias for Inclusive Excellence
The workshop's goal is to increase awareness of bias and break down the types of unconscious bias that exist among groups of people. Participants will also learn to identify steps that help reduce the likelihood of bias in decision-making and walk away with tools to implement on their campuses.

Amanda Bonilla, Owner & CEO, Inclusion Consultant Network



NCAA
Inclusion Forum
June 15-16, 2022 | Virtual

Session 2 | The Culture Map: Inclusive Leadership in an International Environment

As the collegiate athletics landscape gradually globalizes, cultural competence of coaches and administrators is necessary to support the ever-growing population of international student-athletes. Leading through cross-cultural interactions or building a multi-national team can be challenging, as our cultural differences impact the way we lead, collaborate, communicate and build trust. Join this session to decode cultural dimensions derived from country of origin, learn how to leverage global diversity as an asset and explore practical strategies to enhancing international student-athlete inclusion. **Attendees will receive post-session access to external learning tools.*

Karen Cvitkovich, President, Mosaic Global Solutions

Session 3 | Title IX 101: Office for Civil Rights Education on Athletics Equity

Fifty years after Title IX's passing there are still many questions about how the law works for athletics equity and how to be compliant on campus. This session from the Office for Civil Rights will cover foundational education on Title IX as it relates to athletics equity and will provide strategies that administrators can utilize on their campus to achieve gender equity. **Please note that this session will not be recorded.*

Zachary Pelchat, Regional Director, Office for Civil Rights

2:30 to 3:30 p.m.

Concurrent Sessions

Session 1 | Beyond the Headlines: Understanding the Trans & Non-Binary Student-Athlete Experience

Media headlines and state laws have contributed to increased discussion about transgender and nonbinary athletes. Rarely are the perspectives of these athletes shared or included in these discussions. This session provides an opportunity to hear directly from a former trans student-athlete about their experience in college sports and to discuss with administrators how campuses can support all student-athletes around this subject. **Information on the policy can be found at ncaa.org/transgender.*



NCAA
Inclusion Forum
June 15-16, 2022 | Virtual

Schuyler Bailar, Educator, Author, Advocate and the First Openly Trans Athlete on a Division I Men's Team

RADM William Kelly, Superintendent, U.S. Coast Guard Academy

Miriam Merrill, Director of Athletics and Chair of Physical Education, Pomona-Pitzer Colleges

Session 2 | Para-College Inclusion Project: Building the Bridge Between the Paralympic Movement and Collegiate Sport

Join the United States Olympic & Paralympic Committee as they bring together leaders from Team USA, the NCAA, and the athlete community. This session will cover the recently launched Para-College Inclusion Project and its goal of increasing understanding, awareness, and connectivity between the Paralympic Movement and college sport.

Julie Dussliere, Chief of Paralympics, United States Olympic & Paralympic Committee

Tobi Fawehinmi, Paralympian & Former Student-Athlete, Team USA & University of Texas at Arlington

Tiffini Grimes, Senior Deputy Athletics Director, SWA/Chief Diversity Officer, University of Alabama

Brent Hardin, Director, Adaptive Athletics, University of Alabama

Zak Ivkovic, Executive Director, City University of New York Athletic Conference

Dr. Sarah Wilhelmi, Senior Director, Collegiate Partnerships, United State Olympic & Paralympic Committee

Session 3 | Applying the New NCAA DEI Review Framework to Create Cultures of Belonging

Not only do diversity, equity and inclusion reviews provide a foundation for understanding campus athletics department efforts and outcomes for diversity, equity and inclusion, but meaningful reviews also highlight opportunities to create cultures of belonging where student-athletes and



NCAA
Inclusion Forum
June 15-16, 2022 | Virtual

those who teach and lead them feel that they are seen and heard, and that they matter. Guided by these principles, the NCAA has created a new resource that Division I schools can voluntarily use as they complete the legislatively required DEI reviews, and to supplement efforts in Divisions II and III where DEI is currently addressed in the institutional self-study instruments. This session will briefly share the format and content of the new resource and will include a discussion with NCAA DEI committee representatives on conducting meaningful reviews and the power of the “why” behind this work.

