



# 2024 ADID Summit

April 23-24 • Indianapolis

#NCAAIInclusion



## 2024 ADID Summit Agenda April 23-24 | Indianapolis

### Tuesday, April 23

#### Time (Eastern)

#### Programming Item

12 p.m. - 4:30 p.m.

**Registration Desk Open**  
Outside Regency Ballroom (Second Floor)

3 p.m. – 3:30 p.m.

**Opening Remarks**  
Cosmo B

- *Dr. Niya Blair Hackworth, Director of Inclusion, NCAA*
- *Felicia Martin, Senior Vice President of Inclusion, Education, and Community Engagement, NCAA*
- *Adam Hutchinson, MOIC chair and Director of Athletics-Earlham College*

3:30 p.m. – 4:15 p.m.

**Fireside Chat with Peter Roby**  
Cosmo B

Former athletics director Peter Roby shares his journey through the world of college athletics administration. Roby will highlight what qualities helped him succeed in collegiate athletics, as well as provide tips on how athletic diversity and inclusion designees can succeed in their role and in their departments.

- *Derek Cowherd, Associate AD for Inclusive Excellence, University of Louisville*

	<ul style="list-style-type: none"> <li>• <i>Peter Roby, Consultant</i></li> </ul>
<p><b>4:15 p.m. – 4:30 p.m.</b></p>	<p><b>Break</b></p>
<p><b>4:30 p.m. – 6 p.m.</b></p>	<p><u>Concurrent Sessions</u></p> <p><b>LGBTQ OneTeam Program</b></p> <p>Cosmo A</p> <p>The Division III LGBTQ OneTeam Program was developed to recognize the importance of LGBTQ inclusion in college athletics. In this session, open to all divisions, participants will learn common LGBTQ terms, definitions and concepts; and how to identify strategies and best practices for institutions and conferences to ensure all individuals may participate in an athletics climate of respect and inclusion, regardless of sexual orientation, gender identity or gender expression. The session will involve small group conversation and larger group discussion, as well as case studies that will allow participants to think critically about how they would respond if put in similar situations.</p> <ul style="list-style-type: none"> <li>• <i>Melynda Link, Assistant Athletic Director for Athletic Facilities &amp; Athletic Events, DePauw University</i></li> </ul> <p><b>A Long Talk</b></p> <p>Cosmo C-D</p> <p>A Long Talk is an anti-racism activation experience. During the session, participants will learn a three-step protocol to challenge racist comments. The session will energize, activate and empower participants in the pursuit of ending racism.</p> <ul style="list-style-type: none"> <li>• <i>Kamal Carter, President, A Long Talk About the Uncomfortable Truth</i></li> <li>• <i>Kyle Williams, Chief Empowerment Officer, A Long Talk About the Uncomfortable Truth</i></li> </ul>

6 p.m. – 6:15 p.m.	<b>Break</b>
6:15 p.m. – 7:30 p.m.	<b>Dinner &amp; Community Conversations</b> Cosmo B
<b><u>Wednesday, April 24</u></b>	
<b><u>Time (Eastern)</u></b>	<b><u>Programming Item</u></b>
8 a.m. - 8:30 a.m.	<b>Breakfast</b>
8:30 a.m. – 8:45 a.m.	<b>Opening Remarks</b> Cosmo B <ul style="list-style-type: none"> <li>• <i>Dr. Alisse Ali-Joseph, Faculty Athletic Representative, Northern Arizona University</i></li> </ul>
8:45 a.m. – 9:50 a.m.	<b>Empowering the Leader in You</b>  Cosmo B  Empowering the leader within you first requires knowing you! Our session will be dedicated to finding your unique leadership style, growing with confidence and how others can entrust you to lead them through your inclusive leadership. Warning: This session will require you to have fun and keep an open mind. <ul style="list-style-type: none"> <li>• <i>Mark Trumbo, Associate Director of Leadership Development, NCAA</i></li> </ul>
9:50 a.m. – 10:00 a.m.	<b>Break</b>
10 a.m. – 11:30 a.m.	<b><u>Concurrent Sessions</u></b>  <b>Teamwork: Developing Dynamic Team DEI Programming</b>  Cosmo A  One of the key objectives of an ADID is to lead the collaborative effort in establishing an athletic department culture where DEI is prioritized, in addition to helping each athletic team integrate DEI into its team culture. Join us as we discuss strategies and tools for working with coaches,

support staff and student-athletes to develop dynamic DEI programming that is uniquely tailored to meet the needs of each team.

- *DaWon Baker, Associate Athletic Director, Diversity, Equity and Inclusion, University of Colorado-Boulder*
- *Sheridan Blanford, Associate Athletic Director for Diversity, Equity & Inclusion, University of Washington*
- *Courtney Gay, Assistant Athletic Director – Inclusive Excellence and Strategic Engagement, University of Georgia*

### **Adopting an organization development approach to DEIB**

Cosmo B

In this session, participants will use an organizational development lens to diagnose their department and college to consider the best ways they can strategize and approach the DEIB initiatives they are charged to lead. Opportunities will be given to discuss best practices in various industries, and a resource guide to aid ADIDs will be shared.

- *Dr. Andrew Mac Intosh, Chief Program Officer-RISE*

### **Unconscious Bias and Empowered Bystanders**

Cosmo C-D

One of the main culprits preventing organizations from achieving real inclusivity is unconscious bias. We will engage participants in activities to help them see the biases that inform their lived experience and then shift that lens to the workplace. Focusing on the workplace will challenge participants to see the impact stereotypes and bias have on recruiting and hiring practices,

	<p>career opportunities, assignments and whose voices get elevated during meetings.</p> <ul style="list-style-type: none"> <li>• <i>Spencer Bonahoom, Director, Huddle Up</i></li> <li>• <i>Brandi Stuart, Deputy Athletic Director for Administration and External Operations, Penn State University</i></li> </ul>
<b>11:30 a.m. – 11:35 a.m.</b>	<b>Break</b>
<b>11:35 a.m. – 12:15 p.m.</b>	<p><b>Closing Session</b> Cosmo B</p> <ul style="list-style-type: none"> <li>• <i>Dr. Renae Myles Payne, President, MOAA</i></li> <li>• <i>Dr. Niya Blair Hackworth, Director of Inclusion, NCAA</i></li> </ul>