



# Division III FARA Annual Meeting

## Nov. 5, 2022

Dr. Amy Wilson (she/her/hers)  
Managing Director of Inclusion

Solomon Siskind (he/him/his)  
Postgraduate Intern



# Plan for Today



- State of DEI—significant areas
- How FARs can engage with DEI
- Office of inclusion initiatives and resources
- Feedback/Questions



# Current State of DEI

- Increasingly diverse student-athlete population—continued challenges to leadership reflecting SAs' core identities
- Racial and Social Justice Movement
  - George Floyd murder--paradigm shift
  - Student-athlete voice and activism
- DEI-specific titles/positions in intercollegiate athletics
  - Athletics Diversity and Inclusion Designee (ADID)

# Current State of DEI



- Historic Division I legislation: DEI Reviews for athletics department and conference offices
- Transgender and non-binary student-athlete participation—divisive landscape
- Title IX/Gender Equity
  - [Commemorating Title IX's 50<sup>th</sup> Anniversary](#)
  - External Gender Equity Review

# How FARs Can Engage in DEI



- Align athletics with DEI mission, initiatives, strategic plan etc. of your college/university
  - Collaboration to maximize resources
- Prioritize student-athletes' voices and leadership on DEI
- Optimize the designations (e.g. ADID, FAR, SWA), relationships (e.g. CDO, Title IX Coordinator)
- Develop faculty and athletics relationship
- Engage with office of inclusion initiatives

# The NCAA Office of Inclusion



- The NCAA office of inclusion advances diversity, equity and inclusion in college athletics for over 1,100 member schools and athletics conferences. The office supports student-athletes and individuals who teach and lead across the core areas of disability, international, LGBTQ, race/ethnicity and women.



# NCAA Inclusion Statement



The NCAA provides or enables 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, creed, educational background, religion, gender identity, disability, gender expression, geographical location, income, marital status, parental status, sexual orientation and work experiences.

Programming and education strives to support equitable laws and practices, increase opportunities for individuals from historically underrepresented groups to participate in intercollegiate athletics at all levels, and enhance hiring practices for all athletics personnel to facilitate more inclusive leadership in intercollegiate athletics.

*Adopted by the NCAA Executive Committee, April 2010*

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

# Office of Inclusion and Division III



- [Division III Diversity and Inclusion Webpage](#)
  - Diversity and Inclusion Working Group
  - LGBTQ Working Group
  - [Division III LGBTQ OneTeam Program](#)
  - [Division III Senior Woman Administrator Program](#)
  - [Division III Student Immersion Program](#)
  - Diversity Spotlight Initiative Award



# Leadership Development and DIII



- [Leadership Development](#)
  - [NCAA Emerging Leaders Seminar](#)
    - Application closes **Nov. 11, 2022**
  - [Student-Athlete Leadership Forum](#)
    - Application opens Dec. 5, 2022
    - Application closes Jan. 13. 2023
  - [Career in Sports Forum](#)
    - Application opens Jan. 23, 2023
    - Application closes Feb. 17, 2023
  - [NCAA Leadership Collective](#)
  - [Division III Coaching Enhancement Grant](#)

# NCAA Office of Inclusion Initiatives

- [NCAA/MOIC/SAAC Diversity & Inclusion Social Media Campaign](#)
  - Oct. 18 – 20, 2022.
- [NCAA Inclusion Forum](#)
  - April 21 – 23, 2023; Indianapolis.
- [Title IX's 50th Anniversary Celebration](#)
  - Jan. 2022 – April 2023
- [2022 State of Women in College Sports Report.pdf](#)



# NCAA Office of Inclusion Initiatives

- [Athletics Diversity and Inclusion Designees \(ADIDs\)](#)
- [Int'l Student-Athlete Inclusion Think Tank](#)
- [Senior Woman Administrator \(SWA\)](#)
- [Common Ground](#)
- [USOPC & NCAA Para-College Inclusion Project](#)





# NCAA Office of Inclusion Initiatives

- [2023 NCAA Convention Programming \(ADID; Title IX; DEI Reviews\)](#)
- [NCAA Woman of the Year Award](#)
- [NCAA and MOAA Award for Diversity and Inclusion](#)
- [NCAA Diverse Student-Athlete Mental Health and Well-Being Summit](#)
  - August 2020
- [NCAA Gender Identity and SA Participation Summit](#)
  - October 2020



# New and Upcoming Resources



- [DEI Review Framework](#) for schools
  - Resource for conference offices coming in 2023
- [International Student-Athlete Resource](#)
- [Disability Resources](#)
  - See bottom of webpage for three new resources
- Celebrating Native American Heritage Month Resource (November)
- Inclusive Language Guide



# Feedback/Questions

## Thank you!



DR. AMY WILSON

[AWILSON@NCAA.ORG](mailto:AWILSON@NCAA.ORG)



SOLOMON SISKIND

[SSISKIND@NCAA.ORG](mailto:SSISKIND@NCAA.ORG)



ncaa.org

@ncaa |