Dr. Alisse Roselyn Ali Joseph, Faculty Athletics Representative, Northern Arizona University

Dr. Marco Barker, Vice Chancellor of Diversity and Inclusion, University of Nebraska, Lincoln

Ragean Hill, Executive Associate Athletics Director, University of North Carolina at Charlotte

Leah Kareti, Principal, 3 Fold Group

Noreen Morris, Commissioner, Northeast Conference

Dr. Amy Wilson, Managing Director of Inclusion, NCAA

3:35 to 4:35 p.m.

Concurrent Sessions

Session 1 | Continuing the Conversation: A Racial and Social Justice Lens

This session will feature the 2022 NCAA/MOAA Award for Diversity and Inclusion honoree and honorable mention recipients, as they share their experiences leading, developing and facilitating efforts surrounding diversity, equity, and inclusion within athletics, with a specific focus on racial and social justice efforts. Presenters will share strategies and tools to continue the conversation on racial and social justice on campus and within the athletics community.

Teresa Gould, Deputy Commissioner, Sports Management & Institutional Services, Pac-12 Conference



NCAA
Inclusion Forum
June 15-16, 2022 | Virtual

Jessica Incorminias Brooks, Consultant for Championship Events & Internal Operations, Central Intercollegiate Athletic Association

Asaundra Pickett, Associate Athletics Director for Internal Operations, DePauw University

Courtney Vinson, Senior Associate Athletic Director for Sports Administration, Northern Illinois University

Session 2 | Awareness & Important Considerations: Mental Wellbeing

The session will include a panel discussion from those in the athletic community about the significance of providing assistance, utilizing resources and creating safe spaces to have conversations that support student-athlete mental wellbeing. Panelists will share their experiences implementing mental wellbeing best practices and how they can be used on campus.

Micheala Boyd, Student-Athlete, Palm Beach Atlantic

Roy Brown, Deputy Director of Athletics, University of Illinois Springfield

Marquetta Dickens, Head Women's Basketball Coach & Athletics Diversity and Inclusion Designee, William Peace University

Dr. Brian Hainline, Chief Medical Officer, NCAA

Lindsey Keenan, Associate Professor and Athletic Trainer in the Department of Sports Medicine, West Chester University & Co-Founder and CEO of PROMotion Health

Session 3 | Healthy Masculinity: Advancing Equity Through Allyship

Showing up for equity, inclusion and justice is a shared goal of many. Yet in our path to demonstrating allyship and living authentically, barriers such as harmful stereotypes, a binary approach, and “rules” of gendered behavior must be reckoned with. How do the messages we share and amplify about and to women affect those in our sphere? What exactly is the impact of gender socialization? And what are specific actions one can take toward a healthy gender expression? To answer these questions, and many more, this interactive session will analyze traditional gender roles, explore the



connection between vulnerability and leadership and guide attendees toward solutions through personal reflections.

Dr. Jeffrey O'Brien, Vice President, Institute for Sport & Social Justice

4:45 to 5:30 p.m.

It's Time: Kicking Glass, Breaking Barriers & Inspiring Social Change

Basketball legend, entrepreneur, and NBA broadcast analyst Candace Parker will provide insight into championing and sustaining diverse, equitable, and inclusive spaces within and outside athletics and creating necessary change. Candace will explore the importance of equality and representation in sports by highlighting her premiere documentary, *Title IX: 37 Words that Changed America*. Candace will also share aspects of her personal story and how she continues to be a change agent on and off the court.

Candace Parker, Basketball Legend, Entrepreneur & NBA Broadcast Analyst

Felicia Martin, Senior Vice President of Inclusion, Education and Community Engagement, NCAA

5:30 to 5:45 p.m.

Special Spoken Word Performance

Yorri Berry, justice warrior and champion of equity, left 2021 Inclusion Forum participants in awe with a powerful and thought provoking spoken word performance. Yorri will be returning for yet another captivating performance to close this year's Inclusion Forum.

Yorri Berry, Poet and Children's Rights Advocate

5:45 to 6:00 p.m.

Closing Remarks