



**DIVISION III COMMISSIONERS ASSOCIATION (DIICA)  
DIVERSITY AND WELL-BEING COMMITTEE (DWBC)**

**March 12, 2008 Teleconference Minutes**

**Present:**

Steve Bamford, ECAC; Chris Graham, Midwest Conference; Katie Hersey, NEWMAC; Gary Karner, WIAC; Dan McKane, MIAC; Julie Muller, NAC; Dick Rasmussen, UAA

1. Motion: Approve December 19, 2007 Minutes. Passed: 7-0.
2. Gender and Ethnic Minority Representation Study
  - a. Gary previously shared information about the Wisconsin Intercollegiate Athletic Conference Gender and Ethnic Minority Representation Study, including the WIAC's Ethnic Minority & Gender Equity Task Force Report, Executive Summary, and Talking Points.
  - b. Gary reviewed key elements related to the Study, including key findings and review mechanisms. WIAC involves key constituents and reviews the subject every year.
  - c. DWBC commended the Wisconsin Intercollegiate Athletic Conference on this work.
  - d. Discussed obtaining further research related information, including access to previous Gender Equity research studies. Dick volunteered to contact the NCAA Research staff to learn the status of sharing previous reporting/survey results, potentially aggregated by conference.
  - e. Discussed how to leverage the structure and format of the study to serve as a model for other conferences. Katie volunteered to pursue further action and investigate means of follow up.
3. Diversity and Well-Being Resource Guide
  - a. Julie and Dan presented the initial draft of the Diversity and Well-Being Resource Guide. Information from the survey on conference utilization of Tier Two grant resources and conference mission statements are included in this version.
  - b. Asked committee members to provide any feedback to Julie and Dan.
  - c. DWBC felt the document will prove to be a strong resource for Commissioners, and thanked Julie and Dan for their initial efforts.
4. Recruiting/Retention of Diverse Staffs
  - a. Gary attended a meeting with the Minority Opportunities Athletic Association (MOAA) at the NCAA Convention and shared information regarding DWBC's purpose. The MOAA expressed enthusiasm about the committee's intent and is interested to work together on future initiatives.
  - b. Discussed resumes and posting locations. NCAA packages resumes of strong minority candidates but often these individuals are Division I focused. We discussed the recruiting and retention challenges of Division III, and agreed to pursue further action. Discussed utilizing the NADIII AA listserv or a similar listserv for this purpose.
  - c. Discussed challenges of retention of strong minority officials at the Division III level.

- d. Dan informed the group that the MIAC surveys coaches about whether seniors may be interested in pursuing officiating.

5. Diversity Workshops

- a. The Minnesota Intercollegiate Athletic Conference will conduct its Diversity Workshop in the spring, and Dan agreed to share information with the DWBC about the Workshop.
- b. DWBC discussed conducting a Diversity Workshop with the DIIICA at next June's DIIICA Meetings. Katie to contact Brad to follow up.

6. Next Meeting

- a. May 13 2-3:30pm EST Post-meeting Note—time adjusted to **2:30-3:30pm**

Respectfully submitted,

Katie Hersey  
Chair, DIIICA DWBC  
NEWMAC Executive Director